



# Teachers' Pay the facts

In a publicly funded education system, all children and young people are entitled to be taught by those who are recognised and rewarded as highly skilled professionals.

**14.8%** is the amount by which teachers' pay has been cut since 2010

**3.3%** was the pay award for graduates in other professions in 2014...

...teachers got **1%** or less

69%

of teachers believe that people are put off a career in teaching because of pay

85%

of BME teachers do not think teaching is competitive with other professions

79%

do not think that teaching is competitive with other professions

66%

of women teachers believe people are put off a career in teaching because of pay

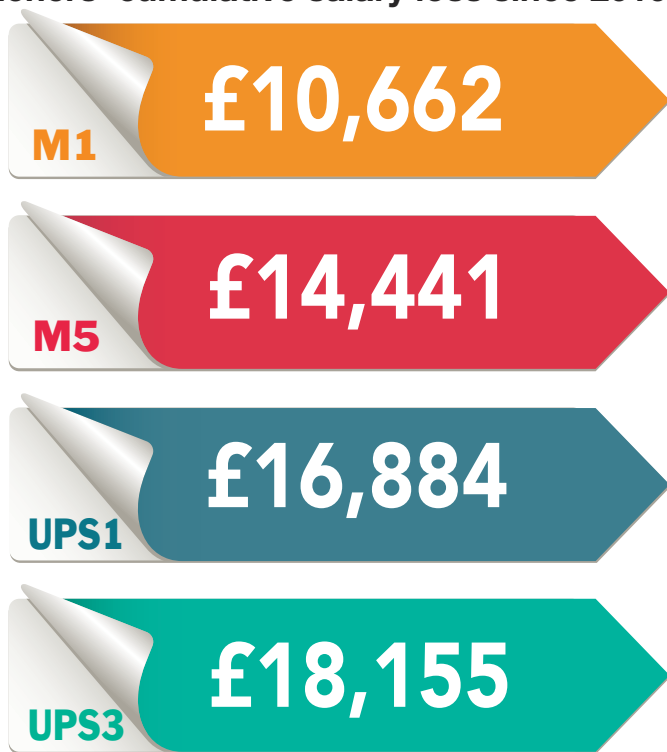
73%

would not recommend teaching as a career

67%

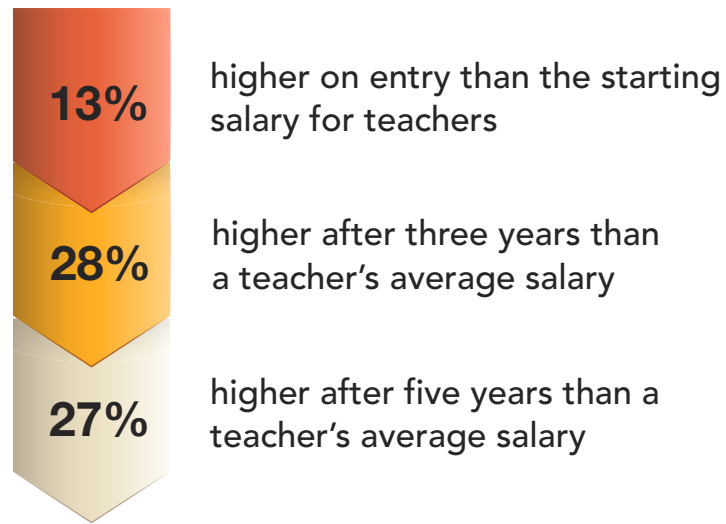
of young teachers would not recommend teaching as a career

## Teachers' cumulative salary loss since 2010

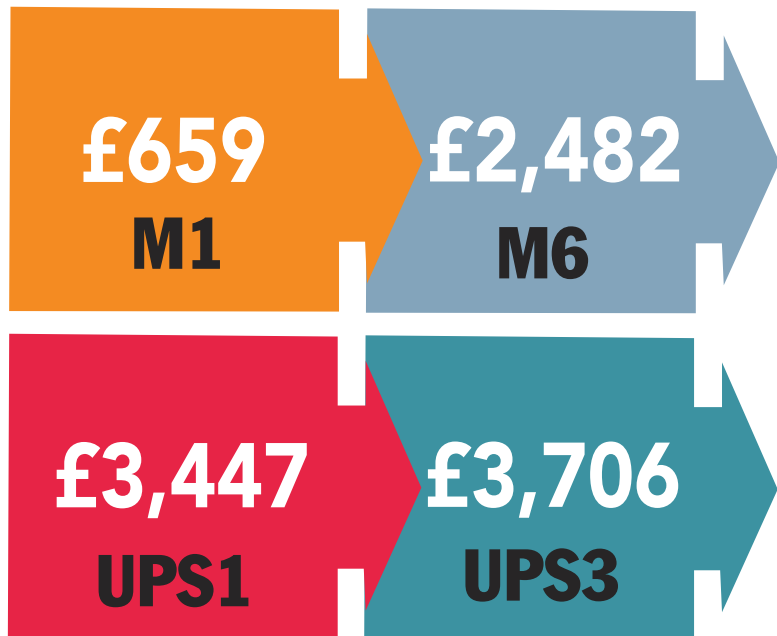


The salary gap between other graduate professions and teaching has widened since 2010.

