

Briefing on London Assembly Plenary Session

Motion 3.4 – London Weighting

Context

This motion notes that within the same borough inner and outer London weighting may not consistently be applied to the pay for support staff and teachers. This leads to situations where the support staff in a school may be paid outer London weighting while teachers are paid inner London weighting.

This motion calls for all London Boroughs to address this inconsistency where it exists within schools, and for the Mayor of London to lobby for greater London weighting parity between the rates paid by public sector employers, and to consider introducing an independent pay board to set London Weighting and to include this in the Good Work Standard.

Hounslow Perspective

Hounslow is not specifically mentioned in the motion as a borough where teachers are paid an inner London weighting, whilst support staff are paid an outer London weighting due to differing salary arrangements, pay arrangements for LBH teaching and support staff are outlined as follows.

All staff employed in LBH maintained and Voluntary Aided Schools are paid in accordance with the Outer London Pay Scales for Teaching Staff and the NJC Outer London Pay Scales for Support Staff, which includes London Weighting at the appropriate levels for both groups.

However, there are a few instances where a school has chosen to pay the difference between the Inner and Outer London pay rates as a recruitment and retention incentive to individuals applying for hard to recruit roles. There is also at least one maintained school where it was considered to take this approach and apply it to all roles, both teaching and support staff.

All support staff posts in schools are subject to grading using the GLPC job evaluation scheme to ensure consistency and fairness across the authority, however, schools do have discretion to modify gradings and therefore salary scales, in accordance with the provisions of delegated budgets.

Staff employed in academies may be subject to alternative pay scales determined by the individual academy trust, but in general the majority of the academy schools in LBH follow the Outer London Pay Scale model.