

## DEPARTMENT FOR EDUCATION

### **School Teachers' Review Body's (STRB's) recommendations and response from the Secretary of State for Education (Damian Hinds).**

*The following sets out the full set of recommendations from the STRB as published in the 28th Report (CM) on 24th July 2018, together with the response from the Secretary of State for Education. The STRB's recommendations and the Government's proposals for implementing the pay award are in bold.*

**The Secretary of State for Education (Damian Hinds):** The 28th Report of the STRB is being published today. It covers matters referred to the STRB in December 2017. Copies are available in the Vote Office, the Printed Paper Office and in the Libraries of the House and online at [www.gov.uk](http://www.gov.uk).

The STRB was asked to make recommendations on what adjustments should be made to the salary and allowance ranges for classroom teachers, unqualified teachers and school leaders to promote recruitment and retention.

In making its recommendations, the STRB was asked to have regard to the following:

- a) The need to ensure that the proposals reflect the Government's policy for public sector pay awards in 2018-19, as set out in the Chief Secretary's letter of 21<sup>st</sup> September;
- b) Evidence of the national state of teacher and school leader supply, including rates of recruitment and retention, vacancy rates and the quality of candidates entering the profession;
- c) The need to ensure that any proposals are affordable and offer best value for money;
- d) Evidence of the wider state of the labour market in England and Wales;
- e) Forecast changes in the pupil population and consequent changes in the level of demand for teachers;
- f) The Government's commitment to increasing autonomy for all head teachers and governing bodies to develop pay arrangements that are suited to the individual circumstances of their schools and to determine teachers' pay within the statutory minima and maxima.

The STRB has recommended:

- **A 3.5% uplift to the minimum and maximum of all pay and allowance ranges.**

I am proposing to implement the following pay award:

- **3.5% to the minimum and maximum of the unqualified pay range and main pay range.**
- **2% to the minimum and maximum of the upper pay range, leading practitioner pay range and all allowances.**
- **1.5% to the minimum and maximum of the leadership pay ranges.**

I am grateful for the in-depth consideration which the STRB has given to this important matter. I am inviting comments on the STRB's report and my response to its recommendations by 3rd September 2018.