# Independent review of school teachers’ pay and conditions in Wales: call for views

# Respondent information form

Please note that the respondent information form must be completed to ensure that we handle your response appropriately.

|  |  |
| --- | --- |
| Name/organisation: |  |
| Your name: |  |
| e-mail/telephone number: |  |
| Your address: |  |

Responses should be returned by **1 March 2018** to:

Nathan Huish

Workforce Strategy Unit

The Education Directorate

Welsh Government

Cathays Park

Cardiff

CF10 3NQ

or completed electronically and sent to:

e-mail: TeachersPayandConditionsReview@gov.wales

## Section A: Pay structure

Questions under section A seek to identify how we create a pay and conditions structure that contributes to a highly motivated teaching profession and underpins the delivery of a high-quality education system.

The School Teachers Pay and Conditions (STPCD) (‘the Document’) sets out three main pay grades:

i) Qualified teacher (the main pay range; upper pay range; leading practitioner; unqualified teacher)

ii) Leadership (assistant and deputy heads)

iii) Headteacher (headteacher group; maintained school; special school).

**Question 1** – To what extent do you agree that the current pay structure is suitable for schools and learners, and will help us to deliver our aims as set out in *Education in Wales: Our national mission*? (Please select one option on each row.)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree |
| a) Qualified teacher? |[ ] [ ] [ ] [ ] [ ]
| b) Leadership? |[ ] [ ] [ ] [ ] [ ]
| c) Headteacher? |[ ] [ ] [ ] [ ] [ ]

Please give reasons

|  |
| --- |
|  |

Guidance for Local Authorities, School Leaders, School Teachers and Governing Bodies of Maintained Schools – Progression (paragraph 27), states that the relevant body should ensure that it reviews the performance of members of the leadership group, having regard to the criteria for leadership group progression.

**Question 2** – The Document sets out the determination of leadership group pay. Are such measures resulting in the development of leadership capacity and ability within our schools?

|  |
| --- |
|[ ]  Yes |
|[ ]  No |
|[ ]  Don’t know |

Please give reasons

|  |
| --- |
|  |

**Question 3a** – Do you think the current statutory national pay and conditions structure reflects well on the professional status of teachers working in the public sector?

|  |
| --- |
|[ ]  Yes |
|[ ]  No |
|[ ]  Don’t know  |

Please provide supporting comments

|  |
| --- |
|  |

**Question 3b** – Is the current structure of a minimum and maximum pay point for each pay grade appropriate?

|  |
| --- |
|[ ]  Yes |
|[ ]  No |
|[ ]  Don’t know |

Please provide supporting comments

|  |
| --- |
|  |

**Question 3c** – Is there sufficient opportunity to progress through the relevant pay grade?

|  |
| --- |
|[ ]  Yes |
|[ ]  No |
|[ ]  Don’t know |

Please provide supporting comments

|  |
| --- |
|  |

**Question 3d** – Is the mechanism for teachers to progress to the upper pay scale effective?

|  |
| --- |
|[ ]  Yes |
|[ ]  No |
|[ ]  Don’t know |

Please provide supporting comments

|  |
| --- |
|  |

## Section B: Career structure

Questions under section B seek to identify how we ensure a fair and open system that secures and maintains appropriate levels of remuneration for the teaching profession and enhances the status of the profession, enabling us to better attract, develop and retain teachers focused on our specified aims to raise standards in schools in Wales.

**Question 4a** – How far do you agree that the eligibility requirements for current allowances and other payments detailed within the Document sufficiently reflect teachers’ roles, responsibilities and recruitment and retention purposes?

|  |
| --- |
|[ ]  Strongly agree |
|[ ]  Agree |
|[ ]  Neither agree nor disagree |
|[ ]  Disagree |
|[ ]  Strongly disagree |

Please provide supporting comments

|  |
| --- |
|  |

**Question 4b** – Are any new categories of allowances required to deliver our aims as set out in *Education in Wales: Our national mission*?

|  |
| --- |
|[ ]  Yes |
|[ ]  No |
|[ ]  Don’t know |

Please provide supporting comments

|  |
| --- |
|  |

**Question 5** – To what extent do you agree that the current pay and conditions structure:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree |
| a) provides opportunities for teachers to advance their careers in the classroom? |[ ] [ ] [ ] [ ] [ ]
| b) provides opportunities for teachers to improve and develop their professionalism? |[ ] [ ] [ ] [ ] [ ]
| c) provides opportunities for teachers to advance their careers through promotion to management roles? |[ ] [ ] [ ] [ ] [ ]
| d) provides an appropriate number of skilled teachers able to undertake management roles? |[ ] [ ] [ ] [ ] [ ]

Please provide supporting comments

|  |
| --- |
|  |

## Section C: Contractual framework for teachers

Questions under section C seek to identify opportunities to look again at the prescribed duties of teachers and propose new ways to build recognition and incentives into working conditions to encourage teachers to be contributing and developing professionals in the spirit of *Education in Wales: Our national mission*.

