

SIXTH-FORM COLLEGES BULLETIN

Cost-of-living pay rise

- Urgent concerns raised about sixth-form college pay
- Sixth-form college pay must not fall behind
- Secretary of state challenged over sixth-form college pay

NASUWT's General Secretary has written to the Secretary of State and asked for urgent confirmation that additional funding will be provided for a cost-of-living pay rise for all sixth-form college teachers.

In July, Bridget Phillipson announced the acceptance of the recommendation by the School Teachers' Review Body (STRB) to pay school teachers a cost-of-living uplift of 5.5%, partially funded by an additional £1.2 billion in funding for schools and academies.

There has been no further confirmation that additional funding will be going to sixth-form colleges in order to provide a much-needed and vital pay rise for sixth-form college teachers.

Sixth-form college pay is negotiated annually with the Sixth Form Colleges Association (SFCA) and is not subject to a recommendation from an independent review body. While the recommendation for school teachers does not apply to sixth-form college pay, we would expect that sixth-form college teachers receive a similar cost-of-living uplift. NASUWT, along with other unions, submitted a pay claim asking for an above-RPI inflation pay uplift in June. We await a response from the SFCA employers and urge them to make an offer that is at least in line with school teachers as soon as possible.

The recent announcement regarding £1.2 billion in funding for academies indicates that sixth-form college academies will receive part of the funding announced for pay in academies and schools; however, this funding will not be available to the 43 non-academy sixth-form colleges. If all sixth-form college providers do not receive additional funding, a disparity will be created between sixth-form academies and non-academy sixth-form colleges. It has never been a requirement for sixth-form colleges to become academies. It is inequitable that some colleges may receive less funding than those that have become academies.

Sixth-form college pay scales have only recently come into line with school teachers' pay. If pay rates fall behind again, the recruitment and retention crisis will be exacerbated.

It is vital that sixth-form college employers offer a real-terms pay rise that will begin to meet our claim for pay restoration.

In summary:

We are urgently seeking confirmation that all sixth-form colleges (academy and non-academy) will receive funding towards a cost-of-living pay rise for teachers.

We are awaiting a pay offer from the SFCA – no pay offer has currently been received.

We will update you as soon as possible.