

UK IT EDUCATION SALARY SURVEY 2023



education
support
professionals

THE UK IT FOR EDUCATION SALARY SURVEY 2023

We launched the last Salary Survey in 2020, little did we realise the storm about to hit, and we are in a very different place in terms of conditions and packages.

Since then we've experienced:

- Big shift across IT to hybrid or remote working.
- An accelerated move to #cloud based tech both in schools and industry.
- "The Great Resignation".
- Continued increasing demand for IT staff.
- An increasing upwards pressure on salaries and more flexible conditions.

We hope that the data we have collated helps both employers to reward, attract and retain great staff, and current and prospective employees to get the packages they deserve.

With thanks to:

Firstly we would like to thank everyone who took part! Some 407 participants!!

Additionally we'd like to thank EduGeek.net, The ANME and the FD Forum that shared with their members,

I'd also like to thank the various Twitter and LinkedIn reposters who spread the word across social media.

And a big thank you to Louise Blaize for her demon Power BI and Excel skills

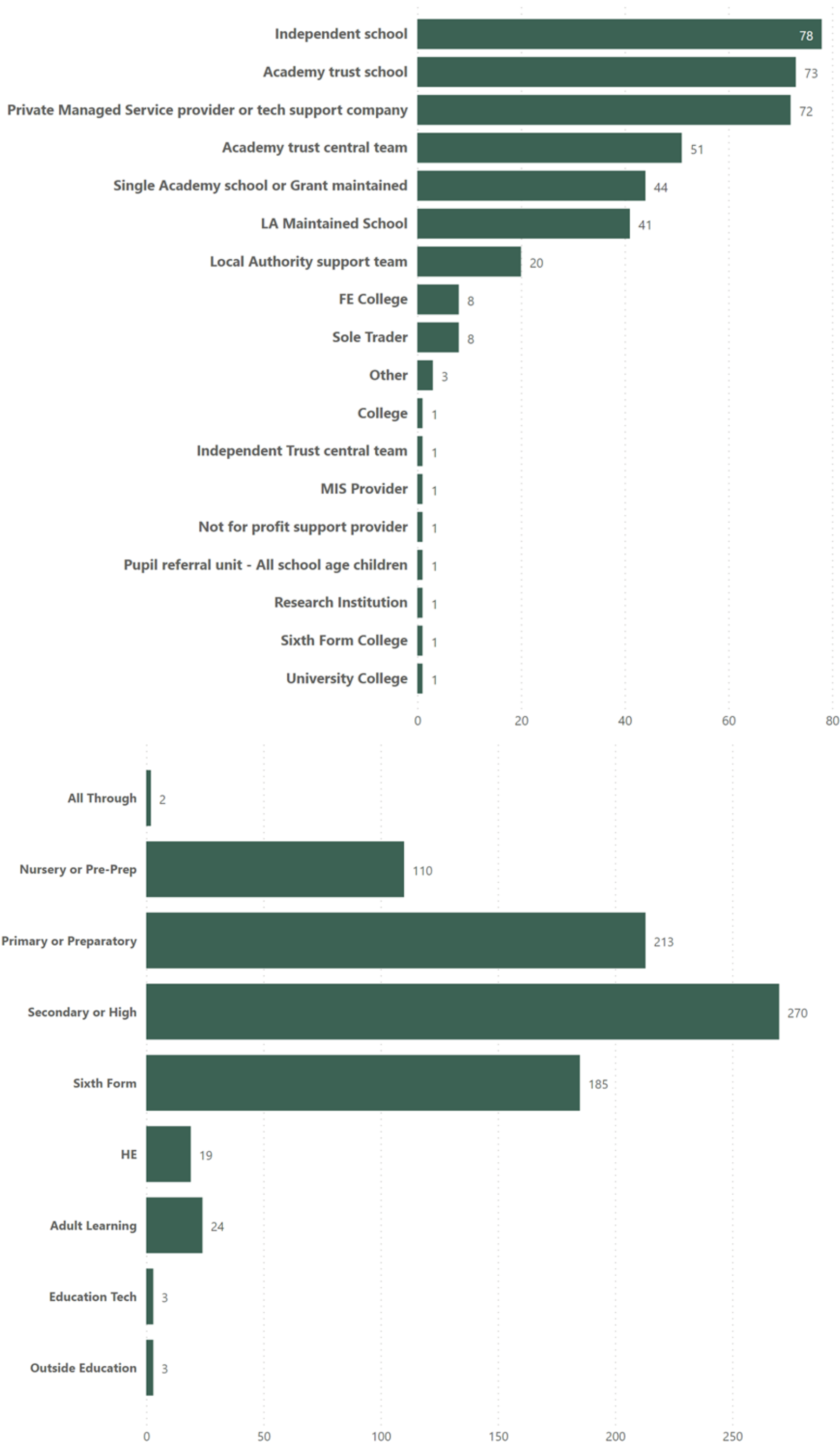
Who are ESP?

