

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



64%

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



77%

do not think that teaching is competitive with other professions



76%

would not recommend teaching as a career



60%

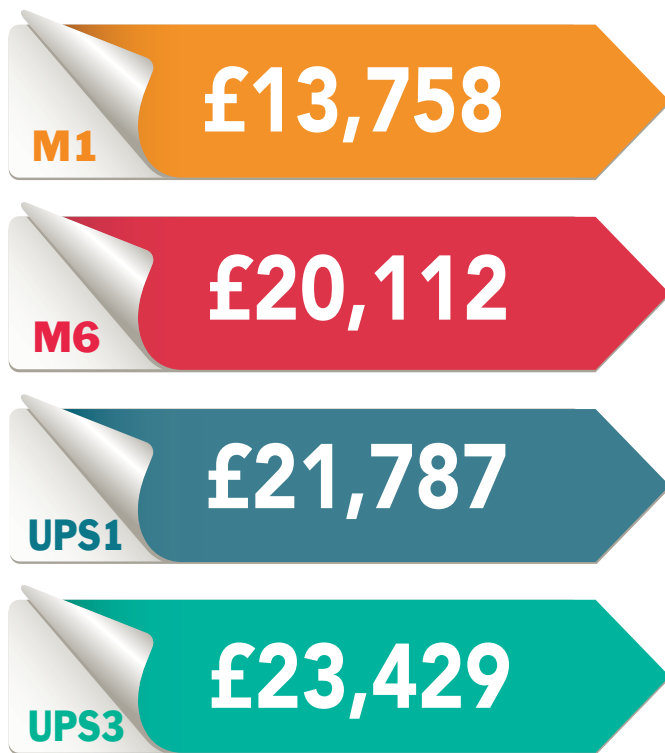
of women teachers believe people are put off a career in teaching because of pay



61%

of young teachers would not recommend teaching as a career

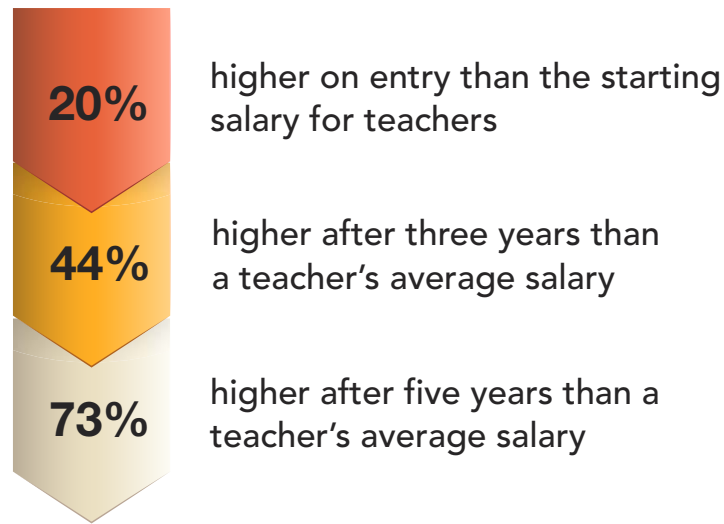
Teachers' cumulative salary loss from 2010 to 2016



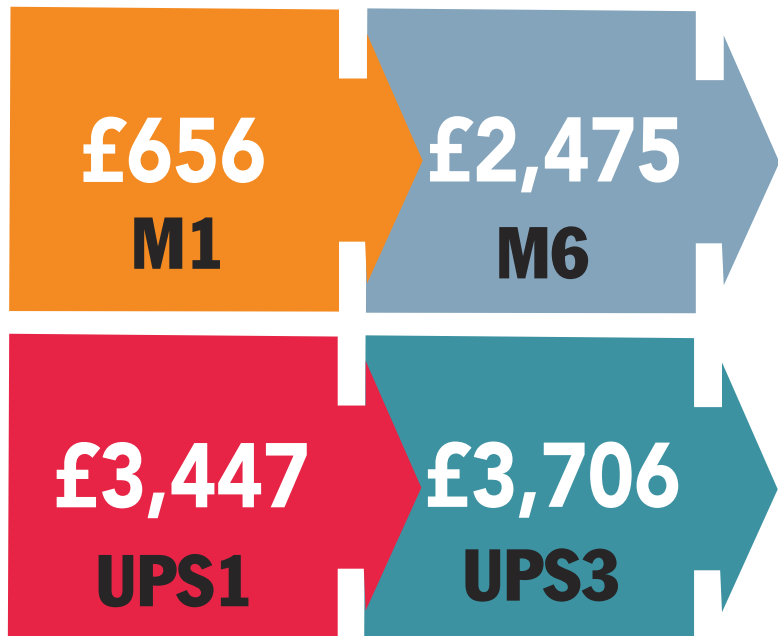
*Based on 1% pay increase 2015-16

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.

