

STPCD 2024 FAQ's

What are the headline changes in the STPCD?
• 5.5% uplift • Removal of statutory requirement for Performance Related Pay
What are the practical implications of these changes?
Schools will need to consider when (and if) they wish to apply the pay award and inform their payroll provider. They should also bear in mind payroll cut off dates before confirming when the award will be applied to staff. Trusts may consider making different changes and/or changes prior to the STPCD being confirmed but maintained schools will need to wait for confirmation from their LA. For support with this, schools can read the EPM ‘Teachers’ pay and conditions update 2024-2025’. Schools will also need to review their approach to conducting appraisals, and whether they intend to separate performance from pay progression. The amount of flexibility a school has in making this decision will depend on whether they follow the STPCD or are part of a Trust or Local Authority.
When should the changes be implemented?
• Pay The STPCD will have been fully negotiated on 7 October 2024 by 12pm. The “praying period” of 21 days is anticipated to end around 8 November 2024 by the DfE. Academies have the option to apply an award prior to this and should seek advice from their EPM People Adviser if they are considering adopting this route. Points to consider will be the failure to follow nationally recognised and adopted mechanisms for negotiation, the (very small) risk that an alternative award may be agreed, the costs of making further changes, and the challenges of remaining competitive in terms of branding and recruitment.
• Performance Management The changes to performance management do not come into effect until the end of the appraisal period beginning September 2024. For performance management conversations and appraisals taking place now, review performance and consider pay progression based on the year September 2023 to August 2024. Performance related pay (where your school or trust follow the STPCD) still applies.
Do the changes to pay progression affect all teaching salary scales?
Yes – See below for a breakdown of how the changes affect different scales.
• Main Yes – If you choose to remove performance related pay, progression from M1 to M6 can take place automatically where no formal performance concerns have been raised. Once a member of staff reaches M6 on the salary scale, they will either no longer progress, or they will need to make an application to cross the threshold to the upper pay scale.
• Upper Yes – If you choose to remove performance related pay, progression from U1 to U3 can take place automatically where no formal performance concerns have been raised. Once a member of staff reaches U3 on the salary scale, they will no longer progress.

You will need to make clear in your pay policy whether progression will increment every year or every two years (as has been common due to the requirement for staff to evidence their progress). Moving from the main to the upper pay scale should not be automatic and is still subject to a requirement for a teacher to apply to cross the threshold, and to evidence substantial and sustained performance over the two years prior to the application.
• Unqualified
Yes – If you choose to remove performance related pay, progression from UQT1 to UQT6 can take place automatically where no formal performance concerns have been raised. Once a member of staff reaches UQT6 on the salary scale, they will no longer progress.
• Leadership
Yes – If you choose to remove performance related pay, progression within the set leadership scale, as determined by the calculation of group size and set by the governors/trustees can now be automatic. Progression beyond the set salary scale should not take place. Once a member of staff reaches the top of their set Leadership scale, they will no longer progress.
Lead Practitioner
Yes – If you choose to remove performance related pay, progression on the Lead Practitioner scale is capped at L18 and lead practitioners should not progress beyond this point. The DfE states- <i>“The pay range for leading practitioners is a wide one. Schools need to determine an individual post range for each post within the minimum and maximum of the overall range which is set out in the STPCD.”</i> Once this pay range has set, progression should not extend beyond the maximum point assigned to the range.
Can I keep performance related pay?
This depends what type of school you belong to. If you are part of a multi academy trust, the decision to remove or retain performance related pay will be made centrally and you should therefore check with the trust before proceeding. Academies and trusts that follow the STPCD will most likely chose to remove performance related pay. Those academies and trusts who have moved away from the STPCD will need to consider factors such as union pressure and relations, recruitment and retention, employer branding and their overall talent management strategy before deciding to retain or remove performance related pay. Maintained schools should refer to the guidance from their local authority around the removal of performance related pay. The DfE guidance on Managing Teachers and Leaders Pay states- <i>“Although performance related pay is no longer a requirement in schools, those schools who do wish to differentiate pay progression between good and exceptional performers can continue to do so. Schools should ensure that their pay policies are clear about the circumstances in which it would be appropriate to differentiate between different levels of acceptable performance, to demonstrate that the policy is both fair, supports equality of opportunity and does not discriminate. Schools should mitigate any workload issues that may arise from retaining performance related pay.”</i> Whether you choose to retain or remove performance related pay, you will need to clearly communicate your decision to staff and include this in both your pay and appraisal policies.