Education Support Professionals are an experienced team of recruiters, primarily focussing on Edtech, Data and Finance positions UK wide.

See more details of our services at the end of this survey document, and register your details with us at www.esp-recruit.co.uk or call Steve or Will on 020 8559 2077.

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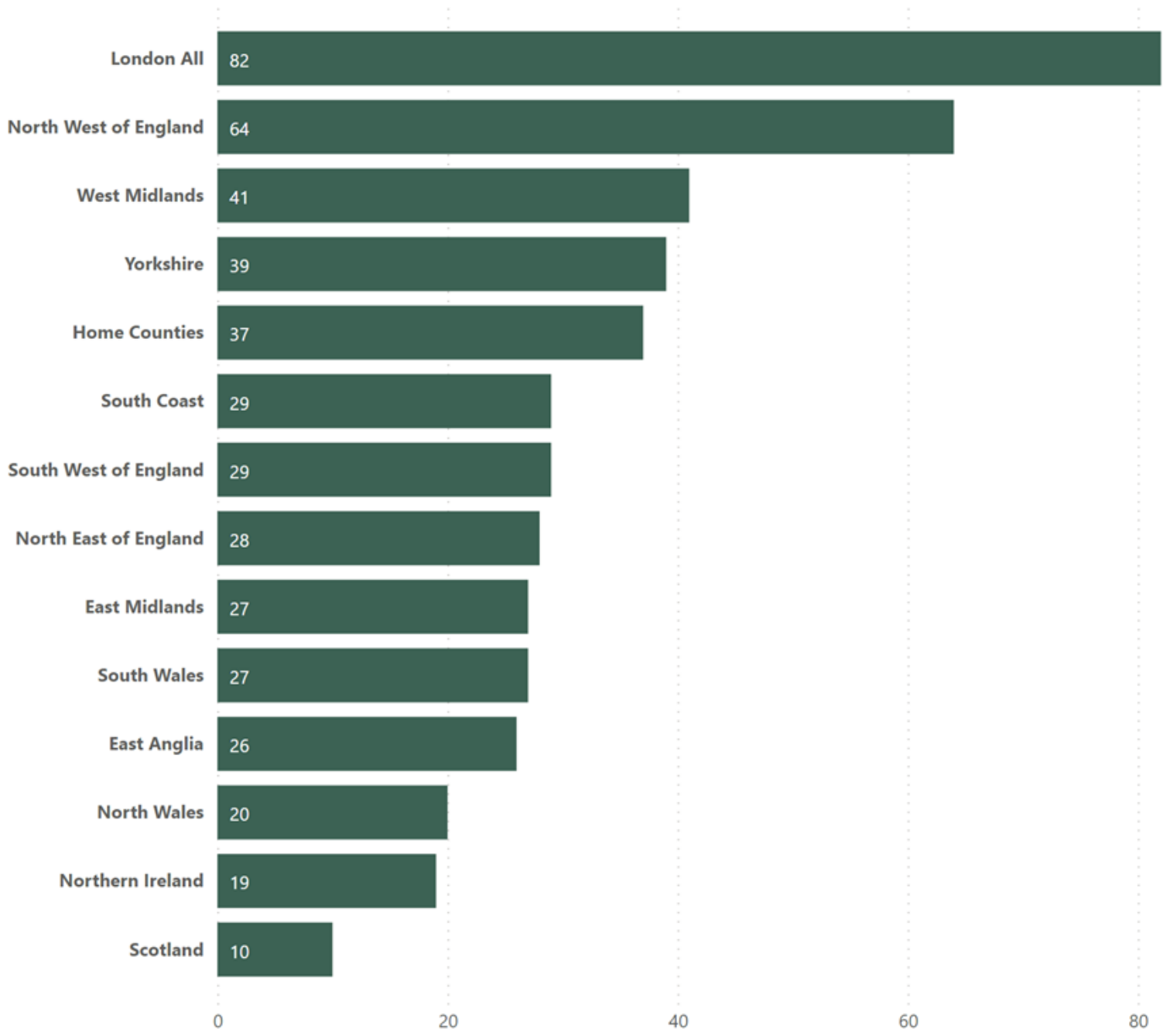
Which employer type most closely matches your current employer and which phase do you work within?