The Document outlines the professional roles, responsibilities and rights conferred on:

a) deputy headteachers and assistant headteachers

b) teachers on the leading practitioner pay range

c) teachers other than a headteacher.

**Question 6** – Do you think these prescribed sets of duties are suitable for a profession that will deliver the Welsh Government’s aims, set out in *Education in Wales: Our national mission*?

|  |
| --- |
|[ ]  Yes |
|[ ]  No |
|[ ]  In part |

Please provide supporting comments

|  |
| --- |
|  |

**Question 7** – Aspects of the current conditions of service reflect a teaching profession that takes account of issues such as large cities and high deprivation areas. What other conditions of service priorities could we reflect on in Wales?

Please provide supporting comments

|  |
| --- |
|  |

**Question 8a** – The current document provides flexibility for payments for continuing professional development (CPD), allowing teachers in the school to access advice, training and development opportunities appropriate to their needs, including the current arrangements for specified time for professional development (i.e. inset days). To what extent does this:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree |
| a) help to ensure improved quality of learning and teaching?  |[ ] [ ] [ ] [ ] [ ]
| b) develop leadership capacity and ability within all levels of the teaching profession? |[ ] [ ] [ ] [ ] [ ]

**Question 8b** – Should the current arrangements for access to continuing professional learning be changed*?*

|  |
| --- |
|[ ]  Yes |
|[ ]  No |
|[ ]  Don’t know |

Please provide supporting comments

|  |
| --- |
|  |

**Question 9** – To what extent do you agree that the conditions of service set out in the Document (please select one option on each row):

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree |
| a) enable teachers to deliver the best outcomes for learners? |[ ] [ ] [ ] [ ] [ ]
| b) need adjustment to reflect actual workloads and practice? |[ ] [ ] [ ] [ ] [ ]
| c) help to nurture an attitude of professionalism among teachers? |[ ] [ ] [ ] [ ] [ ]
| d) will enable teachers to successfully implement *Education Wales: Our national mission*? |[ ] [ ] [ ] [ ] [ ]

Please provide supporting comments

|  |
| --- |
|  |

## Section D: Continuing to aspire and develop teachers to be the best they can

Questions under section D seek to provide you with the chance to think afresh about how the work of teachers is seen and how our teachers can aspire to be the best that they can be.

**Question 10** – Does the current career structure (as set out in the Document) promote teaching as an attractive and rewarding career?

|  |
| --- |
|[ ]  Yes |
|[ ]  No |
|[ ]  Don’t know |

Please provide supporting comments

|  |
| --- |
|  |

**Question 11** – The panel would be pleased to consider any further points respondents wish to make about school teachers’ pay and conditions in Wales.

|  |
| --- |
|  |

**Permissions**

I am responding as (please select one option only):

|  |
| --- |
|[ ]  an individual |
|[ ]  a group/organisation |

|  |  |
| --- | --- |
| Responses to the call for views are likely to be made public, on the internet or in a report. If you would prefer your response to remain anonymous, please tick here: | [ ]  |

(Please answer if you are responding as an individual) – A number of people may have an interest in this call for views. Which of the following best describes your role in completing the questionnaire?

(Please select one option only.)

|  |
| --- |
|[ ]  Consortia representative |
|[ ]  Employer outside of education sector |
|[ ]  Governor |
|[ ]  Headteacher/principal |
|[ ]  Local authority representative |
|[ ]  Parent/carer  |
|[ ]  School pupil  |
|[ ]  School teacher |
|[ ]  Student teacher in training |
|[ ]  Supply/recruitment agency representative |
|[ ]  Teacher trainer  |
|[ ]  Trade union representative |
| If other, please specify: |

(Please answer if you are one of the teachers in question) – If you are a teacher, headteacher or student in training can you please tell us what type?

(Please select all that are relevant)

|  |
| --- |
|[ ]  Preparatory/nursery |
|[ ]  Primary |
|[ ]  Secondary |
|[ ]  Special |
|[ ]  Supply/agency |
|[ ]  Support |
|[ ]  Welsh medium |
| If other, please specify:  |

(Please answer if you are responding as a group/organisation) – A number of different groups may have an interest in this call for views. Which of the following best describes your organisation?

(Please select one option only)

|  |
| --- |
|[ ]  Government agency  |
|[ ]  Local authority |
|[ ]  Other public sector |
|[ ]  Parent/carer’s organisation |
|[ ]  Professional body |
|[ ]  School |
|[ ]  Union |
|[ ]  Other, please specify |
| If other, please specify:  |

The review group may wish to contact you as part of the wider Review of Teachers’ Pay and Conditions. Would you be willing for them to do this?

|  |
| --- |
|[ ]  Yes |
|[ ]  No |