



2023-0004055NGPO

The Rt Hon Nick Gibb MP
Minister for Schools

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

Sir George Howarth MP
By email: george.howarth.mp@parliament.uk

27 February 2023

Dear George,

Thank you for your email of 30 January, addressed to His Majesty's Treasury, on behalf of your constituents, regarding teacher pay and strikes. Your email was passed to this Department, and I am replying as the Minister for Schools.

This Government is committed to providing a world class education system for all children and has invested significantly in education to achieve that. The Autumn Statement announced significant additional investment in schools for 2023-24 and 2024-25.

Overall, taking the Dedicated Schools Grant (DSG) allocations and the additional funding announced in the Autumn Statement together, core schools funding (which includes funding for both mainstream schools and high needs) is increasing by £3.5 billion in 2023-24, compared to 2022-23. This takes the total core schools budget for 2023-24 to £57.3 billion. The core schools budget will total £58.8 billion in 2024-25.

The Institute of Fiscal Studies have said that this additional funding will fully cover expected increases in school costs up to 2024, and will take spending per pupil back to at least 2010 levels in real terms. That means 2024-25 will be the highest ever level of spending on schools in real terms per pupil.

Schools will have flexibility over how they use the additional funding to support their pupils. It will enable school leaders to continue to invest in the areas that we know positively impact educational attainment, including high quality teaching and targeted support to the children who need it most. It will also help schools manage their higher costs, such as staff pay awards.

The independent School Teachers' Review Body (STRB) has recommended what it believes are appropriate pay awards for teachers this year. The Government has implemented the STRB's recommendations for 2022/23 in full, which means that starting salaries outside of London are increasing by 8.9 per cent this year to £28,000. This keeps us on track to deliver the manifesto commitment of a £30,000 starting salary.

Teachers on the remaining main pay range are receiving uplifts of between 5 per cent and 8 per cent, and experienced teachers and leaders are receiving a 5 per cent pay award. The 2022/23 pay award is the highest pay award for teachers in the last 30 years, and the average classroom teacher salary is now £39,000. The table in the attached appendix sets out the advisory pay points for classroom teachers. These awards target the highest uplifts at early career teachers, where we know pay has the most impact and where cost of living pressures are felt most acutely.

With regard to teacher retention, we understand the challenges schools face. There is more to do to ensure teaching remains an attractive, high status profession and to recruit and retain excellent teachers, particularly in key subjects and areas.

The Department has put in place a range of measures to support the recruitment and retention of teachers, targeted towards the subjects where recruitment has been the most challenging. For example, there is a Levelling Up Premium of up to £3,000 tax free for eligible teachers in priority subjects who choose to work in disadvantaged schools, including in Education Investment Areas. The Department has also created a detailed toolkit to assist schools in managing teacher workload and improving wellbeing, which is available at: tinyurl.com/3k8nJ3u3.

Ministers and Department officials continue to meet regularly with sector leaders and representative bodies to discuss a wide range of issues across education. We will continue doing everything possible to improve education for children and young people, and to support all staff in schools.

Yours sincerely,

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

The Rt Hon Nick Gibb MP
Minister for Schools

Appendix

Salary ranges for classroom teachers 2022/23

Spine Point	Rest of England (£)	London Fringe (£)	Outer London (£)	Inner London (£)
M1 (MPR minimum)	£28,000	29,344	32,407	34,502
M2	29,800	31,126	34,103	36,141
M3	31,750	33,055	35,886	37,857
M4	33,850	35,151	37,763	39,655
M5	35,990	37,264	40,050	41,892
M6 (MPR maximum)	38,810	40,083	43,193	44,756
U1 (UPR minimum)	40,625	41,858	44,687	49,320
U2	42,131	43,360	46,340	51,743
U3 (UPR maximum)	43,685	44,919	48,055	53,482