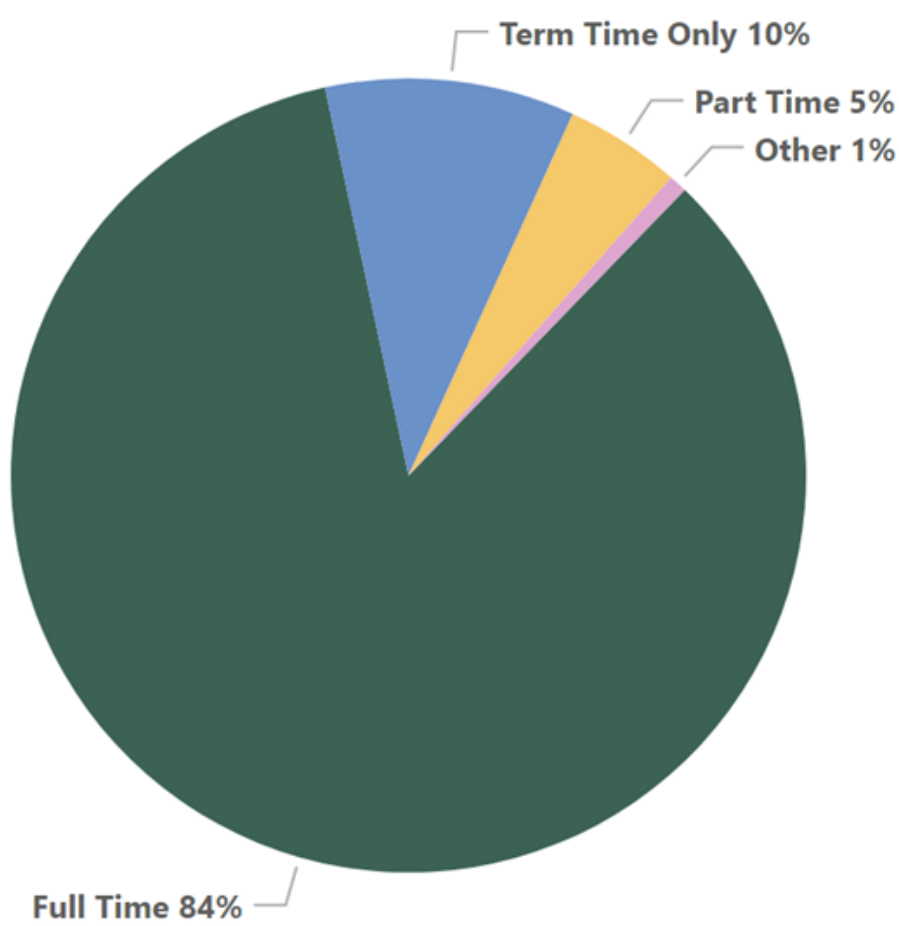
Respondents are from a broad range of employers and a broadly similar to 2020 with an entirely predictable increase in Academy and Managed Service respondents.

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In which geographical area do you work?



And are you on a full time, term time or part time contract?

