**National Society for Education in Art & Desig**n

3 Mason’s Wharf, Corsham, SN13 9FY United Kingdom

Tel: 01225 810134 Fax: 01225 812730 www.nsead.org

General Secretary: Michele Gregson

Patrons: Keith Brymer Jones; Professor Sir Christopher Frayling MA PhD.

Dame Magdalene Odundo DBE; Cornelia Parker OBE RA; Dr Janina Ramirez.

Sir Nicholas Serota; Lady Frances Sorrell; Sir John Sorrell; Bob and Roberta Smith OBE RA

Rt Hon Kit Malthouse MP

Secretary of State for Education

Sanctuary Buildings

Great Smith Street

London SW1P 3BT

27 September 2022

Dear Secretary of State

**School Teachers’ Pay: STRB’s 32nd Report and Government Response**

On the 22nd of September ASCL, NAHT, NEU, NASUWT and Community wrote to you with a joint response to the consultation on the Government’s response to the 32nd STRB Report. NSEAD agrees that this joint union response demonstrates the continuing consensus in the profession on the key issues facing teachers and school leaders. I am writing to you to confirm that NSEAD members support that response and all points raised by our sister trade unions.

NSEAD has been championing the interests of art education since 1888 and has been a certified trade union since 1984. Our members work in schools, colleges, and universities throughout the UK. They are art, craft and design specialists and choose NSEAD as their professional body, and Trade Union to represent them in the workplace.  NSEAD is a member of the TUC and works alongside the other Trade Unions representing workers in the education sector, but we are entirely independent. We focus on the specific needs of our community of subject specialists.

The STRB’s recommendations on teacher and school leader pay from 1 September 2022 are insufficient to address the crisis within the teaching profession. Furthermore, without significant improvements in pay and conditions we believe that this crisis will continue to have a disproportionate effect on art, craft, and design specialist teachers.

Many of our members are experiencing hardship, and the huge, real terms pay cut proposed, on top of a decade of lost pay, is not something they can bear. These hard-working professionals deserve better pay. However, NSEAD is concerned that if any pay award for teachers is not backed by adequate, additional funding, school governors will have little choice but to make cuts to their budgets that may include reducing curriculum options and the number of specialist teachers employed. When school finances are under pressure, in a landscape where the arts are not valued, our members' jobs are at risk. Even though the creative industries are such a critical sector for our country’s economic growth, creative arts education has been progressively undermined and undervalued for more than a decade.

In June, this year the APPG for art and design education shared findings from Art Now: A National Survey of Teachers of Art and Design. The survey found that he workload of art and design teachers is increasing, and that large numbers are contemplating leaving the profession.

* Most art and design teachers (86.4%) reported that their workload had increased during the last five years.
* Sixty-seven percent of art and design teachers reported that they were thinking about leaving the profession. This percentage is considerably higher than the 44% of [all] teachers who are considering leaving according to a 2022 NEU survey earlier this year.
* Four out of five art and design teacher respondents reported that wellbeing and workload were by far the two biggest disincentives to stay in teaching

The proposed differentiated pay increases do nothing to reward experienced teachers. They do not feel valued. In the face of unsustainable workload, teachers will continue to walk away, adding to a shortfall that only intensifies workload and well-being problems. Those joining the profession will soon follow.

Education that nurtures the skills and potential of our young people must be part of the government’s growth strategy. NSEAD joins the call for an urgent assessment of funding for schools considering the effects of inflation on schools generally and (we must emphasise) the need to **fully fund pay awards for all school employees.** Effective action must be taken to reduce workload and lift the burden of excessive accountability. The Government must invest in teachers and school leaders if education is to be protected.

The work of NSEAD since 1888, supporting education professionals has been for one purpose: to strengthen and advocate for the best possible art education for children, young people, and learners of all ages. Unless we reward and retain our specialist workforce in our schools, our young people will be the real losers.

Yours sincerely

Michele Gregson

General Secretary, NSEAD