

**EDUCATION EMPLOYMENT SUB COMMITTEE  
11 OCTOBER 2005**

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**SCHOOL STAFF REVIEW IN SCHOOLS  
(Director of Education, Children's Services and Libraries)**

**1 INTRODUCTION**

- 1.1 The Education Employment Sub Committee is asked to note the review of school staffing structures being undertaken in schools during the Autumn Term 2005.

**2 RECOMMENDATIONS**

- 2.1 The Committee is invited to note the actions being taken to by schools to meet statutory deadlines.

**3 SUPPORTING INFORMATION**

- 3.1 The Education (Review of Staffing Structure) (England) Regulations 2005 require the staffing structure of all maintained schools and pupils referral units to be reviewed by the end of the Autumn term 2005. As a result of this review there will be a change to the pay system for teachers. This change is as a result from the National Agreement "Raising Standards and Tackling Workload" which introduced changes to the teacher's contract to free them to focus on teaching and learning.
- 3.2 The change to the system will see the introduction of Teaching and Learning Responsibility Points (TLR's) for teaching staff. This will supercede the current arrangements where teachers can be awarded management allowances for undertaking additional management responsibilities. The introduction of TLR's is to ensure teachers undertaking additional responsibilities are directly linked to teaching and learning.
- 3.3 The Excellent Teacher Scheme will also be introduced for September 2006. Schools can choose to have a designated Excellent Teacher post within their staffing structure.
- 3.4 The resulting changes from this review must be implemented in full by 31 December 2008.

Review

- 3.5 Headteachers are required to prepare a draft staffing structure and implementation plan to be considered by their governing body for consultation.
- 3.6 Once the governing body are content with the detail of the structure they will formally invite staff and trade unions to consult upon the draft documents.

- 3.7 A further meeting of the governing body will be held to consider the responses from the consultation. Following this the governors will present the new structure and the implementation plan. The review needs to be completed by 31 December 2005.

#### Teaching and Learning Responsibility Points

- 3.8 There are two levels which consist of a maxima and minima salary range:

TLR 1 – £6,500 to £11,000

TLR 2 – £2,250 to £5,500

- 3.9 The governing body is required to set the value of their TLR's within the grading structure of the school. There is a requirement to ensure a minimum £1,500 differential for TLR's within TLR 1 and TLR 2.
- 3.10 Posts of equal weight are to be allocated an equal value based on factors reflecting the school's individual circumstances. To be eligible for a TLR 1 payment the teacher will be required to have line management responsibility for a significant number of people.

#### Implementation Plan

- 3.11 The school has a maximum period of 3 years (to 31 December 2008) to introduce the revised staffing structure. The new structure can be implemented at any time during this three year period and come be introduced in one hit or on a phased basis.

#### Consultation

- 3.12 The formal consultation period needs to be four working weeks.
- 3.13 In order for the process to be finalised before 31 December 2005 the period of consultation should be completed by the first week in December.
- 3.14 Headteachers have been encouraged to consult with all staff prior to the first meeting of the governing body to encourage effective dialogue and to present the governors with as much data as possible prior to the formal consultation period.

#### Salary safeguarding

- 3.15 With effect from 1 January 2006 teachers who were in receipt of a management allowance will have the value of that allowance protected for a maximum period of up to 3 years.
- 3.16 Where a teacher in receipt of this safeguarding is awarded a TLR point of greater value the Safeguarding will cease. Safeguarding can cease before the 3 year period in circumstances where the value of a teacher's incremental progression exceeds the safeguarding amount or where a teacher unreasonably refuses to undertake responsibilities commensurate to the level of safeguarding.

#### Funding

- 3.17 There is no additional government funding to undertake this exercise.
- 3.18 The government's published expectations are that this review will cost no more than the current management allowance arrangements. This expectation is on the basis

that some management allowances have been allocated to teachers to undertake responsibilities which are not linked to teaching and learning.

- 3.19 Additionally there will be some management allowances awarded for responsibilities linked to administrative tasks which teachers are now not required to routinely undertake. Under the new arrangements all TLR payments need to be directly linked to teaching and learning.

#### **4 ADVICE RECEIVED FROM STATUTORY AND OTHER OFFICERS**

##### **Borough Solicitor**

- 4.1 There are no specific legal implications arising from this report however further legal advice may be sought during the process of review and implementation.

##### **Borough Finance Officer**

- 4.2 The financial implications of the report are set out in the supporting information.

##### **Access Implications**

- 4.3 There are no access implications.

##### **Background Papers**

DfES document – Review of the school staffing structure: guidance for schools.

##### **Contact for further information**

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