

Town Clerk's Office

Ian Thomas CBE
Town Clerk & Chief Executive



Andrew Bracken
Tim Bateup
Tom Marsden

Date 31 March 2023

Dear Andrew, Tim and Tom

City of London Independent Schools: Teachers' Pay Panel

Thank you for attending the Teachers' Pay Panel on 3rd March 2023 on behalf of the teaching staff in our schools. Before setting out our decision in relation to the Teachers Pay Award from 1 September 2023, we would like to express our thanks and appreciation to you and all your colleagues for the valuable and important contribution you make to our schools. Through your work, our Schools remain very successful and deliver an outstanding education to the pupils in our care.

We were grateful for your thoughtful written submission the Panel. We also appreciated the verbal submissions you made which are summarised below: -

Andrew Bracken presented his submission on behalf of CLS, referencing the previously submitted claim. He highlighted in particular the impact of inflation. Commuting, food and energy costs had all risen, with the possibility of further increases. Interest rates had risen, with an impact upon mortgage payments. The nature of these increases meant that they were difficult to mitigate as non-discretionary spending.

On behalf of CLSG, Tim Bateup highlighted that teacher in the state sector had already rejected a pay offer of 5% and the information within the claim relating to pay awards made by comparator schools. This list was not exhaustive, as information was not openly available, but suggested that the City Schools were falling behind competitors' rates of teachers' pay. The pay of middle leaders, in particular, not competitive when compared to pay in other schools. The biggest factor driving a claim for an award of 9% was the increased cost of living since the last pay award, which could not be mitigated.

Tim Bateup provided anecdotal information about the impact of rising costs on individual staff situations. He signposted information within the claim which showed that the cost to the City of London Corporation of a teacher was slightly lower than 5 years ago. In representing staff, he emphasised the importance of support so that they could perform to their best ability.

Tom Marsden shared a further document with the meeting entitled, “Concerns for younger teachers and those at the lower end of the scale”. This provided a breakdown of staff members’ typical expenditure once tax, national insurance and essential living costs were deducted. A graph demonstrated typical disposable income after these costs. Staff at the lowest end of the salary scale would have disposable income of only £1500 - £2000 per annum. TM shared a further graph showing how the value of pay was lower when compared to previous years due to high inflation. He highlighted the need to address this, stating that the teachers’ pay claim was lower than that of teachers in many other schools.

We are grateful for you representing the views of all teachers so sensibly. In particular, we recognise the effect of cost-of-living pressures facing teachers, as it does everyone. As you know, we are not immune from financial pressures caused by inflation. This has affected the cost of supplies and services and in particular our energy costs. We also have to consider the fact families in our schools are facing similar challenges when setting fees. Governors have had to balance the pressures on our families with our sincere desire to give teaching staff a meaningful and substantive cost-of-living award.

We believe that our overall reward package for teachers (including pensions) remains very competitive with other schools in our sector. Recent benchmarking data also confirms this. With all these points in mind we have decided to make a pay award of 5.5% on all salary points for teachers with effect from 1 September 2023.

We consider that the pay increase of 5.5% strikes the right balance on the part of the Boards and the Corporation and acknowledges the cost-of-living pressures facing teachers. It is also important to highlight that those colleagues who are not at the top of the pay scale will receive pay progression within their pay scale in September. These teachers will receive increases in pay which are much higher than 5.5%. This means the overall increase in the cost of teachers’ pay on school budgets will be comfortably in excess of 5.5%.

Finally, we wish to thank you again for attending the Teachers’ Pay Panel and the representations made on behalf of the teaching staff.

Yours sincerely

Philip Woodhouse
Chairman, Board of Governors
City of London Freemen’s
School and Chairman of the
Teacher’s Pay Panel

Tim Levene
Chair, Board of Governors
City of London School

Ann Holmes
Chair, Board of Governors
City of London School for Girls

Robert Howard
Deputy Chair, Board of
Governors
City of London School for Girls