

Evidence submitted by NGA to STRB

March 2023

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1.1 The National Governance Association (NGA) is the membership organisation for governors,

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3.3 Sample of our member responses below:

“We have a surplus for this year, but with the cost of living crisis, projected staff pay rises and lower birth rates, in some year groups we are projected to have a deficit in two years’ time.”

Primary school vice chair

“We’ve worked hard to eliminate significant inherited deficit so we have no reserves to fall back on. Energy costs will be £250k higher, additional funding will be completely swallowed up by this and the likely (but deserved and necessary) staff pay increases are standing still for 2022 don’t expect an uplift so this will mean cuts.”

MAT CEO

“We have had a surplus for years and have been prudent in making savings during recent significant cuts in funding for schools but COVID has wiped out all our contingency and we’re predicted future pay rises and energy costs are going to make us tumble into significant deficit.”

Primary school chair

3.4 The financial pressures faced by schools and trusts intensified further in the months following the survey, due to rising costs (including energy costs only partly compensated for by the Energy Bill Relief Scheme) and the 5% pay increase awarded to experienced teachers and leaders from September 2022, which was unplanned expenditure given that schools had budgeted for 3%. Analysis highlighted that on average primary schools were facing a £35-45k shortfall by September 2024 and secondary schools were facing a £200-250k shortfall by 2024, which would equate to around four to five teachers. These shortfalls were likely to be felt the most by schools in the most deprived communities, at a time when

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4.1 We know that t

4.6 The first step towards meaningful action must be to accept that the current situation is not sustainable whatever changes occur to the pupil population due to the further acceptance that although decisions over what jobs to look for, take and leave are complex, current levels of pay continue to have, a significant detrimental impact on the recruitment and retention of school teachers and leaders.

5. **N** **-m** **hm** **gill** **b**

5.1 Governing boards recognise that staff teachers especially are a school or trust's most valuable resource vital to achieving the vision for what pupils will leave the school knowing, being and having done. Boards therefore, invest a great deal of time effort and resource into making their schools and trusts great places to work through creating the right leadership culture and climate, investing in CPD and adopting policies that promote manageable workload and wellbeing. Boards responding to our annual survey cited staff surveys as the most commonly used method to identify and address workload

5.5 We believe that flexible working also has a significant role to play in increasing recruitment and