



2023-0017769NGPO

**The Rt Hon Nick Gibb MP**  
Minister for Schools

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Mr Jonathan Lord MP  
By email: [jonathan.lord.mp@parliament.uk](mailto:jonathan.lord.mp@parliament.uk)

12 June 2023

Dear Jonathan,

Thank you for your email of 5 May, enclosing correspondence from your constituents, regarding teacher pay. I am replying as the Minister for Schools.

We recognise teachers' important work in shaping future generations. We therefore accepted the recommendations of the independent School Teachers' Review Body (STRB) for this academic year, giving teachers the highest pay award in 30 years, up to 8.9 per cent for new teachers, alongside a 5 per cent award for experienced teachers and leaders.

Alongside the annual pay award, many classroom teachers are also eligible for pay progression. This year we expect around 40 per cent of classroom teachers will receive pay rises through progression or promotion of between 8.5 and 15.9 per cent. Those receiving pay progression make up around 60 per cent of remaining classroom teachers. This does not include teachers who are already at the top of the pay scale.

The Department held intensive talks with the education trade unions in March, where an in principle offer was made by the Government. This comprised a package of pay and non-pay related measures, such as a one off payment of £1,000 for the current academic year, on top of the 5.4 per cent average pay rise teachers received in September 2022.

Teachers and leaders were also offered an average pay rise of 4.5 per cent from September 2023. This is above the Office for Budget Responsibility forecast for inflation at the end of this calendar year, with inflation forecast to fall further next year. The Government also committed to increasing the starting salary for new teachers by 7.1 per cent to £30,000.

It is disappointing that the education trade unions rejected this offer. As part of the normal process, the STRB has submitted its recommendations to the Government on teacher pay for 2023-24. We will consider the recommendations and publish our response in the usual way.

The further funding offered by the Government as part of the recent teacher pay discussions was conditional on the offer being agreed. As set out in our recent Education Hub Post, we calculate that a 4 per cent teacher pay award should be affordable, nationally, without additional funding. That takes account of the overall £3.5 billion funding increase to schools, compared to 2022-23. The additional funding of an extra £620 million would have covered the costs from the pay offer above that, in full. Further information is available at: [tinyurl.com/YC4U76YM](https://tinyurl.com/YC4U76YM).

Teacher pay is a devolved matter in Wales, Scotland and Northern Ireland and is not affected by the pay award. Any decisions on pay within the education sector of devolved administrations, and subsequent funding, is a matter for their national Governments to decide upon. In addition, the pay systems in Scotland are generally quite different, including the number of middle and senior leader roles and how these are remunerated. As a result, this makes like for like comparisons difficult.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Nick', written in a cursive style.

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