



**NEW DEAL
FOR TEACHERS**

POLITICAL BRIEFING

'MIND THE GAP': TEACHERS' PAY

Introduction

The decline in teachers' pay has become a critical issue, impacting not only educators' financial wellbeing but also the sustainability of teacher supply. This analysis delves into the evidence of falling pay, its effects, and the urgent need for pay restoration to support frontline educators.

Analysis of Pay Decline:

The stagnation and decline in teachers' pay have plunged many educators into financial hardship:

A pay freeze in 2021 followed by the largest real-terms pay cut since 1977 in 2022 has exacerbated the impact of the cost-of-living crisis on teachers.

In 2023, starting salaries for classroom teachers were 21% lower in real terms compared to if they had matched RPI inflation each year since 2010. Similarly, pay for teachers on various pay ranges experienced significant declines.

Claims that public sector pay increases significantly contribute to inflation have been refuted by economists, emphasising the need for pay restoration to protect living standards.

Consequences and Concerns

The decline in pay has raised serious concerns among teachers:

- Nine in ten teachers express worries about coping financially, with 87% supporting the rejection of government pay proposals.
- Reductions in everyday expenditure, including food spending, and an increase in second jobs highlight the impact of pay cuts on teachers' livelihoods.

Impact on Teacher Supply

The failure to address pay issues has exacerbated teacher supply challenges:

- Recruitment into secondary postgraduate ITT programmes fell short of targets, with only 50% of the required numbers recruited.
- A 13% decline in entrants onto undergraduate teacher training programmes further compounds supply problems.
- Official data reveals a decline in the proportion of lessons taught by teachers with relevant post-A-level qualifications, particularly in subjects like mathematics, physics and languages.

Call for Pay Restoration

NASUWT underscores the importance of pay restoration to address the financial strain on teachers and ensure a sustainable teacher supply:

Using the RPI inflation measure, NASUWT calls for salaries to be restored in real terms to 2010 levels.

Urgent action is needed to prevent further deterioration in teachers' living standards and mitigate the impact on teacher recruitment and retention.

Conclusion

The decline in teachers' pay poses significant challenges for educators and the education sector as a whole. Immediate action is required to restore pay levels, safeguard teachers' financial wellbeing and address teacher supply issues. Failure to act risks undermining the quality and stability of the education system.

About Us

NASUWT is The Teachers' Union and is the voice of the teaching profession.

Our aim is to improve and protect the status, morale and working conditions of the teaching profession so that teachers and headteachers can provide the best education and support to children and young people.

We are committed to ensuring that teachers and headteachers are recognised and rewarded as highly skilled professionals with working conditions that enable them to focus on their core role of leading teaching and learning.

Further Information

For further information please email campaigns@mail.nasuwat.org.uk

NASUWT
The Teachers' Union

nasuwt.org.uk