

Westminster Education Forum Keynote Seminar: The future for teacher pay, conditions and teaching standards - implementing performance-related pay

Timing: Morning, Tuesday, 11th February 2014

Venue: Royal Society, 6-9 Carlton House Terrace, London SW1Y 5AG



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Agenda subject to change

- 8.30 - 9.00 Registration and coffee
- 9.00 - 9.05 **Chairman's opening remarks**
Lord Storey, Co-Chair, Liberal Democrat Parliamentary Party Committee on Education, Families and Young People
- 9.05 - 9.20 **Teacher pay in context - recent policy in England and international perspectives**
An overview of the development of policy on teacher's pay in England and the approaches of recent governments to the issues. How does practice in England compare with policies that have been adopted in other countries, and how effective have these been?
Jonathan Simons, Head of Education, Policy Exchange
- 9.20 - 10.15 **Performance-related pay: preparations for the first pay awards**
Views on the criteria for schools to use when determining pay awards based on performance from September 2014; how can schools ensure good teaching is rewarded and unintended consequences are avoided? What will be the impact of schools setting their own criteria for pay awards; will this lead to significant disparities between nearby schools? What should the format of assessment for pay awards be, and over what time period; to what extent should the results of externally-assessed examinations determine pay awards? How can schools ensure pay awards are transparent, consistent and fair, and how can potential legal challenges from staff be avoided? What impact will allowing schools to take extra-curricular commitments by teachers into account when determining pay awards be likely to have; how should schools address concerns that such arrangements may unfairly disadvantage certain groups, such as those with dependent children? What training will senior leadership and school governors require to carry out pay appraisals, and what support is needed for this? What can maintained schools learn from academies, free schools and independent schools that have already introduced performance-related pay?
Steve Fairclough, Headmaster, Abbotsholme School, Derbyshire
Simon Bevan, Partner, Veale Wasbrough Vizards
Darren Northcott, National Official, Education, NASUWT
Tom Hadley, Director, Policy and Professional Services, Recruitment and Employment Confederation
Questions and comments from the floor with **Jonathan Simons**, Head of Education, Policy Exchange
- 10.15 - 10.20 **Chairman's closing remarks**
Lord Storey, Co-Chair, Liberal Democrat Parliamentary Party Committee on Education, Families and Young People
- 10.20 - 10.50 Coffee
- 10.50 - 10.55 **Chairman's opening remarks**
Alex Cunningham MP, Member, Education Select Committee
- 10.55 - 11.25 **Teacher pay and standards: the rationale for reform and next steps for policy**
Marcus Bell, Director, Teachers and Teaching, Department for Education
Questions and comments from the floor
- 11.25 - 12.05 **Beyond teaching: the review of workload and conditions**
Perspectives on the School Teachers' Review Body's review of teachers' non-pay conditions of service, to be published in early 2014.
Jon Richards, National Secretary, Education and Children's Services, UNISON
Kimberley Trewhitt, Senior Researcher, Reform
Simon Stokes, Policy Advisor, Pay and Conditions, ATL
Questions and comments from the floor
- 12.05 - 12.55 **Teaching standards: quality of teaching, pay and progression**
Will removing the link between length of service and pay progression for all schools in England and Wales from September 2014 succeed in helping schools attract high-quality candidates and improve retention of the best teachers? Are the safeguarding measures proposed in the draft School Teachers' Pay and Conditions Document 2013 sufficient to ensure teachers are not penalised by reforms? Is the removal of the requirement for schools to match the previous salary of new teachers likely to affect mobility among the teaching workforce? Will simplifying progression to the upper pay scale encourage high-quality teachers to take on leadership responsibilities? What will be the impact of removing the Advanced Skills Teachers and Excellent Teachers pay scales; is there a case for introducing a Master Teacher Standard as previously recommended by the School Teachers' Review Body? Since their introduction in September 2012, what impact have the new Teachers' Standards had on quality of teaching? What has been the impact so far of the new Teachers' Standards since their introduction in September 2012? Will the introduction of fixed-term Teaching and Learning Responsibility payments harm teachers' progression chances, as suggested by some teaching unions? How can the tension between the need for co-operation between teachers and competition for performance-related pay increases be resolved? Has giving headteachers the power to dismiss staff deemed under-performing with a term's notice achieved Government's aim of improving teaching standards?
David Powell, Principal Officer, Pay and Education Economics, NUT
Professor Simon Burgess, Professor of Economics and Director, Centre for Market and Public Organisation, University of Bristol
Dr Jackie Nunn, Policy and Liaison Officer, Universities' Council for the Education of Teachers
Ian Bauckham, Headteacher, Bennett Memorial Diocesan School, Kent and President, ASCL
Questions and comments from the floor
- 12.55 - 13.00 **Chairman's and Westminster Education Forum closing remarks**
Alex Cunningham MP, Member, Education Select Committee
Sean Cudmore, Deputy Editor, Westminster Education Forum