

Tower Hamlets NEU Branch

Briefing for MPs

Subject: Teachers' pay and the STRB



.....

This briefing is intended to provide MPs with some key information about teachers' pay, how it has been eroded and the need for a significant increase for all teachers.

Teachers and support staff are still dealing the impact of the pandemic on schools and our members are still dealing with issues arising from that, particularly on young children and their mental health.

Unfortunately, the government White Paper (Opportunities for All) does nothing to address the core issues facing schools in the current situation – they are looking in the wrong direction – and this compounds the decision to reject the recommendations by Kevan Collins on post-Covid education.

Teachers' pay is not the subject of negotiations but is decided through a Review Body process. We are currently at the stage where the School Teacher Review Body (STRB) is considering all the evidence before making recommendation on the 2022 and 2023 pay awards.

The NEU is concerned that a continuation of below inflation pay rises will further damage teacher morale and exacerbate problems in recruitment and retention.

We want MPs to consider the following:

- pay not always top of teachers' concerns but becoming a big issue
- take home pay has gone down by as much as £40 this month
- living costs are going up - energy costs etc
- housing and transport in London very expensive (many teachers still living with parents or in shared accommodation)
- teachers have had below inflation rises most years since 2010
- 0% pay rise in 2021 - only group in public sector to get no rise
- cumulative effect leaves teacher salaries approximately 20% below what they should be if they had been linked to inflation
- this has cumulative effect on pensions
- successive pay awards mean teaching less competitive profession for graduates
- recruitment and retention problems are growing – STRB has been warning of this for several years
- 31% of teachers leave within five years of starting (waste of money and skills)
- government continues to miss targets for ITT recruitment (NFER report 29.4.22)
- teacher turnover is higher in London
- government recommendations to STRB mean that every teacher in London will face further erosion of their pay
- our members are very "disappointed" in what the government is recommending (see wordcloud)
- NEU is calling for 9% for all teachers to begin to redress the fall in value of pay
- any pay award must be fully funded as school budgets already stretched
- we are fully aware that the children and families we work with are suffering as a result of cost of living crisis
- TUC 18th demonstration is important for us in highlighting this as a general issue

The STRB is due to make its final recommendations to government in June and we would welcome any support MPs can give in raising this issue and supporting our case.