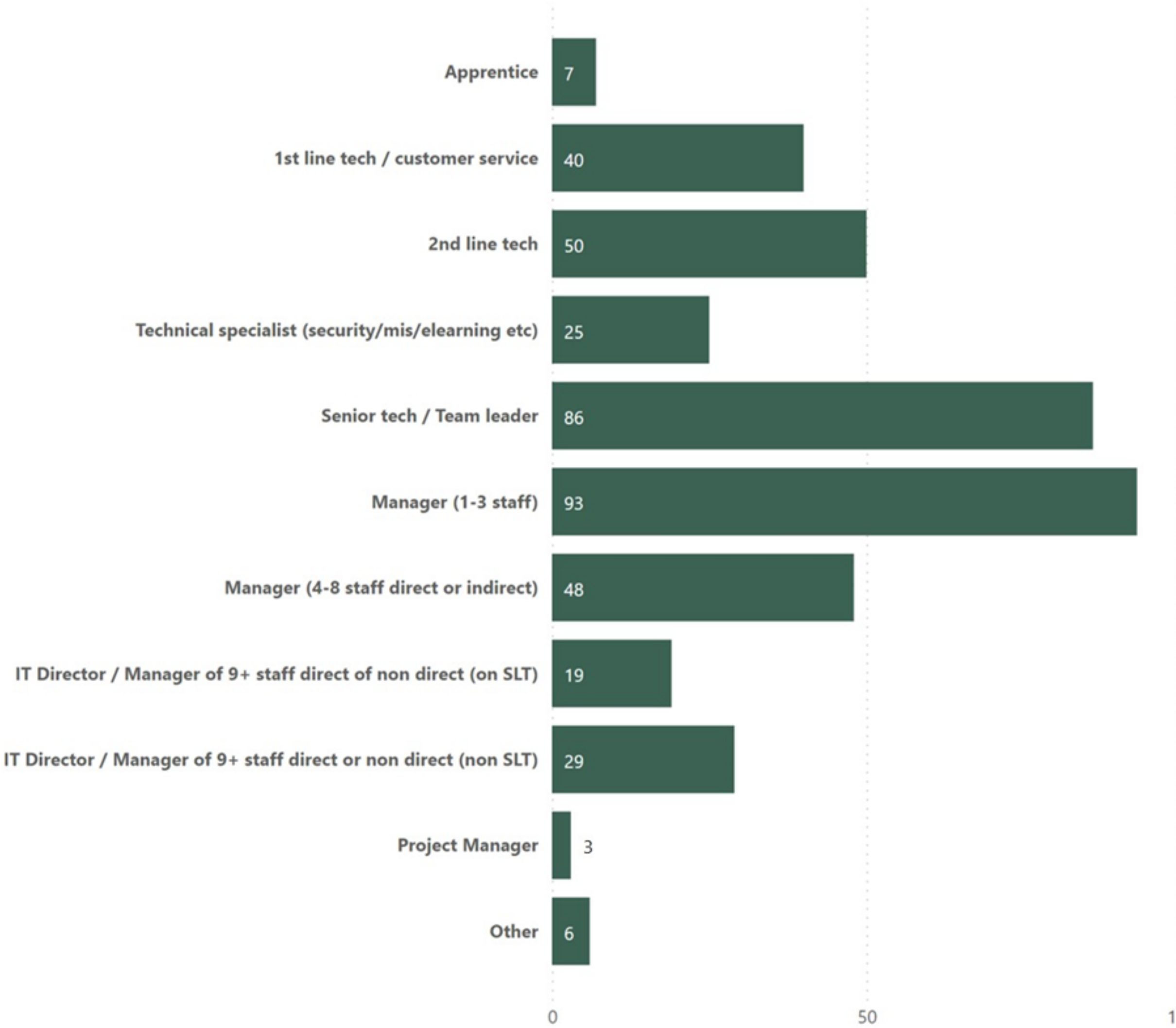


Similar results to 2020, 84% on full time contracts, 89% in 2020. 5% are part time against 2.8% in 2020.

Is there a trend to more part time working? And if so could it be down to post pandemic or reducing budgets?

