

EQUAL PAY PROGRAMME

Schools Webinar Questions and Answers September 2024

- 1. Only eight of the 82 secondary schools are LA Community Schools and only three have sixth forms. If you are taking a sample from each school, how can the LA assure us that you can confidently make a fair representation of the varied job roles in each school when there are such few numbers of posts?**

Only local authority schools are within scope for the EPP, we have however ensured when we are making our randomised selections that we have included representation across all type and size of school.

- 2. Will these actions postpone proposed ballots for industrial action?**

The Equal Pay Programme is about introducing a reshaped pay and grading structure and not linked to industrial action.

- 3. Will Academy schools be asked for their job descriptions and person specifications to make a fair judgement?**

Academies are not included in the scope of the programme and their JDPS's will not be requested as part of this process. We are simply ensuring we collect the job information for the roles within scope.

- 4. 10% being awfully a small number to be used to evaluate**

The first phase is about reviewing the benchmark jobs, so it's 10% of all the roles within the organisation. The 10% is recommended in the technical notes for the NJC scheme for benchmark population.

- 5. Could you please share the list of those 16 benchmark jobs roles**

The listing of benchmark job roles will be shared with headteachers over the coming weeks, and they can share with you as appropriate.

6. Will schools be compensated for their time during this process?

Discussion will be had to work with head teachers and take account of working patterns to have the least impact on the schools. Appropriate arrangements will be made if additional hours or additional travel are required to make this process work for everyone selected as part of the randomised selection.

7. If selected, will you cover costs be reimbursed for the manager and member of staff to attend the workshops?

This depends on your situation and your particular school. But what we can say is that we will fully support schools in making sure that we can help them make any arrangements that will ensure that people are attending the workshops that they've been invited to.

8. Can managers add to the job spec?

The review of the job description and person specification will include comments from the job holders and line managers. These documents need to be an accurate reflection of the job you currently do today.

9. Could the outcome mean that some people will lose pay?

9a. Will the pay bands be affected?

9b. Will pay scales be extended?

Any job evaluation exercise may result in pay increasing, decreasing or staying the same for different roles. Discussion on the revised pay and grading structure, and whether pay protection will apply, will form part of the consultation, discussions and negotiations with our joint trade unions.

10. If new things are added that were not there before will our pay reflect this?

10a. For most roles surely the job varies school to school so will people find that their role will change?

The review of the job information needs to include all the relevant information to accurately describe the job you currently do today.

11. How will it affect our pensions?

Any job evaluation exercise may result in pay increasing, decreasing or staying the same for different roles which could potentially have an impact on your pension. Discussion on the revised pay and grading structure, and whether pay protection will apply, and any impact on pensions, will form part of the consultation, discussions and negotiations with our joint trade unions.

12. Will the review also consider allocation of special needs allowances alongside the role or not?

The review will look at the grades and pay scales, which relate to basic pay, and there is no specific proposal to look at additional allowances as part of this particular workstream. The outcome will be the design of a new pay and grading structure which will form the basis of formal consultation with our joint trade unions.

13. Could this mean a change in your salary whether it could be an increase or a decrease? If your pay is less on the new scale this also will have an impact on your pension. Can this be done?

Any job evaluation exercise may result in pay increasing, decreasing or staying the same for different roles. Discussion on the revised pay and grading structure, and whether pay protection will apply, will form part of the consultation, discussions and negotiations with our joint trade unions.

14. What if the scores come back at a lower grade?

We need to ensure that each job is reflected and represented accurately and, in its entirety, and that the information we hold is up to date.

That will give us a clear transparent picture of the role and will ensure it is evaluated accurately in relation to all the information that is provided.

There will be an agreed appeals process, subject to eligibility criteria, to review any job evaluation scores and corresponding pay and grade outcomes.

15. I am in the NAHT and I don't think they are part of the EPP, how will this impact me moving forwards?

Teachers/Head Teachers terms and conditions of employment are not affected by this programme. Such terms are set nationally. This programme affects only support staff roles in BCC and its schools.

16. What if you have two roles within the school for example, I am a head of year as well as a DSL?

16a. Will you compare roles with Academies?

16b. Will they include time in service?

If you undertake two roles within a school, we would expect you to attend and provide information around the role you have been asked to describe – your other role may be part of further phases of the project.

Roles will not be compared with academies as academies are their own entities.

Time in service is not relevant to job evaluation, we are evaluating based on the job information only.

17. Will there be offers of redundancies?

The Pay and Grading programme is not being designed to deliver reductions in salaries or roles. We are aiming to develop a pay and grading structure which is equal pay compliant and works within the existing NJC spinal points

18. How will the schools and roles be selected?

Job holders in the benchmark roles have been selected across schools at random. For each workshop and benchmark role, it has been agreed that a minimum of 12% of all job holders for the post will be engaging with us.

19. What if your trade union is not represented?

For this programme, only our recognised trade unions can attend workshops, which are GMB, Unison & Unite. If you have got specific Union representatives from our recognised Unions that you want to attend the workshops, you would need to organise that directly with them and they can attend the workshops, but you'll need to let a member of the programme team know. You are free to seek advice outside of the workshop from other Unions not recognised.

20. Does Equal Pay Programme apply to those staff employed within voluntary aided schools?

No Voluntary Aided Schools are not in scope, as their staff are not employed by Birmingham City Council. This programme applies if your terms and conditions fall under Birmingham City Council's control.

21. Will there be evaluations for roles within special education needs schools?

When we are doing our selections, we are making sure that we've got representation across all different types of schools that are maintained and controlled by Birmingham City Council.

22. Previous job evaluation processes resulted in staff being graded too high. Could this occur again as part of this process?

We need to ensure that each job is reflected and represented accurately and, in its entirety, and that the information we hold is up to date.

That will give us a clear transparent picture of the role and will ensure it is evaluated accurately in relation to all the information that is provided.

23. If chosen, is it mandatory to attend the workshops?

We would encourage everyone who has been randomly selected to participate and make every effort to attend the JDQ and JDPS workshops. It is important to get your input as the jobholder and also input from your manager to accurately describe the role that you undertake.

24. Why is the process happening now?

24a. Was that not the intension in 2007? What then has gone wrong?

The programme will ensure we have a robust pay equity system. We need to ensure that each job is reflected and represented accurately and, in its entirety, and that the information we hold is up to date. BCC has changed significantly since the last pay and grading review and, as such, job information needs to be updated to reflect the current state. What is more, it is important for an employer to ensure that a job evaluation scheme is maintained and kept up to date, which is the intention of the current review. The programme is fundamental in ensuring we prevent any equal pay issues for the future.