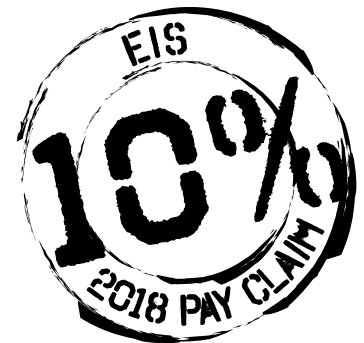


VALUE VALUE EDUCATION TEACHERS

eis
The Educational
Institute of Scotland

Affix
Stamp
Here



TEN FOR 10%

**VALUE
EDUCATION
VALUE
TEACHERS**

Reasons why Scotland's teachers deserve a 10% pay rise:

- 1** Austerity is punishing teachers and damaging education. Teachers' pay has declined (in real terms) by at least 20% (RPI) over the past decade, whilst workload has soared. Scotland's teachers deserve a pay rise.
- 2** Changes to pensions and national insurance, combined with sub-inflation pay settlements, have led to cuts of around 24% in teachers' take-home pay since 2009. Why punish teachers for the mistakes of the banks? Scotland's teachers deserve a pay rise.
- 3** Teacher recruitment is facing a crisis. Schools across Scotland are struggling to recruit teachers – not just in remote areas but also in major cities and in core subjects. Improving pay will attract more people into teaching. Scotland's teachers deserve a pay rise.
- 4** Scotland's teachers have delivered. Despite cuts in teacher numbers and resources, teachers have gone the extra mile to protect pupils at a time of significant curricular change and new qualifications. Workload and stress have soared – whilst pay has been declining. Teachers are delivering more, for less. Scotland's teachers deserve a pay rise.
- 5** Pay is critical to the retention of teachers. 40% of Scotland's teachers are considering leaving the profession (source: Bath Spa University research) This year has seen a surge in teachers over 45 leaving early. Who will replace them? Pay professional salaries to retain professional teachers. Scotland's teachers deserve a pay rise.
- 6** Scotland lags behind the OECD average for teacher pay. Teacher pay has risen, in real terms, in most other European countries over the last 10 years (source: OECD). Why is Scotland cutting pay, while other countries pay more? Scotland's teachers deserve a pay rise.
- 7** Austerity isn't working: Bailing out banks and cutting teacher pay were political choices – they were not inevitable. Why punish teachers while protecting bankers? Scotland's teachers deserve a pay rise.
- 8** Equal pay for equal work! Scotland's college lecturers recently secured a new pay structure, with a top of the scale salary of more than £40k for classroom lecturers – our teachers deserve nothing less. Pay professional salaries to our teachers. Scotland's teachers deserve a pay rise.
- 9** Education needs investment. Austerity is having a serious impact on young people's education. Experienced teachers are leaving, and student teacher places are going unfilled – leading to teacher shortages. Investing in teachers is investing in our young people. Scotland's teachers deserve a pay rise.
- 10** Quality public services need proper funding. If Scotland wishes to have a world class education system, it needs to fund the service fully and to invest in teachers. It is teachers, not politicians, who make the difference in the classroom. Scotland's teachers deserve a pay rise.

www.eis.org.uk/ValueTeachers