



# FAIR PAY FOR LONDON TEACHERS

## All - London Reps' Briefing

### SATURDAY 30 JUNE

**10.30 - 1.00 pm**

**(Breakfast rolls from 10 am!)**

**NUT HQ ( Hamilton House )**

**Mabledon Place, WC1H 9BD ( Kings X/Euston )**



**For most school staff, the higher costs of living in London far exceed the additional salary they receive for working in a London school.**

**Housing costs**, particularly for the majority of younger staff who have to rely on private rented accommodation, eat up an increasing chunk of their take-home pay.

**Childcare, student loan repayments and travel costs** cut further into their income, especially for those teachers having to travel across central London to get to work.

**Taking long working hours into account too, the net hourly pay rate for London teachers after they've paid their essential bills is miserly.**

**Is it any wonder that many teachers decide that they can't afford to stay in London any longer?**

Staff who want to support London's children are being forced out of the city. That's **creating a recruitment and retention crisis** that is putting London's educational successes at risk.

Of course, it's not only London where staff are under pressure but official statistics confirm that **teacher shortages are highest of all in London.**

**So 2018 NUT Conference agreed that, alongside national campaigning, we should develop a Greater London Pay campaign. The meeting on June 30 is being called to discuss what needs to be done. Be there to build the campaign.**

## How much more do London teachers get paid?

Teachers in London no longer receive a fixed additional 'London Allowance'. Instead, the exact amount of additional 'London pay' (compared to teachers in the rest of England) depends on:

- 1) Their exact point on the Main or Upper Ranges
- 2) If their borough counts as 'Inner' or 'Outer' London for pay purposes. (Barking & Dagenham, Brent, Ealing, Haringey, Merton and Newham all pay the higher 'Inner London' scales, teachers in other Outer London boroughs are paid less).

Main Range Pay Point	Additional 'Outer London' Pay	Additional 'Inner London' Pay
M3	3351	5010
M6	3821	5182

Teachers in boroughs paying Outer London rates are worse off than their other London colleagues. Outer London also has the highest vacancy rates!

## How much more should Londoners get paid?

Research into London living costs shows that, whether you work in Outer or Inner London, most teachers would still be better off in real terms if they lived elsewhere. Sadly for London's children, that's why too many teachers are moving away.

A main scale teacher in Inner London might be getting an extra £5,000 income per year, but one study estimates that they would need to earn nearly £8,000 more to make up for Inner London costs, just over £6,000 more for Outer London.

Estimated additional weekly costs for a couple living in Inner London (Hirsch 2016)
Rent £186
Transport £41

This isn't just a problem for school staff. Most Londoners are being priced out of their city. Our campaign can help raise that as an issue for all.

## Complete our survey \* Join the discussion on June 30

- **Come along on June 30** and hear from speakers who can explain the facts and figures about falling real pay, rising rents and worsening teacher shortages in London.
- **Come along on June 30** and explain your experiences of making ends meet in London Pay - and hear the results of our latest survey of London teachers about their housing and living costs.
- **Come along on June 30** and discuss what demands we should make on employers, on London's politicians, and on Government, to provide the funding to improve pay and act on fares and rents.
- **Come along on June 30** and discuss what action we need to take - and help build our campaign.



- 60% of young teachers say they will leave the city within the next five years
- London needs more affordable housing and rent controls so that parents, children and teachers are not priced out



## If you want to help build the Greater London Pay campaign:

- Get in touch with your NUT Division or email London NUT on [london@neu.org.uk](mailto:london@neu.org.uk)
- Book your place at the June 30 Briefing via: <https://www.eventbrite.com/o/nut-london-regional-office-17339008353>
- Complete out Greater London Pay Campaign Survey via: <https://www.surveymonkey.co.uk/r/LondonPay>