

# CYNGOR SIR CEREDIGION COUNTY COUNCIL

**Report to:** Council

**Date of meeting:** 14 December 2023

**Title:** Approval of Teacher Pay Policies 2023/24

**Purpose of the report:** To approve the model Teachers' Pay Policy and to commend to School Governing Bodies within Ceredigion for adoption.

To gain approval of the model Unattached Teacher Pay Policy for centrally employed teachers

**For:** Decision

**Cabinet Portfolio and Cabinet Member:**

Councillor Gareth Davies, Cabinet Member for Finance and Procurement Services

## **Introduction**

The School Teachers' Pay and Conditions (Wales) Document 2023 was published on 5 October 2023 and confirms the teachers' pay arrangements in Wales for 2023/24. The statutory elements of the Document that are required to be implemented are as follows:

- A 5% uplift has been applied to all statutory scale points and allowances.
- All pay lifts will be payable from 1 September 2023.

The Model Pay Policy, which applies to school-based teachers, and the Model Unattached Teacher Pay Policy, which applies to centrally employed teachers, reflect these changes and adopt the requirements of the School Teachers' Pay and Conditions (Wales) Document 2023.

Both Pay Policies have been the subject of consultation with the teaching trade unions on a local basis.

## **Wellbeing of Future Generations:**

**Has an Integrated Impact Assessment been completed? If, not, please state why.**

No, set by statutory guidance and legislation.

## **Summary of Integrated Impact Assessment:**

**Long term:**

**Collaboration:**  
**Involvement:**  
**Prevention:**  
**Integration:**

**Recommendation(s):**

To approve:

1. The Model School Pay Policy 2023/24 and to commend to Governing Bodies for adoption within schools in Ceredigion
2. The Model Unattached Teacher Pay Policy 2023/24 for centrally employed teachers

**Reasons for decision:**

To ensure compliance with the School Teachers' Pay and Conditions (Wales) Document 2023 and consistency across schools in Ceredigion.

**Overview and Scrutiny:**

Not considered

**Policy Framework:**

The School Teachers Pay & Conditions (Wales) Document (STPC(W)D) requires all schools to approve a Pay Policy. The pay policy is an updated version for commending to Governing Bodies that complies with the STPC(W)D 2023

**Corporate Well-being Objectives:**

- Boosting the economy, supporting businesses and enabling employment
- Creating caring and healthy communities
- Providing the best start in life and enabling learning at all ages
- Creating sustainable, green and well-connected communities

**Finance and Procurement implications:**

Delegated budget in schools

**Legal Implications:**

None

**Staffing implications:**

None

**Property / asset implications:**

None

**Risk(s):**

Risk of non-compliance with School Teachers Pay & Conditions (Wales) Document

**Statutory Powers:**

School Teachers Pay & Conditions (Wales) Document 2023

**Background Papers:**

**Appendices:**

Model Teachers' Pay Policy 2023/24

Model Unattached Teachers' Pay Policy 2023/24

**Corporate Lead Officer:**

Geraint Edwards, Corporate Lead Officer – People & Organisation

**Reporting Officer:**

Geraint Edwards

**Date:**

01/12/2023