

Committee: Corporate Services Committee	Dated: 19 th April 2023
Subject: 2023 Pay Award – Teachers and Headteachers – City of London Independent Schools	Public
Which outcomes in the City Corporation’s Corporate Plan does this proposal aim to impact directly?	8 - We have access to the skills and talent we need.
Does this proposal require extra revenue and/or capital spending?	Yes - in accordance with budgetary provision made for 2023/24.
If so, how much?	Varies by school as out in individual school budget setting reports
What is the source of Funding?	School Fees
Has this Funding Source been agreed with the Chamberlain’s Department?	Yes
Report of: Dr Marcelle Moncrieffe – Chief People Officer	For Information
Report author: Mark Williams – Interim Assistant Director: Reward and HR Projects	

Summary

This report confirms the Pay Award for Teachers’ and Headteachers approved by the Boards of Governors of the City of London Independent Schools with effect from 1st September 2023.

Recommendations

Members are asked to note the Pay Award of 5.5% which will be made to Teachers’ and Headteachers at the City of London Independent Schools with effect from 1st September 2023.

Main Report

Background and context

1. Teaching Staff representatives at the City of London Independent Schools submit a pay claim which is considered by the Teachers’ Pay Panel. The Panel consists of the Chairs of the Governing Body of each School. It should be noted that the arrangements for making pay awards are not governed by a collective agreement. The 2023 claim was considered at a meeting of the Panel held on 3rd March 2023 where staff representatives also made verbal submissions. Individual Governing Bodies then considered the claim and the Panel reconvened on the 27th March 2023 to decide the pay award.

2. It should be noted that the current constitutional arrangements for the Teachers' Pay Panel do not include the Junior School but this will be amended for the 2024 pay round. There will also be a wider review of the terms of reference for the Panel undertaken at the start of the academic year 2023/24.

2023/24 Pay Award

3. After careful consideration, the Panel decided that all teachers' and headteachers should receive a pay award of 5.5% on all salary points with effect from 1st September 2023. The reasons and basis for the increase are set out in a letter from the Panel to staff representatives provided at Appendix A.

Corporate & Strategic Implications

4. Strategic implications – It is essential that the Corporation is able to recruit and retain talent to deliver its Corporate objectives and clearly a significant part of this is having suitable pay arrangements that facilitate effective recruitment and retention.
5. Financial implications – The pay award is affordable and does not exceed the overall financial envelope for pay for the City of London Independent Schools for the financial year 2023/24.
6. Resource implications – The implementation of the pay award will be managed within existing resources
7. Legal implications - None arising from the report.
8. Risk implications – There is a risk of Industrial Action in relation to the pay award. However, this has been mitigated through the consultation that has taken place and the rationale for the pay award which is set out in Appendix A.
9. Equalities implications – An EQIA has not been completed as this report is for information purposes only.
10. Climate implications – None
11. Security implications – None

Conclusion

12. This report advises Members of the Pay Award in accordance with the constitutional requirement to inform the Corporate Services Committee.

Appendices

Appendix A – Teachers' Pay Award

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