

CYNGOR SIR CEREDIGION COUNTY COUNCIL

Report to: Council

Date of meeting: 20 March 2025

Title: Approval of Teacher Pay Policies 2024/25

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 Wyn Thomas, Cabinet Member for Schools, Lifelong Learning and Skills

Introduction

The School Teachers' Pay and Conditions (Wales) Document 2024 was published on 27 November 2024 and confirms the teachers' pay arrangements in Wales for 2024/25. The statutory elements of the Document that are required to be implemented are as follows:

- A 5.5% uplift has been applied to all statutory scale points and allowances.
- All pay lifts will be payable from 1 September 2024.

In addition to the provision for the pay award, the STPC(W)D 2024 implements a number of recommendations included in the Independent Welsh Pay Review Body's (IWPRB) *Strategic Review of the Structure of Teachers' and Leaders' Pay and Conditions in Wales* which was published in December 2023. The main amendments are in relation to:

Rec no	Amendments
12	Before awarding a TLR1 the Governing Body must be satisfied that sustained, additional responsibilities "includes line management responsibility for a significant number of people or equivalent significant additional levels of responsibility and accountability in key areas of the school".
13	TLR3 allowances should typically not be awarded for longer than two years
14	In relation to TLR1s and TLR2s awarded to part-time teachers, they will be paid pro rata at the same proportion as the teacher's part-time contract or, with agreement of the part-time teacher and the employer/governing body, they will (this was previously "may") be paid in full if the teacher undertakes the full duties associated with the allowance.

15	Introduces “involves pastoral or wellbeing responsibilities and the safeguarding of children” as a significant responsibility which could result in awarding a TLR1 or TLR2.
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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 2024.

The model pay policy has been developed at a national level and this included consultation with relevant teaching trade unions.

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 2024/25 and to commend to Governing Bodies for adoption within schools in Ceredigion

2. The Model Unattached Teacher Pay Policy 2024/25 for centrally employed teachers

Reasons for decision:

To ensure compliance with the School Teachers’ Pay and Conditions (Wales) Document 2024 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 2024

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 2024

Background Papers:

Appendices:

Model Teachers' Pay Policy 2024/25

Model Unattached Teachers' Pay Policy 2024/25

Corporate Lead Officer:

Geraint Edwards, Corporate Lead Officer – People & Organisation

Reporting Officer:

Geraint Edwards

Date:

25/02/2025