

### **Pay Consultation Responses:**

2.75% across all reference points.

I would not think it fair to do the same as last time – when it was not apportioned across all levels. That was fine then – but not to repeat this so soon.

Headteacher - Trinity (local authority primary)

I feel as I have always felt that the pay awards should go across all reference points, however I know how difficult this would make the budget for most schools mine included. I would be interested to hear other views.

Headteacher – Blackmarston (local authority special primary)

I expect us as a county to follow suit and apply across the board and I believe it should be but this is now getting to breaking point funding a 2% increase internally across all ranges is crippling, and is double the hit that we were asked to burden when we were funding 1% rises. Serious representation to the DfE needs to be made for this to be funded in full and across the board, I suppose we will see what handout we get and if the touted £4b is correct and forthcoming fast.

Headteacher – Queen Elizabeth High School (secondary academy)

I firmly support option 1 which is to increase ALL reference points equally by 2.75%. I struggle to see why the plan would be to increase M1 and M6 as it would then mean M1 moves closer to M2 and M6 moves further away from M5 complicating issues in terms of gradual pay increases. It seems strange to not apply a pay rise equally to all teachers.

Headteacher - Stoke Prior Primary School (local authority primary)

Thanks for this. My own view has always been that pay awards should be fair and applied to all regardless of their position on the pay scale. At a time when recruitment and retention are real issues for Herefordshire schools, it seems totally unacceptable to say to one colleague that they can have a pay rise when another colleague at a slightly different career stage (sometimes by a matter of months) will not receive it.

For this reason I'd support the application of the 2.75% across all reference points. I realise this could be problematic for some schools – we've budgeted to fund 2% across all reference points and will just have to hope that the government's spending review allocates funding to schools to help cover it.

Headteacher – Whitecross (secondary academy)

I believe we should take the same approach as Birmingham – 2.75% across all pay references and allowance points

Best wishes

Headteacher – John Masefield (secondary academy)

Unfortunately I can't make the meeting on Thursday ..... But I would definitely support the decision to have the same percentage across all pay points, not just the maxima and minima.

Headteacher – Marlbrook (local authority primary)

Option 1 would be our preferred view, (2.75% across all pay reference and allowance points)

Headteacher – Ashperton (primary academy)

Not sure we have much choice, especially if we want to have comparable salaries to other LAs.

Headteacher – Weobley High & Primary (local authority)