Is pay progression now automatic?

Not necessarily – This is only a removal of the statutory requirement to link pay with performance. Your School or Trust may have decided to retain performance related pay and this should be clearly stated in both your pay and appraisal policies. Even when performance related pay is removed, there is still a need to make pay decisions following an appraisal process.

In cases of significant underperformance and where an employee has been forewarned, it is still possible to withhold pay progression. Trusts and academies have more flexibility to determine whether they wish to follow the terms and conditions that have been nationally negotiated and set out in the STPCD – Including those around performance related pay. Maintained schools will need to seek advice from their local authority as to what, if any, elements of performance related pay should be retained.

What about threshold applications?

An application to move from the main to the upper pay scale must still be made as these are distinct and separate pay scales if you follow the STPCD. Progression from main scale to upper pay scale is not automatic. The DfE states-

"Schools are free to set out in their pay policies their interpretation of the STPCD criteria for teachers to progress from the main pay range (MPR) to the upper pay range (UPR). Neither the Department nor Ofsted specify what these should be."

Can I still conduct appraisals?

Yes! In fact, this is still critically important – It has been made clear in all the DfE documentation that whilst the statutory requirement for performance related pay progression has been removed, this does not equate to a requirement not to appraise staff. This is a key part of your talent management strategy. Performance still needs to be managed, and teachers still need to be held to account in relation to clear objectives. Whilst this no longer must be linked to pay progression, it should still be taking place.

The DfE have released some guidance around the appraisal process and cycle for teachers, which is now much more focused on supportive, coaching style conversations and shorter, less onerous catch ups rather than two clear meetings per year in which performance is scrutinised. They have also reissued and updated the list of administrative tasks that teachers should not be undertaking.

It is critical that you have mechanisms in place – Both informal and formal to ensure staff understand how they are doing, what steps they need to take and what support is available to aid continuous improvement.

What should I do if I have performance concerns in respect of a teacher's performance?

This remains unchanged. You should refer to your appraisal and capability policy to ensure you are following all the points within this, but well before that, the first question you should ask is, "has the employee been made aware?"

Concerns around an employee's performance need not be fed back at a formal meeting or appraisal, it should be part of normal everyday communication. Problems should initially be addressed empathetically, supportively and informally and most can be resolved in this way without needing to escalate any further. If your initial informal efforts to resolve performance concerns are unsuccessful, you will need to invoke your appraisal and capability policy, following the informal stages and introducing a support plan.

If this is unsuccessful, you may choose to escalate to formal capability management once the informal process is exhausted. You will need to be clear with staff at what point in the process of

performance management pay progression may be impacted. This should be detailed in your policies and through communications with staff. If you follow the STPCD, this will not be until you are in capability proceedings, detailed in your policy.

What is the new process for making pay recommendations?

The process is the same and can be separated from performance once staff have been informed. A recommendation for pay progression for all teaching staff including headteachers should still be made following the annual performance review. If performance related pay has been removed, this step is likely to be a formality only but should still be observed.

Where significant performance concerns have been identified and the employee has been warned about pay progression impact, the recommendation may be that pay is not incremented.

Is the pay award fully funded?

The pay award is fully funded for the current financial year i.e. up until April 2025.

There are no details as yet around funding for the following financial year but EPM will advise customers once any information relating to this is available.

Will EPM draft a new pay policy for my school or trust to reflect the changes?

The EPM Model Pay Policy for the academic year commencing September 2024 is available on the customer hub. You can use this to inform your bespoke policy.

If you need further support in drafting a policy reflecting non-standard arrangements or that is more bespoke, please reach out to your EPM People Adviser, who will be able to discuss the available options with you.

What should I do if I have more questions?

Please refer to our supporting documentation:

[Teachers' pay and conditions update 2024-2025](#)

[EPM Model Pay Policy](#)

[EPM Model Appraisal and Capability Policy](#)

[Managing Teachers' and Leaders' Pay - July 2024 \(gov\)](#)

[Teacher appraisal- Guidance for schools \(gov\)](#)

Or speak to your EPM People Adviser.