46%

are not paid for the full range of responsibilities they undertake

66%

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

71%

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

29%

of teachers did not receive the pay progression they believe they were entitled to

Gender Pay Gap

The pay gap between male and female teachers is widening

+ £2,600=

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

+ £2,400=

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



The pay gap has been exacerbated in academies by pay deregulation

+ £4,700=

Men's pay advantage over women in primary academies

+ £3,200=

Men's pay advantage over women in secondary academies

Supply Teachers' Pay

48%

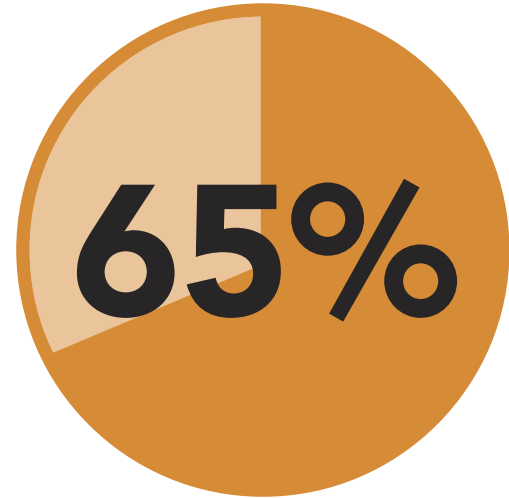
of supply teachers have been denied their right to equal pay with other teaching colleagues after 12 weeks

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

58%

36%

Teachers have had to cut back on expenditure on food

Teachers have had to delay household repairs/paying of bills

9%

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 72% of teachers have considered leaving the profession altogether in the last 12 months,¹ 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 Westminster Government over teachers' pay.

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

1. NASUWT Annual Big Question Survey.

For further information on the NASUWT industrial action,
go to
www.nasuwt.org.uk/IndustrialActionWales

For further advice
NASUWT Wales
Tel: 029 2054 6080
E-mail: rc-wales-cymru@mail.nasuwt.org.uk

I gael rhagor o wybodaeth am weithredu diwydiannol NASUWT,
ewch i

www.nasuwt.org.uk/IndustrialActionWales

I gael rhagor o wybodaeth

NASUWT CYMRU

Ffôn: 029 2054 6080

E-bost: rc-wales-cymru@mail.nasuwt.org.uk

Mewn system addysg sy'n cael ei hariannu'n gyhoeddus, mae gan bob plentyn a pherson ifanc yr hawl i gael eu dysgu gan y rheini sy'n cael eu cydnabod a'u gwobrwyo fel gweithwyr proffesiynol medrus iawn.

14.8% yw'r swm y mae cyflogau athrawon wedi cael eu torri er 2010

3.3% oedd y dyfarniad cyflog a gafodd graddedigion mewn swyddi proffesiynol eraill yn 2014...

...cafodd athrawon **1%** neu lai

Mae

64%

o athrawon yn credu bod pobl yn gyndyn o ddilyn gyrfa fel athrawon oherwydd y cyflog

