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**ERW Model Teachers’ Pay Policy 2020/2021**

This document provides Informationabout the new model Teachers’ Pay Policy produced by ERW.

The regional Pay Policy for 2019/2020 which was adopted by governing bodies, is no longer compliant.

**CONTEXT**

It is a legal requirement for every governing body to have in place a Pay Policy, which is compliant with the School Teachers Pay and Conditions Document Wales. This policy sets down the pay progression arrangements for teachers on the main pay scale, upper pay scale and those on the leadership pay scale. The pay policy is reviewed each year in line with the annual publication of the School Teachers’ Pay and Conditions Document Wales.

The Pay Policy has been updated on a regional ERW basis and has been agreed following a regional consultation exercise with unions.

**ACTION:** for governing bodies to adopt the ERW model Teachers’ Pay Policy 2020/2021.

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***Note:*** *The Local Authority can issue a “model” policy. The decision on whether to adopt the model policy or to agree their own version rests solely with governing bodies. If the governing body does* ***not*** *accept the ERW model policy, it will need to determine its own policy which must comply with statutory requirements and have been through a consultation process with the teaching unions.*

**Recommendation**

It is recommended that the Model Teachers Pay Policy 2020/2021 is considered and adopted by all governing bodies in the ERW region.

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**Polisi Cyflogau Athrawon Enghreifftiol ERW, 2020/21**

Mae’r ddogfen hon yn cynnwys gwybodaeth am fodel newydd y Polisi Tâl Athrawon a luniwyd gan ERW.

Nid yw Polisi Tâl rhanbarthol 2019/20, a gafodd ei fabwysiadu gan gyrff llywodraethu, yn cydymffurfio â’r gofynion erbyn hyn.

**Cyd-destun**

Mae'n ofyniad cyfreithiol i bob corff llywodraethu sefydlu Polisi Tâl sy’n cydymffurfio â gofynion Dogfen Tâl ac Amodau Athrawon Ysgol Cymru. Mae’r polisi hwn yn amlinellu trefniadau dilyniant cyflog athrawon sy’n cael eu talu yn unol â’r brif raddfa gyflog, y raddfa gyflog uwch, a graddfa gyflog arweinyddion. Adolygir y polisi tâl yn flynyddol ar ôl i Ddogfen Tâl ac Amodau Athrawon Ysgol ei chyhoeddi.

Mae’r Polisi Tâl wedi cael ei ddiweddaru’n rhanbarthol gan ERW, ac mae wedi cael ei gymeradwyo yn dilyn ymgynghori â’r undebau.

**Cam gweithredu:** dylai pob corff llywodraethu fabwysiadu Polisi Tâl Athrawon enghreifftiol ERW ar gyfer 2020/21.

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***Daliwch sylw:*** *Gall yr Awdurdod Lleol ddarparu polisi “enghreifftiol”. Penderfyniad y cyrff llywodraethu a neb arall yw pa un ai a ddylent fabwysiadu’r polisi enghreifftiol neu beidio. Os* ***na fydd*** *y corff llywodraethu yn mabwysiadu polisi enghreifftiol ERW, bydd angen iddo lunio ei bolisi ei hun, a bydd yn rhaid i hynny gydymffurfio â gofynion statudol a bydd yn rhaid cynnal proses o ymgynghori ag undebau athrawon ynghylch y polisi.*

**Argymhelliad**

Argymhellir fod Polisi Tâl Athrawon Enghreifftiol 2020/21 yn cael ei ystyried a’i fabwysiadu gan bob corff llywodraethu yn rhanbarth ERW.