



The Rt Hon Gillian Keegan MP
Secretary of State

Sanctuary Buildings 20 Great Smith Street Westminster London SW1P 3BT
tel: 0370 000 2288 www.education.gov.uk/contactus/dfe

Robin Walker MP
Chair of the Education Committee
House of Commons
London
SW1A 0AA

13 July 2023

Dear Robin,

GOVERNMENT RESPONSE TO THE RECOMMENDATIONS OF THE SCHOOL TEACHERS' REVIEW BODY FOR THE 2023/24 PAY ROUND

I am writing to update you on the Department for Education's response to the Schools Teachers' Review Body's (STRB's) recommendations for 2023/24 teacher pay awards.

Today, I have accepted the School Teachers' Review Body (STRB) recommendations for 2023/24 teacher pay awards in full, meaning teachers and leaders will receive a pay award of at least 6.5%. The STRB's 33rd report, which sets out their recommendations for teacher pay from September, also recommends higher uplifts to starting salaries outside London. This means that as of September, the Government will have delivered on its manifesto commitment of starting salaries of £30,000 or more for teachers in all areas of the country – up to a 7.1% award for teachers outside London. These pay awards will come on top of those already received last year, and for many teachers will also be accompanied by additional pay rises due to progression.

Funding

The award is fully funded. Schools will be receiving an additional £525m in 2023-24, and £900m in 2024-25 to support with meeting the costs of these awards. That is equivalent to the full costs of the pay award over the first 3.5%, nationally, in line with the evidence the Government submitted to the STRB and which many schools will have accounted for in budgets. This amount more than matches the amount that the independent Institute of Fiscal Studies (IFS) previously calculated was required to ensure that the pay award would be affordable.

This additional funding is being provided for mainstream and special schools, as well as school-based early years and post-16 provision. Every school will benefit from this additional funding, and schools can today look up how much they will receive [here](#).

For special and AP schools, the money will flow through the LA, because DfE does not have the data to direct it sufficiently accurately; but 100% of the funding provided will go to special and AP schools. This announcement provides schools with the information they need to finalise their budgets and my strong expectation is that all schools will use these additional funds for teacher pay as is intended.

I recognise that, despite this additional funding, there will be a small number of schools that face particular financial challenges. I will increase the support we offer to schools facing the most difficult financial circumstances with up to £40m in additional funding this year, which will be provided on a case-by-case basis.

This support comes on top of the £2 billion a year provided for schools in our Autumn Statement. The core schools budget will now total more than £59.6 billion in 2024-25 – its highest ever level, in real terms per pupil, as confirmed by the independent Institute for Fiscal Studies.

This Government is committed to living within its means and delivering value for the taxpayer, and therefore we are reprioritising within the Department for Education's existing budget to deliver this additional funding to schools. These investments will be paid for by reprioritising existing departmental funding whilst ensuring there are no cuts to core schools' and colleges' budgets, including SEND provision and funds for the early years entitlements, and no cuts to allocations and programmes to address building safety.

Workload

I am also announcing today other measures to promote recruitment and retention of teachers, which remains a top priority for this government. We will convene a workload reduction taskforce to explore how we can go further to support trust and school leaders to minimise workload for teachers and leaders. We will aim to reduce teacher workload by five hours per week for teachers and leaders, building on the five-hour reduction seen between 2016 and 2019. We will provide further details on the chair and membership for this taskforce in due course, and its membership will be made up of experts, union representatives and experienced practitioners.

We know that flexible working opportunities can help to recruit, retain, and motivate teachers and leaders and help promote staff wellbeing. Last month we appointed seven Flexible Working Ambassador Multi-Academy Trusts and Schools to offer practical advice to school leaders on implementing flexible working and we are currently recruiting more. This is part of a wider programme, funded by the Department, to help embed flexible working in schools and trusts.

Further education

We are investing £185 million in 2023-24 and £285 million in 2024-2025 to drive forward skills delivery in the Further Education Sector. This funding will help colleges and other providers to address key priorities which are of critical importance to our economic growth and prosperity. This additional investment will be delivered via core 16 to 19 funding, including through boosting programme cost weightings for higher-cost subject areas as well as increasing the per-student funding rate. It is additional

to the £125 million of funding we have already announced we will make available in financial year 2023-24 to boost the national 16 to 19 funding rate and subject-specific funding. This means 16-19 providers will see a larger than expected increase to funding rates.

How this will impact ongoing industrial action

It has been my clear position throughout those talks with unions, and since, that if the deal was rejected, pay would be determined through the independent pay review body process. I have also listened to the wider concerns unions have raised, including their concerns about funding, teacher pay and workload.

This is why I have decided to accept the STRB recommendations in full, with a fair and reasonable pay award effective from September, alongside additional funding and a range of non-pay measures that will allow teachers and school leaders to call off strike action and resume normal relations with government.

As usual, our response to the STRB recommendations will go through a period of consultation with statutory consultees, including among trade unions and other employers' organisations. The recommendations will be implemented in the next academic year.

While Government does not recommend or set pay in the further education sector, this funding is significant and will enable colleges to address key priorities, including increased staffing and recruitment costs. I would urge unions to call off ongoing industrial action urgently to avoid any further unnecessary disruption to young people's learning.

This announcement recognises the huge contribution that teachers and leaders make to the lives of children and young people whilst ensuring a fair deal for the taxpayer. Please don't hesitate to write to me with any questions you may have.

With best wishes,

A handwritten signature in black ink, appearing to read 'Gillian Keegan', with a long, sweeping tail extending to the right.

**The Rt Hon Gillian Keegan MP
Secretary of State**