Nid yw

77%

yn credu bod addysgu mor gystadleuol â swyddi proffesiynol eraill

Ni fyddai

76%

yn argymhell addysgu fel gyrfa

Mae

60%

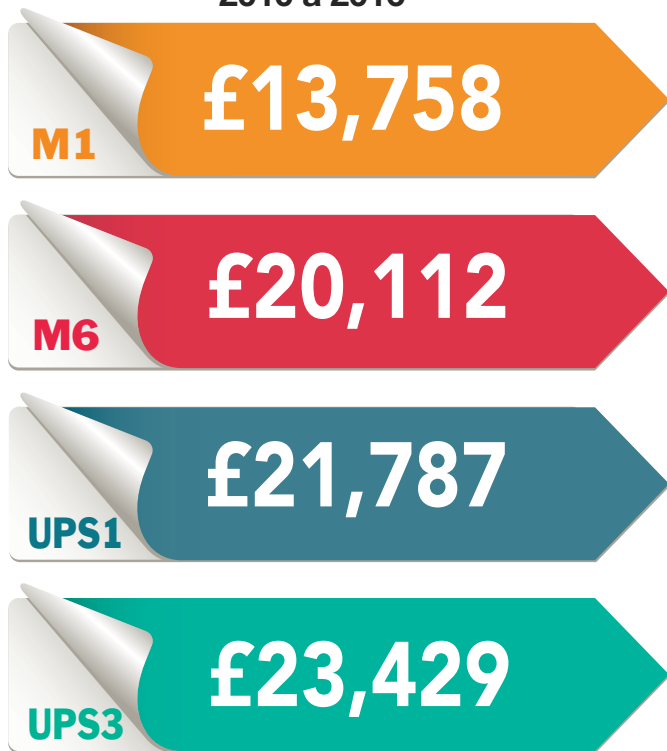
o athrawon sy'n fenywod yn credu bod y tâl yn troi pobl i ffwrdd oddi wrth yrfa dysgu

Fyddai

61%

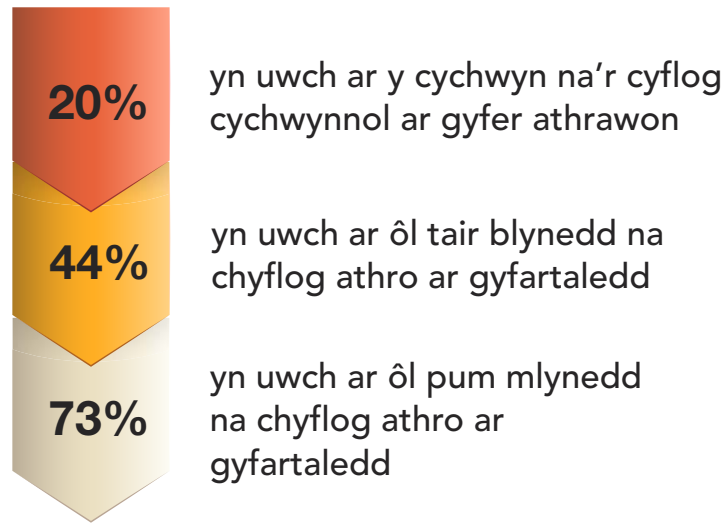
o athrawon ifanc ddim yn argymhell dysgu fel gyrf

Colledion cronus yng nghyflogau athrawon rhwng 2010 a 2016



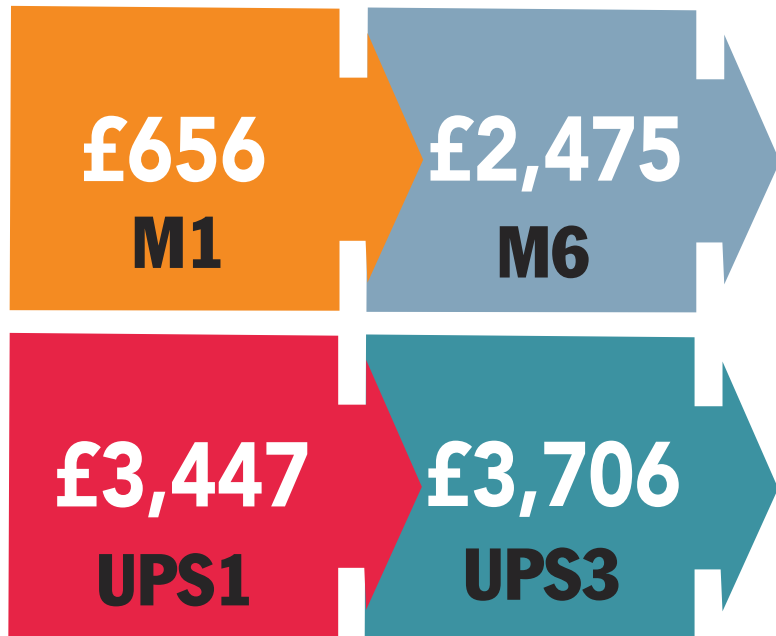
Mae'r bwlch rhwng cyflogau athrawon a swyddi proffesiynol eraill i raddedigion wedi cynyddu er 2010.

