

# Expression of interest

# Title: Teachers and leaders views on the pay framework – a review

**Project reference: EOR/SBU/2018/014**

**Deadline for expressions of interest: 5pm 14th March 2018**

## Summary

Expressions of interest are sought to undertake researchunderstand the perceptions, opinions and experiences of teachers/leaders and governors to teacher pay frameworks and their place in recruitment, retention and career progression.

This expression of interest was posted on 1st March 2018.

## Background

The department carried out major reforms of the teacher pay system, implemented in 2014 and 2015, to introduce a more flexible performance based pay structure.

In its last report, the School Teachers’ Review Body (STRB) has called for the opportunity to conduct a further review of the teacher pay structure to ensure it is supporting a clear career pathway for classroom teachers.

More widely, the department is looking at raising the status of the profession and ensuring a clear career pathway for teachers, most notably through the consultation on enhanced qualified teacher status (QTS) and improving career progression for teachers. The department wishes to consider how the current pay structure is supporting these goals.

The proposed research will provide an understanding of teachers’/leaders’/Governors’ perceptions of pay system and inform any future changes to it.

## Evaluation aims

* To provide robust evidence to the STRB with regards to teachers and leaders perceptions of the current teacher pay framework and how it is supporting teachers’ career pathways..
* To understand teachers’/leaders’ views and understanding of teacher pay scales including the uses of Teaching and Learning Responsibility allowances (TLRs), main pay range (MPR) and upper pay range (UPR) in their own settings.
* To understand teachers’/leaders’ views on how the pay framework can provide a clearer career pathway for classroom teachers and support recruitment and retention within the profession.

## Methodology

A qualitative approach is required to gain an understanding of the perceptions, opinions and motivations of teachers/leaders and governors to the teacher pay framework and their place in recruitment, retention and career progression. We anticipate that data will be collected through semi-structured depth telephone interviews, however, we welcome innovative suitable approaches from potential contractors at ITT stage.

We anticipate that the sample will cover: primary and secondary schools; maintained and academies; and teachers on the cusp of the main to upper pay range, using the School Workforce Census (SWC). We anticipate interviews with:

1. Heads/leaders, to ascertain their perceptions and expereince of the teacher pay framework.
2. Early careers teachers, to understand their perceptions of the likely career progression and pay ranges and allowances available to them.
3. Teachers on the cusp of the main/upper pay range, to understand their perceptions/experiences of movement around the main-upper pay range and experience and perception of TLRs.
4. Focus groups with school governors to understand their perceptions, opinions and motivations towards the place of the teacher pay framework in recruitment, retention and career progression.

The data should be collected and analysed during the summer term and a final report will be provided to theepartment in August 2018.

## Timing

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| **Commissioning Stages** | **Deadline** |
| EOIs issued | March 1st 2018 |
| EOIs due in | March 14th 2018 |

## Assessment criteria

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| The expression of interest submission should not exceed a maximum of 1000 words, including website links |

The expressions of interest for this evaluation project will be scored against the following criteria; all are equally weighted:

* A clear understanding of the Policy requirement
* Evidence of design and delivery of qualitative evaluation in education.
* Evidence of successful engagement with teachers and schools
* Evidence of capacity to deliver on time and to cost

EOIs will be evaluated on these criteria using the scale below, with the full invitation to tender only being issued to those organisations deemed to meet the requirements best.

0 – Totally fails to meet the requirement

1 – Meets some of the requirement, with limited supporting information

2 – Meets some of the requirement, with reasonable explanation

3 – Fully meets the requirement, with detailed explanation/evidence in support

4 – Exceeds the requirement, with detailed explanation/evidence in support

| **Closing date for EOIs: 5pm March 14th 2018**  **Send your EOI form to:** [**sue.porter@education.gov.uk**](mailto:sue.porter@education.gov.uk) **and**  [**Jobshare.MACKENZIE-PEACHEY@education.gov.uk**](mailto:Jobshare.MACKENZIE-PEACHEY@education.gov.uk) |
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## How to submit an expression of interest

You must submit an expression of interest (EOI) in order to be considered to be invited to tender. To do so, please complete the Expression of Interest Research template found on the Department’s research website. A submission of an EOI does not guarantee an invitation to tender and the Department does not routinely advise organisations that they have not been successful in being invited to tender. Feedback is however available on request.

In order to express an interest you must be registered with us and you will need your ID number. If you need to register then please do so using the online supplier registration form. If you have already registered and have forgotten your ID number, please send an email to [Enquiries.RBU@education.gov.uk](mailto:Enquiries.RBU@education.gov.uk)

All contracts are let on the basis of the [Department’s Terms and Conditions](https://www.gov.uk/government/publications/eoi-guide). You are encouraged to check these before submitting your expression of interest, as these form part of your contractual obligations.

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