

SIXTH-FORM COLLEGES BULLETIN

Sixth-form college pay update

In our last update we reported that an initial offer of 2% cost of living uplift had been made by the Sixth Form Colleges Association (SFCA) to the staff side teaching unions. The staff side response was that this was not acceptable; given that it is not within our pay claim for an above RPI inflation award and is below the award to school teachers of 5.5%.

The meeting was adjourned while the SFCA made further representations to the Government about the current disparity in funding between the SFC academies and SFC colleges (non-academised). NASUWT has also made further representations to the government regarding funding for the pay uplift and the effect of this on collective bargaining and pay negotiations.

The SFCA has launched a judicial review over the government's decision. SFC academies were awarded part of the funding which was allocated to schools for the school teachers' pay uplift, while sixth-form colleges (non-academised) and FE colleges have not been awarded any additional funding towards pay. This anomaly is due to funding for all academies coming from the Education and Skills Funding Agency (ESFA), while funding for non-academised sixth-form colleges is from the post-16/FE funding stream. This is in contrast to last year when additional funding was provided to schools, sixth-form colleges and FE colleges for a 6.5% pay award.

FE and post-16 institutions have been granted £300 million for the academic year 2025/26. However, this funding will not be received until April 2025 and the DFE has not clarified whether there are restrictions on how this funding is spent.

We will be meeting the SFCA again as soon as possible.

FAQs

I work in an academy. Why hasn't my employer paid me a cost of living uplift given they have the funding?

We reject any race to the bottom when it concerns the pay of teachers working in sixth-form colleges. Your employer has received funding to enable them to deliver a 5.5% pay award and it is our view that those colleges should use that funding to pay their staff. We are negotiating with the SFCA to maintain a single pay scale for all SFC colleges and academies. It is in the interest of all members for the pay scale to be negotiated by the unions nationally rather than 'college by college'. We know that members are in need of a pay uplift and will try to resolve this as soon as possible.

I work in a sixth-form college (non-academy). How will I get a pay rise if the college has not received additional funding?

Notwithstanding the current challenges, we should be clear that NASUWT expects all sixth-form college employers to have planned for an above-inflation cost of living pay award. The NASUWT National Executive has made clear that the Union is prepared to ballot members to secure an acceptable pay award for our members.

All sixth-form college teachers deserve a decent pay award – no ifs or buts.