Mae cyflogau swyddi proffesiynol eraill i raddedigion:



*Yn seiliedig ar 1% o godiad cyflog yn 2015-16

Cyfraniadau pensiwn ychwanegol 2012-2015



Yn ogystal â thoriadau cyflog o flwyddyn i flwyddyn, mae athrawon wedi dioddef cynnydd gorfodol mewn cyfraniadau pensiwn am dair blynedd er 2012

Yn 2014, cynyddodd y nifer sy'n dewis eithrio eu hunain o'r Cynllun Pensiwn Athrawon 43%

Roedd 51% wedi dewis eithrio eu hunain am resymau ariannol

Roedd y rhan fwyaf a oedd wedi dewis eithrio eu hunain yn athrawon rhwng 25 a 34 oed, nad oeddent yn gallu fforddio cynilo ar gyfer eu hymddeoliad

Disgresiwn a hyblygrwydd o ran cyflogau

Mae'r hyblygrwydd a'r disgresiwn helaeth a roddir i reolwyr ynghylch cyflogau, a gyflwynwyd er 2010, wedi'u defnyddio i atal datblygiad cyflog athrawon.

Mae

46%

ddim yn cael eu talu am yr ystod lawn o'u cyfrifoldebau

Mae

66%

o athrawon BME yn dweud nad ydynt yn credu y byddai eu hysgol yn gwneud penderfyniadau proffesiynol a theg ynghylch eu cyflogau

Mae

71%

o athrawesau yn dweud bod polisiau cyflog eu hysgolion wedi methu â nodi'r sail dros ddatblygiad cyflog yn glir

Nid yw

29%

o athrawon ddim wedi cael y datblygiad cyflog roedden nhw'n credu roedd ganddyn nhw hawl iddo

Bwlch Cyflog Rhwng y Ddau Ryw

Mae'r bwlch cyflog rhwng athrawon ac athrawesau yn cynyddu

+ £2,600=

Mae cyflogau dynion yn uwch na chyflogau menywod mewn ysgolion meithrin/cynradd awdurdodau lleol

+ £2,400=

Mae cyflogau dynion yn uwch na chyflogau menywod mewn ysgolion uwchradd awdurdodau lleol



Mae dadreoleiddio cyflogau wedi gwaethygu'r bwlch cyflog mewn academïau

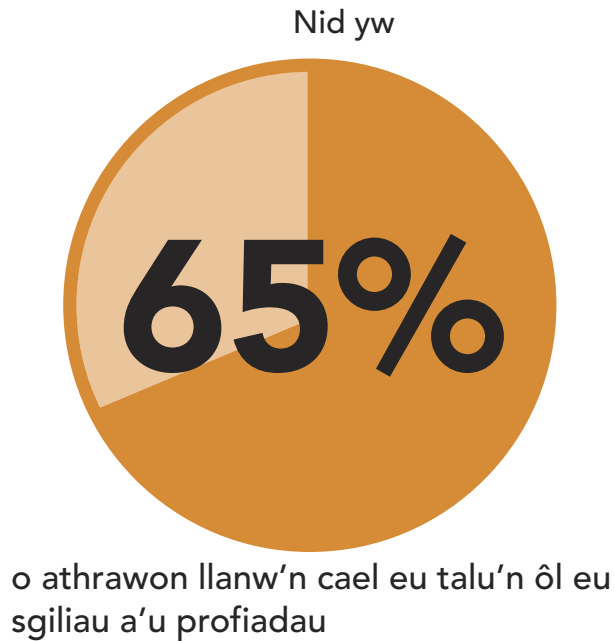
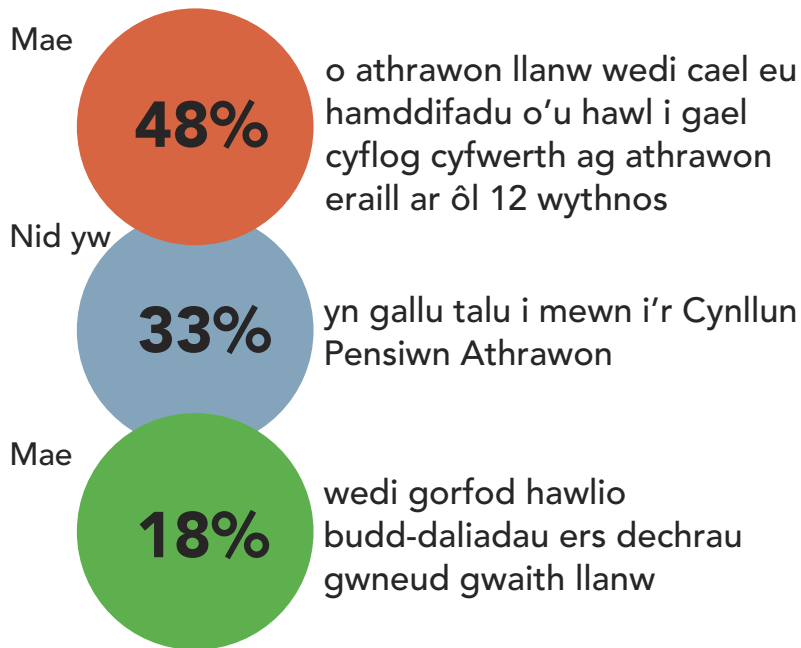
+ £4,700=