Salaries in other graduate professions are:



## Additional pension contributions 2012-2015



In addition to year-on-year pay cuts, since 2012 teachers have suffered three years of imposed pension contribution increases

In 2014, opt-outs from the Teachers' Pension Scheme increased by 43%

51% of the opt-outs were for personal financial reasons

The vast majority of opt-outs were teachers in the age range 25-34 years old who cannot afford to save for their retirement

## Pay discretion and flexibilities

The extensive managerial discretion and flexibilities over pay, introduced since 2010, have been used to block teachers' pay progression.

67%

of teachers believe that their headteachers will not make fair and objective decisions about their pay progress

80%

of BME teachers report that they do not believe their school would make professional and fair decisions regarding their pay

56%

of women teachers report that their schools' pay policies failed to make clear the basis for pay progression

30%

of teachers have not received the pay progression they are entitled to

## Gender Pay Gap

The pay gap between male and female teachers is widening

**+ £2,000=**

Men's pay advantage over women in local authority nursery/primary schools

**+ £2,700=**

Men's pay advantage over women in local authority secondary schools



The pay gap has been exacerbated in academies by pay deregulation

**+ £2,600=**

Men's pay advantage over women in primary academies

**+ £3,000=**

Men's pay advantage over women in secondary academies

## Supply Teachers' Pay

**48%**

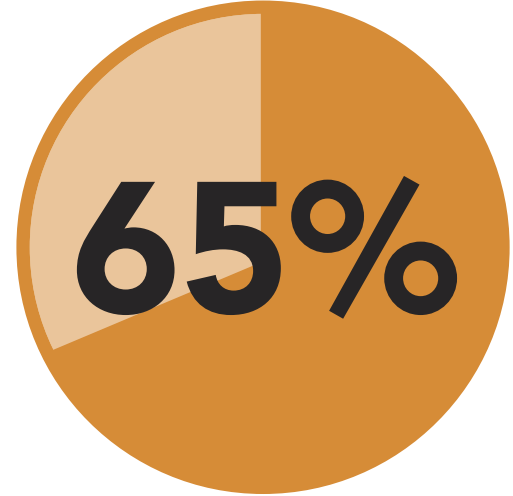
of supply teachers have been denied their right to equal pay with other teaching colleagues after 12 weeks

**33%**

are not able to pay into the Teachers' Pension Scheme

**18%**

have been forced to claim state benefits since working on supply



of supply teachers are not paid according to their skills and experience



## Cost of Living



Teachers have been affected by a reduction in their standard of living.

60%

Teachers are not able to save

Teachers have had to cut back on social activities

63%

33%

Teachers have had to cut back on expenditure on food

Teachers have had to delay household repairs/paying of bills

7%

26%

Teachers have increased their use of credit

Sustaining the professional standards of teachers and maintaining the integrity of the profession through the recruitment of good graduates and the retention of teachers is important to ensure that all children and young people receive the highest standards of education.

Teaching must provide a competitive alternative for an increasingly mobile graduate labour market.

The deep cuts to teachers' pay as a result of public sector pay restraint have not only disadvantaged teachers generally but have led to growing inequality, with women's pay lagging behind that of men as a result of gender bias and discrimination. Black and minority ethnic and disabled teachers also report a high incidence of workplace discrimination and are disproportionately represented in the lowest grades.

At a time when 71% of teachers have considered leaving the profession altogether in the last 12 months,<sup>1</sup> pay is an important factor in sustaining the motivation and morale of the teaching profession.

The NASUWT is in a national trade dispute with the Government over teachers' pay.

It is important that members support the trade dispute by following the NASUWT national action instructions.

For further information on the NASUWT industrial action, go to  
**[www.nasuwt.org.uk/IndustrialActionEngland](http://www.nasuwt.org.uk/IndustrialActionEngland)**

**NASUWT**  
The Teachers' Union

For further advice  
**Tel: 03330 145550**

**E-mail: [advice@mail.nasuwt.org.uk](mailto:advice@mail.nasuwt.org.uk)**

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1. NASUWT Annual Big Question Survey.



**NASUWT**  
The Teachers' Union