

Evidence submitted to the STRB by the NGA

1. Background

1.1. The National Governance Association (NGA) is the national membership body for school governors and trustees. NGA has several categories of membership comprising school governing boards, individual governors and independent local associations of school governing boards. NGA seeks to represent the interests of governing boards in all state funded schools (local authority maintained and academies). Our organisation's aim is to improve the well-being of children and young people by promoting high standards in all our schools, and improving the effectiveness of their governing boards.

2. State of Recruitment and Retention

2.1. In NGA's annual survey conducted jointly with the TES over 5,000 respondents reported the following issues in relation to recruitment and retention:

2.2. One third (34%) of governors and trustees responding to the survey said that they find it difficult to attract good candidates when recruiting to the post of headteacher. When those without a view (likely to be those who have not recently recruited a headteacher) are discounted, half of the remainder agree. 36% have difficulty recruiting to other senior staff posts while 46% have difficulty recruiting to teaching posts. These are slightly lower than reported in the same survey in 2016. However, in NGA's membership survey teacher recruitment and retention remained in the top five issues for governing boards and in the top three of issues members wanted NGA to make representations to Government about.

2.3. The national picture again masks some significant regional¹ variations. With 56% and 65% respectively of those governing in London and the South East reporting difficulties in filling classroom teacher vacancies compared to 33% and 28% in the North East and North West.

¹ NGA uses the old Government office regions

| Region | We find it difficult to attract good candidates when recruiting: (%) | | |
|--------------------------|--|--------------------------|-------------------------|
| | Headteacher posts | Other senior staff posts | Classroom teacher posts |
| East of England | 37 | 43 | 58 |
| East Midlands | 28 | 32 | 40 |
| London | 40 | 47 | 65 |
| North East | 25 | 25 | 33 |
| North West | 28 | 28 | 28 |
| South East | 40 | 42 | 56 |
| South West | 29 | 29 | 39 |
| West Midlands | 36 | 41 | 48 |
| Yorkshire and the Humber | 32 | 31 | 34 |

3. Leadership Pay

3.1. The NGA is disappointed about the very narrow frame of the remit. In particular, that there is no specific remit to look at leadership pay.

3.2. Given that the Department for Education made explicit reference in the Academies Financial Handbook (AFH) 2017 to the responsibilities of trustees in relation to senior leadership pay, it is disappointing that the remit hasn't been extended to look at this.

“The board of trustees must ensure that their decisions about levels of executive pay follow a robust evidence-based process and are reflective of the individual's role and responsibilities.”

3.3. While the AFH is relevant to academies and the STRB's remit is specific to the School Teachers' Pay and Conditions Document (STPCD) which is only statutory for maintained schools it would be helpful to have further discussions about leadership pay.

3.4. We remain concerned about how some governing bodies are interpreting the flexibilities in the STPCD in relation to leadership pay.

4. What adjustments should be made to the salary and allowance ranges for classroom teachers, unqualified teachers and school leaders to promote recruitment and retention?

4.1. While the 12 September 2017 letter from the Chief Secretary to the Treasury indicates that the public sector pay cap has been 'lifted', unless any pay award is fully funded, governing boards will be left in the invidious position of rewarding some staff while contemplating making others

redundant in order to fund it. School budgets will also have to absorb the costs of pay awards to support staff, which are also the subject of a current consultation.

4.2. Given that the STRB has to have regard to affordability in its recommendations it is difficult to see that the award could be of enough magnitude to have a significant positive effect upon recruitment and retention.

4.3. NGA has argued for a number of remits that the award from the STRB should be viewed as cost of living rise and paid across the board. The STPCD and individual school pay policies already make provision for performance related pay progression. We would reiterate the point we made last year that the restrictions on public sector pay have been in place so long that many teachers will have reached the top of their pay range and the public sector rise may be the only increase in pay many in the profession may receive.

4.4. While NGA welcomes the additional £1.3 billion the Government put in the schools budget that did not take account of any potential pay awards. NGA thinks our teachers deserve a better pay award than the 1% they have been receiving over the last several years, but in order to make a difference it must be across the board and it must be fully funded.

Gillian Allcroft
Deputy Chief Executive
National Governance Association
31 January 2018