

## Consultation feedback from headteachers

### Responses from Local Authority primary schools

- I appreciate this is a challenging situation for those schools who are struggling with redundancies and may have established staff who are on the higher pay ranges. Whatever we decide, we need to have equity across the pay range and be transparent with all staff.
- I believe that all pay scales should have the £3.5% uplift however, unfunded I just can't see how we can manage it after years of austerity and increasing on costs. The Government is only paying for the minimum and maximum to increase so I really can't see how schools can cover the much deserved increase now let alone if it's applied across all pay scales. The reality is that UPS and Leadership on costs will probably have to stay as the Government has suggested and this could I guess mean the scales between m1 and m6 do not have a n uplift or not as much of an uplift?
- You say the cost will be approx. 2.20% with on-costs included. Therefore to implement the above pay award would be a saving to local authority schools of 0.41% (average) as a 2% increase on base salary was budgeted for.

### Responses from academy secondary schools

- I agree with the NASUWT position.
- At the moment our most likely intention is to pay all staff the same pay increase – probably 1.5% or 2% as we did last year. I really don't think the differentiated rises are fair...
- I share the same view as the unions. I think the pay increase should be applied to all points on the individual scales and not just on the minimum and maximum – it would be unfair not to do so as this is a cost of living increase. In an ideal world, all the scales should get the same pay rise (3.5%), but considering the economic climate, I do not have an issue with the main scale receiving a larger rise than UPS who in turn receive more than leadership. We need to attract more teachers into the profession and retain them in the early years – hence, the greater pay rise. I think it is less equitable to apply 3.5% to M1 and then perhaps only 1.5 or 2% to M2, M3 etc. Therefore, I would advocate 3.5% to all points M1-M6, 2% to all points UPR1 to UPR3 and 1.5% to all leadership points.