

**Corporate HR Unit**

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**Date** 27 March 2015

Dear Staff Side and Common Room Representatives

**Teachers' Pay Panel**

Thank you for attending the first Teachers' Pay Panel on Wednesday. I am writing to confirm the proposal made on behalf of all the Chairmen of the Boards of Governors in order that this can be shared with the common rooms.

The Chairmen welcomed the suggestion made by the representatives to meet with the Chairmen of the Boards to discuss pay and felt that this would facilitate a quicker outcome regarding pay. The report made by the staff side and common room and additional comments made at the meeting were noted. In particular teaching staff were unhappy with the status of the non-consolidated payment. The Chairmen agreed and said that they had already decided not to continue with the payment for a further year, especially in view of the feelings of staff.

The Chairmen intend that this new process should be collaborative and valuing of teachers rather than in any way confrontational and be conducted in as short a period of time as possible.

Whilst it was noted that the fees were increasing at a higher percentage than the base line of salaries, the percentage increase in salaries does not include incremental progression within the grade. The schools had a number of financial commitments that had to be met, such as the school infrastructure, maintenance and upgrading of the IT systems, planned works and the additional costs arising from changes to the teachers' pension scheme. The Chairmen were also mindful of the difficult financial position facing the City of London Corporation with unprecedented savings of £20m required over the next 2 to 3 years. It was also noted that pay rises for teaching staff over the past few years have been significantly higher than the state sector, colleagues in the rest of the Corporation and benchmark comparators. The Chairmen noted that this was in recognition of the excellent teaching and commitment of the staff.

The Chairmen commented that the report of the staff side and common room on pay was made in November 2014, however inflation was now on a downward trend.


Against this backdrop the Chairmen made the following proposal which they hoped would be received in the spirit it is made in order to avoid prolonged discussions and with the intention of recognising the views of staff and being fair:

- A 2% increase on the basic pay rates of the teachers' main grade and management grades. The intention of the proposed increase is to incorporate the £1000 non-consolidated payment and to provide a reasonable increase taking into account the matters considered above. Along with the incremental progression due to staff who have not yet reached the top of the grade it was felt that this is a generous proposal in all the circumstances. The Chairmen also agreed that for staff at the top of the main grade at the City of London Freemen's School the increase would be brought in line with the City of London School and the City of London School for Girls (this equates to an additional £73 per annum).
- A 2% increase on responsibility allowances.

It was agreed that the representatives would report back to the common rooms after the Easter break and respond back to the Director of Human Resources. A further meeting would be pencilled in but if possible this matter would be concluded by correspondence.

On behalf of the Chairmen I would like to thank you for the constructive and positive approach taken at Wednesday's meeting. The Chairmen unanimously expressed the view that the teaching staff were highly valued by the Boards of Governors and were appreciative of the hard work, commitment and excellent teaching provided at all three schools. They look forward to receiving a positive response to the proposal outlined above.

Yours sincerely



PP Chrissie Morgan  
Director of Human Resources

cc: Chairman City of London School for Girls  
Chairman City of London School  
Chairman City of London Freemen's School