

Department for  
Education:

**School Teachers'  
Review Body  
34th Report: 2024**

1. NASUWT welcomes the opportunity to comment on the School Teachers' Review Body (STRB) 34th Report: 2024.
2. NASUWT – The Teachers' Union – represents teachers and headteachers across the United Kingdom.

## **SPECIFIC COMMENTS**

3. NASUWT registers its concern that the actions of the previous government sought to interfere in the pay review process and undermined confidence in the pay review body and machinery. NASUWT welcomes the commitment given by the new government to restore confidence in the pay review process and to ensure its independence and timeliness.
4. NASUWT welcomes the latest report of the STRB and its recognition of the crisis affecting the teaching profession. We further welcome the Review Body's agreement that a coherent national plan is now needed to fix the crisis and to restore the status of the teaching profession.
5. We concur with the Review Body's assessment that the teacher recruitment and retention crisis is worsening across the board and that additional measures are needed to stem the loss/wastage of teachers from the profession.
6. The Review Body has rightly noted that there is a need to continue to address '*the structural deterioration in the pay of teachers relative to comparable professions and to improve levels of recruitment and retention*'. We now urge the Government and the pay review body to consider the steps needed to restore competitiveness and to ensure that teaching is once again the profession of first choice for UK graduates.
7. NASUWT welcomes the fact that the Secretary of State has accepted the Review Body's recommendation to increase teachers' pay by 5.5% at all grades, as well as an additional 5% increase to all allowance ranges.
8. NASUWT welcomes the fact that the Secretary of State is implementing the Review Body's very clear and overdue observations on the withdrawal of performance-related pay (PRP) and reaffirms in the draft School Teachers' Pay and Conditions Document (STPCD) that a teacher's planning, preparation and assessment (PPA) time may be undertaken at home at the discretion of the teacher.
9. NASUWT believes that the Review Body's recommendations are a step in the right direction. However, as the Review Body's report also confirms, more is needed on pay and non-pay matters.
10. To date, the need for measures that will deliver pay restoration has not been addressed or considered. The Review Body's report concludes that the relative value of teachers' earnings has fallen behind the wider labour market (by 14 percentage points since 2010). NASUWT's own assessment points to a higher level of real-terms salary loss. Furthermore, the Review Body has found that teacher and leadership pay is at the low end of the competitive range for jobs of comparable size and scope.
11. Relative pay competitiveness remains an issue, as highlighted in the Report, and this now needs to be addressed.
12. The Review Body has rightly noted that the relative value of teachers' earnings has reduced throughout the early 2010s and has reduced further than earnings across the economy, the public sector and other professional occupations since then. Salary levels for classroom teachers and leaders are generally below the lower quartile base salary data in comparable occupations across all regions. This is contributing to a national gender pay gap where rewards for a predominantly female teacher workforce are seriously lagging behind other male occupations. Furthermore, the gender pay gap is an added contributor fuelling the recruitment and retention crisis.

13. We welcome the Review Body's observation that further analysis is needed with regard to equalities matters. It is also important that the Review Body uses its role to examine the issue of relative pay disadvantage for teachers against the wider labour market disparities and with regard to gender, ethnicity and disability pay disparities.
14. On all other non-pay matters, NASUWT looks forward to making swift progress in delivering on the commitments made by the Secretary of State to tackle workload and excessive working time through partnership working.
15. In terms of other proposals in the Review Body report, we are of the view that further work is needed with regard to:
  - career pathways and supporting structures;
  - a strategic and transparent workforce plan for the teaching profession;
  - publication annually of national equality, diversity and inclusion data;
  - agreed guidance on appraisal and pay progression;
  - flexible working and flexibility in remuneration; and
  - an appropriate standing timetable to support the timeliness of the STRB process.
16. Whilst we note the Review Body's view on targeting remuneration, we agree that this remains controversial and problematic. We remain of the view that there are other systemic challenges surrounding recruitment and retention in shortage subjects which should be considered as a priority.



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