Dear Headteacher

Confirmation of STPCD 2018 and guide on pay grant

At the end of July we advised you of the proposed changes to Teacher pay announced by Government. These proposals were then subject to consultation over the summer period.

On 14 September the School Teachers’ Pay and Conditions Order 2018 was finally laid in Parliament and the School Teachers’ Pay and Conditions Document 2018 (STPCD) published.

As a reminder, the primary pay changes for 2018 are an uplift of:

- 3.5% to the min/max of the unqualified and main pay ranges;
- 2% to the min/max of the upper and leading practitioner pay ranges;
- 1.5% to the min/max of the leadership pay range (and Headteacher groups min/max);
- 2% on SEN and TLR allowances

If you have any queries regarding implementing the STPCD 2018 within your own school, please speak to your HR provider who can provide you with guidance.

In July the government announced a £508m extra funding for schools based on average percentage uplift less 1% which schools ‘would have been planning for under the public sector pay cap’. The overall funding is then split between phases on average teacher pay bill. This is then allocated per pupil (we are awaiting confirmation of which pupil numbers will be used).

The DfE have also published a guide to help school leaders understand and plan for the teachers’ pay grant – this can be found via the following link:


Rates per pupil (pay award to apply from September 2018 – assuming we are not a London Fringe authority)

<table>
<thead>
<tr>
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<th>18/19 (September to March allocation) £ per pupil</th>
<th>19/20 (full year funding) £ per pupil</th>
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</thead>
<tbody>
<tr>
<td>Primary</td>
<td>16.40</td>
<td>28.29</td>
</tr>
<tr>
<td>Secondary</td>
<td>26.54</td>
<td>45.56</td>
</tr>
<tr>
<td>Special</td>
<td>65.65</td>
<td>113.46</td>
</tr>
</tbody>
</table>

There will be a minimum floor of 100 pupils for each school i.e. primary schools are guaranteed £2829 to fund the pay award. Detailed allocations to be received in October. School will receive the funding later in the autumn.