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Which title most closely matches your current position?

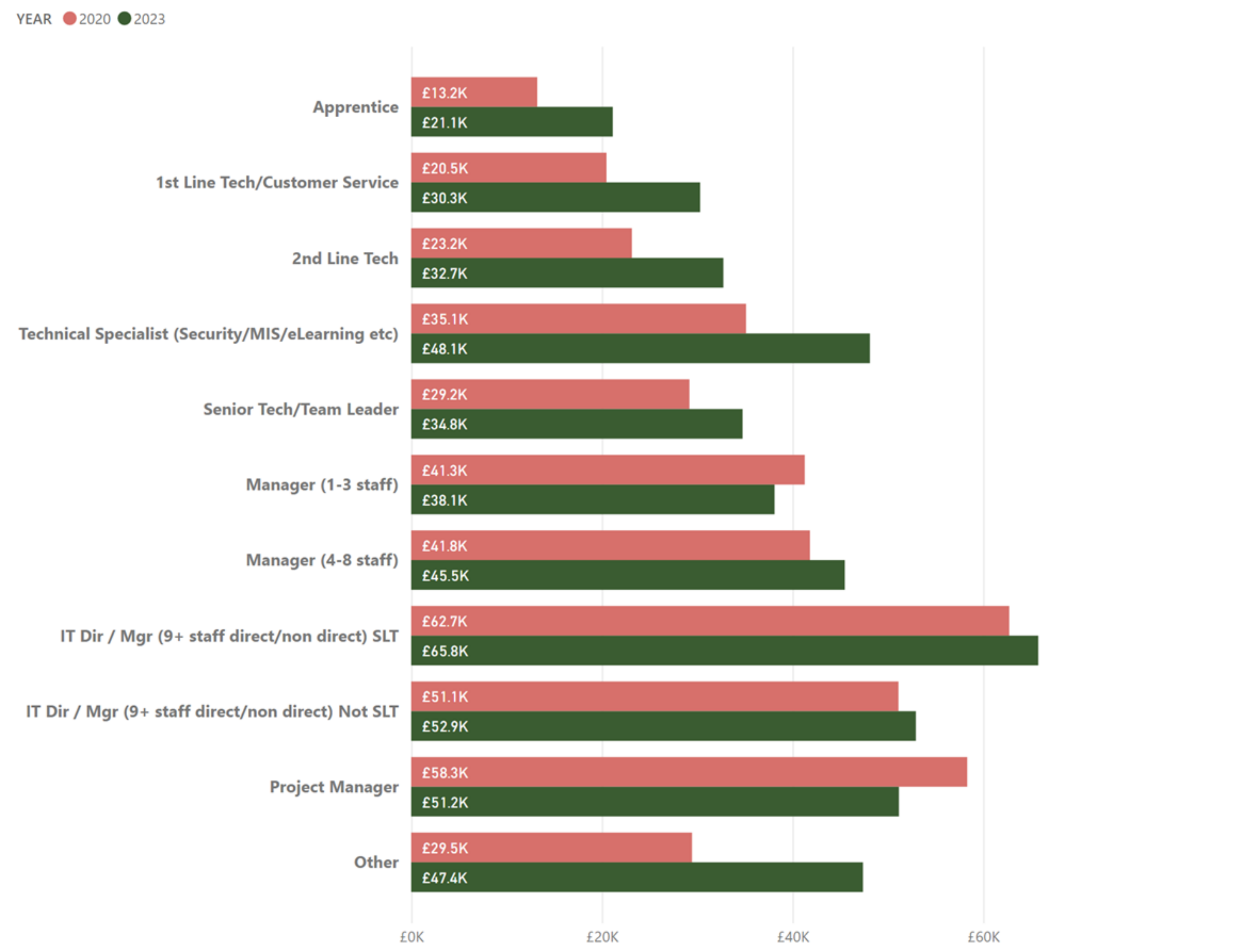


Again a great deal more management or experienced respondents than 1st line.

That is why we have only reported both Manager's job titles, 2nd line and senior tech roles regionally on pages 7 and 8.

