



29th July 2016

To: STRB.PCMAILBOX@education.gsi.gov.uk

BATOD is grateful for the opportunity to comment on the recommendations of the STRB.

We respond below to each of the recommendations.

- **A 1% uplift to the minima and maxima of all classroom teacher and leadership pay ranges and allowances in the national pay framework.**

BATOD encourages all its members to be part of trade unions or professional organisations for teachers in addition to their membership of BATOD. For this reason, we do not comment in detail on the pay uplift as a matter of course as this is principally a matter for the national organisations unless it impinges on specific aspects of the work of a Teacher of the Deaf. We note the recommendation of 1% and that this extends to all relevant allowances such as those for working with children and young people with SEND as well as to the basic pay ranges.

- **The STPCD should be amended to make clear that schools can use a salary advance scheme for rental deposits as part of the existing recruitment and retention incentives and benefits. The Department should include a section in the statutory guidance, making clear that a salary advance scheme for rental deposit is one of a number of tools that schools might consider for aiding recruitment or retention, and provide detailed advice on the implementation of such schemes on the DfE web pages.**

BATOD welcomes and agrees with this proposal. Teachers of the Deaf may benefit from this, particularly where there are significant difficulties of recruitment and retention such as in London.

- **No changes to the STPCD on additional flexibilities at present. There should be no change to the STPCD in relation to non-consolidated payments and no change to the provisions on arrangements for upper pay range teachers.**

We note this recommendation and have no further comment on it.

- **The Department develops good practice guidance to help schools make effective use of their existing flexibility to tailor pay policies to meet local recruitment and retention needs in a competitive labour market.**

We welcome this recommendation.



British Association of Teachers of the Deaf

- There should, at present, be no amendment to the STPCD in respect of the Education Workforce Council fee allowance in 2016. However, subject to the Welsh Government elected in May 2016 providing assurances to the Secretary of State that the fee level and subsidy for school teachers will be commensurate with that for FE teachers, the Secretary of State should, at the request of the Welsh Government, remove the relevant provision from the STPCD at a later date.

We note this recommendation and have no further comment on it.

Finally, BATOD sees no equality considerations which need attention.

As always we are happy to discuss any of our responses with the STRB if requested.

Yours sincerely

A handwritten signature in black ink that reads 'Paul A. Simpson'.

Paul Simpson
National Executive Officer