



**Rt Hon Michael Gove MP**  
Secretary of State

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Dame Patricia Hodgson DBE  
Chair  
School Teachers Review Body  
Office of Manpower Economics  
Victoria House  
Southampton Row  
London  
WC1B 4AD

17 April 2013

Dear Dame Patricia,

### **STRB REMIT: MATTERS FOR REPORT**

In its 21<sup>st</sup> report the STRB made recommendations about how the current arrangements for teachers' pay should be reformed to raise the status of the profession, support professional development, and reward teachers in line with their contribution to improving pupil outcomes. These changes will give schools greater freedom to set teachers' pay within a broad national framework from September 2013.

In my letter to you of 17 January, requesting your recommendations on how to apply the 2013 pay award, I noted that the STRB's 21<sup>st</sup> report had said that it would welcome a further remit to examine aspects of the existing pay and conditions framework that were not considered in that report. I said I was considering these suggestions and that I may issue a further remit later in 2013.

The STRB has emphasised the need for there to be a consistent national framework for the profession. Having considered the arrangements for teachers' pay, it said that it would welcome a remit on leadership pay to enable it to "consider properly how the current arrangements could be reformed to provide a simplified and flexible framework for ensuring school leaders' pay is appropriate to the challenge of the post and their contribution to the school or schools". A number of statutory consultees have also indicated that they would support a remit for the STRB to review the current arrangements for leadership pay.

In its 21<sup>st</sup> report the STRB recommended no change to the core provisions for Teaching and Learning Responsibility Payments (TLRs) in the STPCD other than the introduction of fixed term TLRs. In making these recommendations it said there was scope for more radical reform of TLRs in future and suggested that this might happen alongside a review of leadership pay. The STRB also suggested that it

would welcome a remit to review SEN Allowances, following the changes made to them as a consequence to its 19<sup>th</sup> report.

There is a wide range of detailed provisions in the STPCD relating to allowances, pay flexibilities and provisions relating to safeguarding. The continuing necessity of these provisions should be reviewed alongside TLR Payments and SEN Allowances in order to ensure a coherent framework for pay and conditions.

Finally in its 21<sup>st</sup> report the STRB also said it would welcome a future remit on non-pay terms and conditions. I believe there is a need to review the framework for non-pay conditions to ensure that is suited to a high status profession and gives primacy to teaching and learning. I would like to be sure that it does not place unnecessary burdens on teachers, and that it gives schools the flexibilities they need to deliver outstanding education provision.

Having considered the suggestions that the STRB made in its 21<sup>st</sup> report and statutory consultees' comments, I would now like to ask for recommendations on both the full range of those aspects of the STPCD that you did not consider in your 21<sup>st</sup> report. I intend to issue a separate remit on the application of the 2014 pay award at a later date.

#### **Considerations to which the STRB should have regard**

In considering all of your recommendations you should have regard to the following:

- a) The need to ensure that any proposals are affordable at both a national level and within the budgets of individual schools, and that they represent value for money;
- b) The need for there to be a simple and consistent national framework of pay and conditions for classroom teachers and school leaders;
- c) The need for a framework of pay and conditions that raises the status of the teaching profession, and supports the recruitment and retention of high quality teachers and school leaders;
- d) Evidence of the national state of teacher and school leader supply, including rates of recruitment and retention, vacancy rates, the quality of candidates applying for QTS and the quality of candidates applying for positions on school leadership teams;
- e) The Government's commitment to increasing autonomy for schools to establish pay and conditions that are suited to their individual circumstances;
- f) How schools and Governing Bodies could be supported to implement the recommendations.

In considering your recommendations for leadership pay you should have regard to the following:

- a) The need for the pay framework to be sufficiently flexible to support a range of leadership models, including leadership of multiple schools;
- b) The need to maintain a strong supply of new and potential school leaders of a high quality and representing a cross-section of society.

### **Matters for recommendation**

I refer to the STRB the following matters for recommendation:

- a) how to provide a simplified and flexible framework for ensuring school leaders' pay is appropriate to the challenge of the post and their contribution to their school or schools;
- b) how the current detailed provisions for allowances, other pay flexibilities and safeguarding could be reformed to allow a simpler and more flexible STPCD; and
- c) how the framework for teachers' non-pay conditions of service could be reformed to raise the status of the profession and support the recruitment and retention of high quality teachers, and raise standards of education for all children.

### **Timescale for report**

In order to allow schools sufficient time in which to implement any reforms that result from this remit I should be grateful if the STRB could aim to provide a report on these matters before 10<sup>th</sup> January 2014.

I look forward to receiving your recommendations.

With every good wish,

A handwritten signature in blue ink, appearing to read 'M. Gove', with a long horizontal flourish underneath.

MICHAEL GOVE