



Llywodraeth Cymru  
Welsh Government

Call for views

# Independent review of school teachers' pay and conditions in Wales



Date of issue: **18 January 2018**

Action required: **Responses by 1 March 2018**

# Independent review of school teachers' pay and conditions in Wales

## Overview

This document seeks views relating to school teachers' pay and conditions in Wales.

## How to respond

Responses to this 'call for views' should be e-mailed/posted to the address below to arrive by **1 March 2018** at the latest (please enter 'Pay and conditions' in the subject matter box).

## Further information and related documents

Large print, Braille and alternative language versions of this document are available on request.

The call for views documents can be accessed from the Welsh Government's website at [gov.wales/consultations](http://gov.wales/consultations)

## Contact details

For further information:

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Workforce Strategy Unit  
The Education Directorate  
Welsh Government  
Cathays Park  
Cardiff  
CF10 3NQ

e-mail: [teacherspayandconditionsreview@gov.wales](mailto:teacherspayandconditionsreview@gov.wales)

Tel: 03000 253039

## **Data protection**

### **How the views and information you give us will be used**

Any response you send us will be seen in full by Welsh Government staff dealing with the issues which this call for views relates to, as well as by the members of the task and finish group. It may also be seen by other Welsh Government staff to help them plan future consultations or call for views.

The Welsh Government intends to publish a summary of the responses to this document. We may also publish responses in full. Normally, the name and address (or part of the address) of the person or organisation who sent the response are published with the response. This helps to show that the call for view was carried out properly. If you do not want your name or address published, please tell us this in writing when you send your response. We will then blank them out.

Names or addresses we blank out might still get published later, though we do not think this would happen very often. The Freedom of Information Act 2000 and the Environmental Information Regulations 2004 allow the public to ask to see information held by many public bodies, including the Welsh Government. This includes information which has not been published. However, the law also allows us to withhold information in some circumstances. If anyone asks to see information we have withheld, we will have to decide whether to release it or not. If someone has asked for their name and address not to be published, that is an important fact we would take into account. However, there might sometimes be important reasons why we would have to reveal someone's name and address, even though they have asked for them not to be published. We would get in touch with the person and ask their views before we finally decided to reveal the information.

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## Background

The Welsh Government has set out a bold agenda for the future of schools in 'Education Wales: Our national mission.

This agenda is wide ranging and includes curriculum and examination reform, better training for teachers, a National Academy for Educational Leadership and revised Professional Standards for Teaching and Leadership. There is also a renewed emphasis on increasing the use of the Welsh language as well as ensuring young people are equipped for the digital age in which we now live. The Government is also committed to ensuring that young people who live in challenging circumstances are helped to do as well as possible. All of these developments are intended to provide the best life chances for children and young people in schools of which our nation can be proud, to the benefit of us all economically and socially.

The Welsh Government will shortly acquire responsibility for setting School Teachers' Pay and Conditions and this offers real opportunity to consider ways in which the teaching profession can be motivated and encouraged.

The Welsh Government has established a **Review of School Teachers' Pay and Conditions**. The review will be undertaken by a panel led by Professor Mick Waters supported by a panel comprised of Professor Melanie Jones and Sir Alasdair MacDonald.

The Panel will look at teachers' pay and whether current structures are effective. However, the Review is not only about the level of pay but more about the ways in which conditions of service can be adapted to make the teaching profession more attractive, rewarding and fulfilling.

The aims of a future pay system for teachers would be to retain the existing statutory nature of teachers' pay and conditions whilst being able to:

- create a pay and conditions structure that contributes to a highly motivated teaching profession and underpins the delivery of a high quality education system,
- ensure a fair and open system that secures and maintains appropriate levels of remuneration for the teaching profession and enhances the status of the profession, enabling us to better attract, develop and retain teachers focussed on our specified aims to raise standards in schools in Wales.
- take the opportunity to look again at the prescribed duties of teachers and proposing new ways to build recognition and incentives into working conditions to encourage teachers to be contributing and developing professionals in the spirit of Education in Wales: Our national mission.
- have the chance to think afresh about how the work of teachers is seen and how our teachers can aspire to be the best that they can be.

The Panel is beginning its work by asking for views, evidence, suggestions and ideas.

The Panel expects to hear from Professional Associations who will wish to represent their membership. It also wants to hear from teachers, both individually and as part of their school, from school governors and from employers, politicians, parents or pupils; anyone who has a contribution to make that could be helpful. This is a crucial part of the process

which will also include research and comparison with other countries, taking oral evidence and visiting schools and gatherings across the country.

School leaders are urged to bring the Review to the attention of their school community and to enable evidence, suggestions and ideas to be offered. It could be that part of a staff meeting is focused on the issue. A Governing Body agenda could contain an item on the Review. Governors could survey parental views. Teachers could engage learners in debate in appropriate settings. Student teachers in training could meet together to consider the career that lies ahead. The responses will form an important starting point for the Panel chaired by Professor Waters.

Please let your thoughts be heard.

# The call for views

## Purpose

The purpose of this Call for Views is to generate debate and seek your opinions.

## Instructions

You are invited to complete the following questionnaire. You may wish to answer some, or all of the questions posed.

The questionnaire can be completed by an individual or in a group.

Please record your views against each question you wish to answer in the box provided. Where possible please give reasons for your answers to help the Panel to understand your views in full. Space for you to provide additional information is available at the end of the document.

Please take time to complete the personal details section at the end of the form. This will assist with the analysis of the call for views.

The questionnaire can be completed either electronically or as a hard copy. Completed questionnaires should be returned to:

Workforce Strategy Unit  
Department for Education  
Welsh Government  
Cathays Park  
Cardiff CF10 3NQ

**email:** [TeachersPayandConditionsReview@gov.wales](mailto:TeachersPayandConditionsReview@gov.wales)

**Please return your completed questionnaire no later than 1 March 2018.**

## **Annex: The School Teachers' Pay and Conditions Document 2017(STPCD)**

The School Teachers' Pay and Conditions Document (STPCD) is an annually-published document which forms a part of the contract of all teachers and head teachers in maintained schools in England and Wales. The document is binding on all maintained schools and local education authorities.

The Document contains provisions relating to the statutory conditions of employment of school teachers in maintained schools in England and Wales, with the current 2017 version having been prepared by the Secretary of State for Education. An Order made under section 122 of the Education Act 2002 ("the Act") refers to this Document and directs that its provisions have effect in accordance with it pursuant to section 124(3) of the Act. The Order is the School Teachers' Pay and Conditions Order 2017.

A copy of the document can be accessed here

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/636389/School\\_teachers\\_pay\\_and\\_conditions\\_document\\_2017.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/636389/School_teachers_pay_and_conditions_document_2017.pdf)