Mae cyflogau dynion yn uwch na chyflogau menywod mewn academïau cynradd

+ £3,200=

Mae cyflogau dynion yn uwch na chyflogau menywod mewn academïau uwchradd

Cyflogau Athrawon Llanw



Costau Byw



Mae athrawon wedi dioddef oherwydd gostyngiad yn eu safon byw.

60%

Nid yw athrawon yn gallu cynilo

Mae athrawon wedi gorfod cwtogi ar eu gweithgareddau cymdeithasol

58%

36%

Mae athrawon wedi gorfod gwario llai ar fwyd, dillad ac eitemau eraill hanfodol ar gyfer y cartref

Mae athrawon wedi gorfod gohirio talu biliau/gwneud gwaith trwsio yn y cartref

9%

26%

Mae athrawon wedi cynyddu eu gorddrafht a defnyddio credyd

Mae'n bwysig cynnal safonau proffesiynol athrawon a chadw uniondeb y proffesiwn drwy recriwtio graddedigion da a chadw athrawon er mwyn sicrhau bod pob plentyn a pherson ifanc yn cael y safonau uchaf o addysg.

Rhaid i addysgu fod yn ddewis arall cystadleuol ar gyfer marchnad lafur graddedigion sy'n gynyddol symudol.

Mae'r toriadau llym i gyflogau athrawon o ganlyniad i gyfyngu ar gyflogau'r sector cyhoeddus nid yn unig wedi bod o anfantais i athrawon yn gyffredinol ond hefyd wedi arwain at anghydraddoldeb cynyddol, gyda chyflogau merched yn llusgo y tu ôl i gyflogau dynion, a hynny o ganlyniad i ogwydd o ran rhyw a gwahaniaethu. Hefyd, mae athrawon sy'n ddu, o leiafrifoedd ethnig neu'n anabl yn dweud bod lefel uchel o wahaniaethu yn y gweithle, ac maent wedi'u cynrychioli'n anghymesur yn y graddau isaf.

Ar adeg pryd y mae 72% o athrawon wedi ystyried gadael y proffesiwn yn gyfan gwbl yn y 12 mis diwethaf,¹ mae cyflog yn ffactor bwysig er mwyn cynnal cymhelliad a morâl y proffesiwn addysgu.

Mae'r NASUWT mewn anghydfod diwydiannol cenedlaethol gyda Llywodraeth San Steffan dros gyflogau athrawon.

Mae'n bwysig fod yr aelodau'n cefnogi'r anghydfod diwydiannol drwy ddilyn cyfarwyddiadau cenedlaethol NASUWT ar gyfer gweithredu.

1. Arolwg Blynnyddol NASUWT, Y Cwestiwn Mawr.

Cyflog Athrawon y ffeithiau