



Department
for Education

Pay: your questions answered

What's happening?

The Government asked the independent School Teachers' Review Body (STRB) to review what changes could be made to teachers' pay arrangements, so that schools have the freedom to reward the best teachers and attract the best graduates and professionals into the profession.

Taking on board evidence from experts, head teachers, teachers and the Government, the STRB has come up with a series of recommendations on how teachers' pay arrangements can be improved. Subject to a statutory consultation, the Government intends to accept all the key recommendations.

What are the recommended changes?

The STRB recommends:

- **ending pay increases based on length of service** – currently virtually all full time classroom teachers on the main pay scale automatically progress to the next pay point;
- **linking all teachers' pay progression to performance, based on annual appraisals** – already the case for some teachers who are on a higher pay scale;
- **mandatory pay points should be abolished** within the pay scales for classroom teachers to give schools greater freedom on how much teachers are paid. They would remain in place for reference only in the main pay scale to guide career expectations for new teachers entering the profession; and
- **a broad national pay structure is retained**, including the higher pay bands for London and fringe areas. The upper pay scale for experienced teachers who make a wider contribution to the school is also kept.

What does this mean for my pay packet?

This won't make any immediate difference to your existing rate of pay. Once the changes come into effect – expected to be in autumn 2013 – there will be a much closer link between your pay and your performance, with scope for higher rewards and more rapid progression.

Might I get a pay cut?

No. Nobody will have their pay cut as a result of these recommendations. The aim isn't to cut the pay of hard-working teachers, but to create a stronger link between pay and performance.

How will I prove that I deserve a pay increase?

Pay progression will be decided through your annual appraisal. At the beginning of each academic year, you will discuss with your line manager/head teacher how your performance will be monitored and assessed, and how this may link to any changes in your pay. Your school will need to work out how it wishes to make these changes. You can expect your school's pay policy to set out how they will work in practice.

Why are teachers' pay arrangements changing?

The current pay system for teachers is inflexible. It doesn't give schools enough freedom to reward good performance with pay. It places annual 'limits' on pay increases, which undermines the efforts of the best. It ties the hands of head teachers and governing bodies that want to pay more to those teachers making the biggest difference, such as those making great progress in the most deprived schools.

Are these changes being negotiated with the unions?

The recommendations have been made by the independent STRB following evidence and representations from a range of statutory consultees, including the teacher and head teacher unions. The Government is now consulting with those statutory consultees on its proposed response.

What happens next?

Subject to the views of the consultees, the Government is proposing to accept the STRB's recommendations. Any changes are expected to come into effect in autumn 2013.

Where can I find out more?

You can find the STRB report, further FAQs and more information about the proposed changes at www.education.gov.uk/pay.