



SUPPORTING
CONNECTING
INFLUENCING

29th July 2020

Dear Gavin Williamson, MP and Nick Gibb, MP

Pay for Music Teachers

Following the announcement earlier this month of a proposed pay increase for public sector workers – including teachers - of up to 3.1%, Music Mark has received a significant number of enquiries from its membership of over 150 music education providers who are part of the 120 Music Education Hubs across the country. Whilst they continue to face ongoing challenges to their business models because of COVID-19, these organisations are now also very concerned with the impact this pay increase will have.

As we pointed out in a letter sent to Damien Hind, MP and you, Mr Gibb in September 2018, significant mandatory pay increases for teachers on teachers' pay and conditions can mean a music education provider, such as a music service, who employs peripatetic teachers in this way will have to find additional money from their existing budget. And in most cases to find this money, they are forced into cutting provision, reducing/removing subsidies which enable equitable access, or stopping enrichment projects from taking place.

As was the case in 2018, we asked our Membership to let us know what the impact of this pay-rise will be. There are a significant number of hub organisations that still employ all or some of their music teaching staff (and other staff within their organisation) on Teachers Pay and Conditions or other public sector pay scales such as NJC and Soulbury. In addition, there are many more music teaching staff who are on pay structures which aim to reflect increases by the government to the Teachers Pay scale.

Many responses indicated that the unexpectedly high percentage pay increase will mean an additional five or even six-figure hole in their budget. The majority of organisations we heard from had expected to provide a modest 1% pay increase this year, but there is a universal concern that following the devastating impact of the Pandemic lockdown, the need to find funding to pay for any salary increase for staff – well deserved as it may be – is very likely to result in staff cuts, increases in fee charges to schools and parents and/or the reduction in the breadth and depth of musical opportunities available.

**Music Mark – The UK Association of Music Education, 3rd Floor, 8 Holyrood Street, London, SE1 2EL
020 7939 6049 www.musicmark.org.uk**

The UK Association for Music Education – Music Mark | A charitable company limited by guarantee | Charity No.: 1118542
Registered address as above | Registered in England and Wales 6134823 | VAT Reg No.: 837 1560 24

One Music Service pointed out that:

'.....we will have to increase our charges to schools/parents-carers. Not a good time to look at doing this, but unless the DfE grant is significantly increased, the pay rise will have to be covered by traded income and reduce our ability to invest in development projects'

Another (who aims to reflect government pay increase for staff on other contracts) stated:

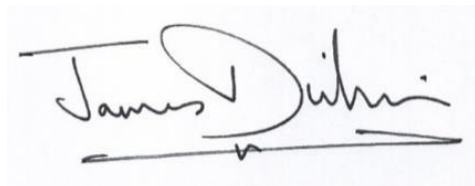
'Ultimately [the impact will be] a reduction in the number of children taking part as we will either have to cut some projects or increase costs. As always, it will be those from the most challenged financial back-ground who will be hit the most. Alternatively, if we don't pay the increase, recruiting/retaining staff will get that little bit harder which in turn leads to a downturn in the quality of work which ultimately impacts on outcomes for children.'

Whilst we appreciate that the DfE does not have endless funding to allocate across its stakeholders, we would ask the Department to consider how they will support the Music Education Sector to manage the significant financial impact of this proposed pay increase, especially when the Music Education Hub grant has not kept pace with inflation or increases in pupil numbers over the past few years. Our recommendation is an uplift in the Music Education Grant for all Music Education Hubs to ensure music teachers engaged by the organisations within each partnership continue to be rewarded for their vital role in the education of children and young people.

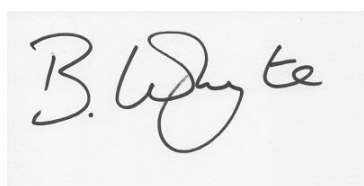
Once again there is a real likelihood that the work which has been taking place through the Music Education Hubs, funded by the DfE, to provide equal access for all children and young people to a quality Music Education could be at further risk.

We look forward to hearing from you regarding this matter at your earliest convenience.

Yours sincerely



James Dickinson
Music Mark Chair



Bridget Whyte
Music Mark CEO

CC: Arts Council England