

Councillor Grace Williams
Leader of Waltham Forest Council



Waltham Forest Town Hall
Forest Road
London E17 4JF
Email:

cllr.grace.williams@walthamforest.gov.uk

Date: 12 April 2024

Andrew Boff AM
Chair of the London Assembly
City Hall
Kamal Chunchie Way
London
E16 1ZE

Dear Chair,

I'm writing in response to the letter you sent with regards to the London weighting motion on 19 December 2023. Firstly, I apologise for the delay in responding to you.

At Waltham Forest we wholeheartedly support the call in the motion for equitable weighting for public sector workers in London. I can confirm that both teachers and support staff within the London Borough of Waltham Forest are paid outer London rates.

In terms of what we are doing to address pay for support staff, LBWF pay 28.8% employer pension contributions for school support staff. We abide by evaluated job descriptions, annual increments, green book, and schoolteachers pay and conditions and have actioned cost of living pay rises. Individual payments outside of the usual pay awards, such as honorarium (support staff) and recruitment and retention payments or additional allowance (teachers) are for schools and their governing bodies to decide. All are referenced in the model pay policy which the local authority prepares each academic year. We are not aware of any actions schools might choose to take that are outside of the pay policy.

We note that in the motion, there is a call for the Mayor to review London weighting. For decades Waltham Forest, along with other outer London boroughs, has been disadvantaged by our funding settlement which does not reflect deprivation levels which drive our spending. Essentially, our current funding model does not reflect our current levels of need. **We estimate that we could receive an additional £5 or £6m per year if a fair funding review was delivered which reflects our levels of need.** This would have a significant impact on our ability to deliver high-quality vital public services for our residents and ensure we have a more equal borough. **Teachers in inner-London boroughs can be paid up to £5,000 a year more than those in outer London despite our schools having comparative levels of need.**

I hope this information is helpful. Please do not hesitate to get in touch if you have any further questions.

Yours sincerely,



Cllr Grace Williams
Leader of Waltham Forest Council