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Thinking about your total gross salary package. (base salary, bonus', etc). Please detail your current salary?

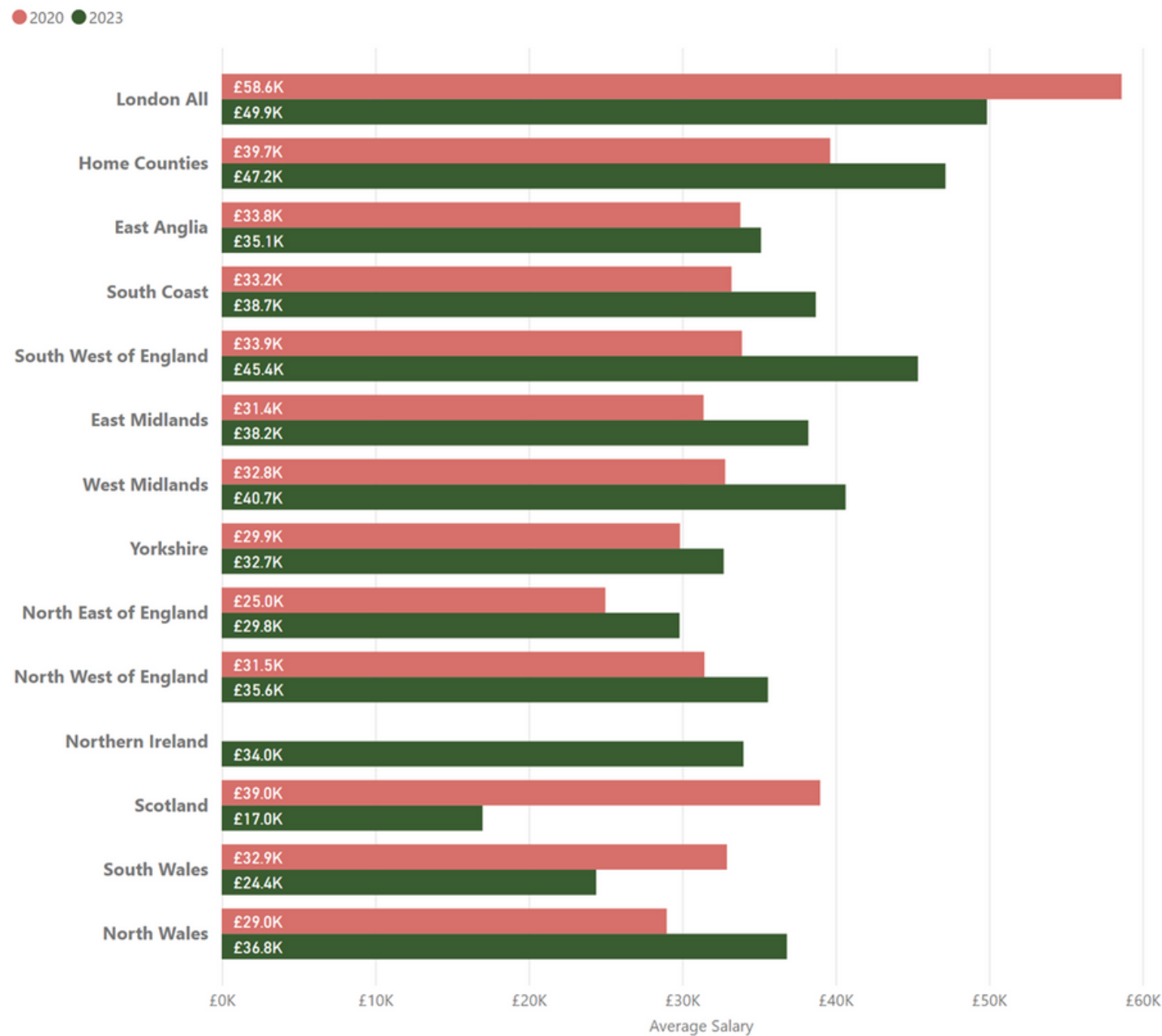


Here are the results of the National pay average per role, with a comparison to 2020.

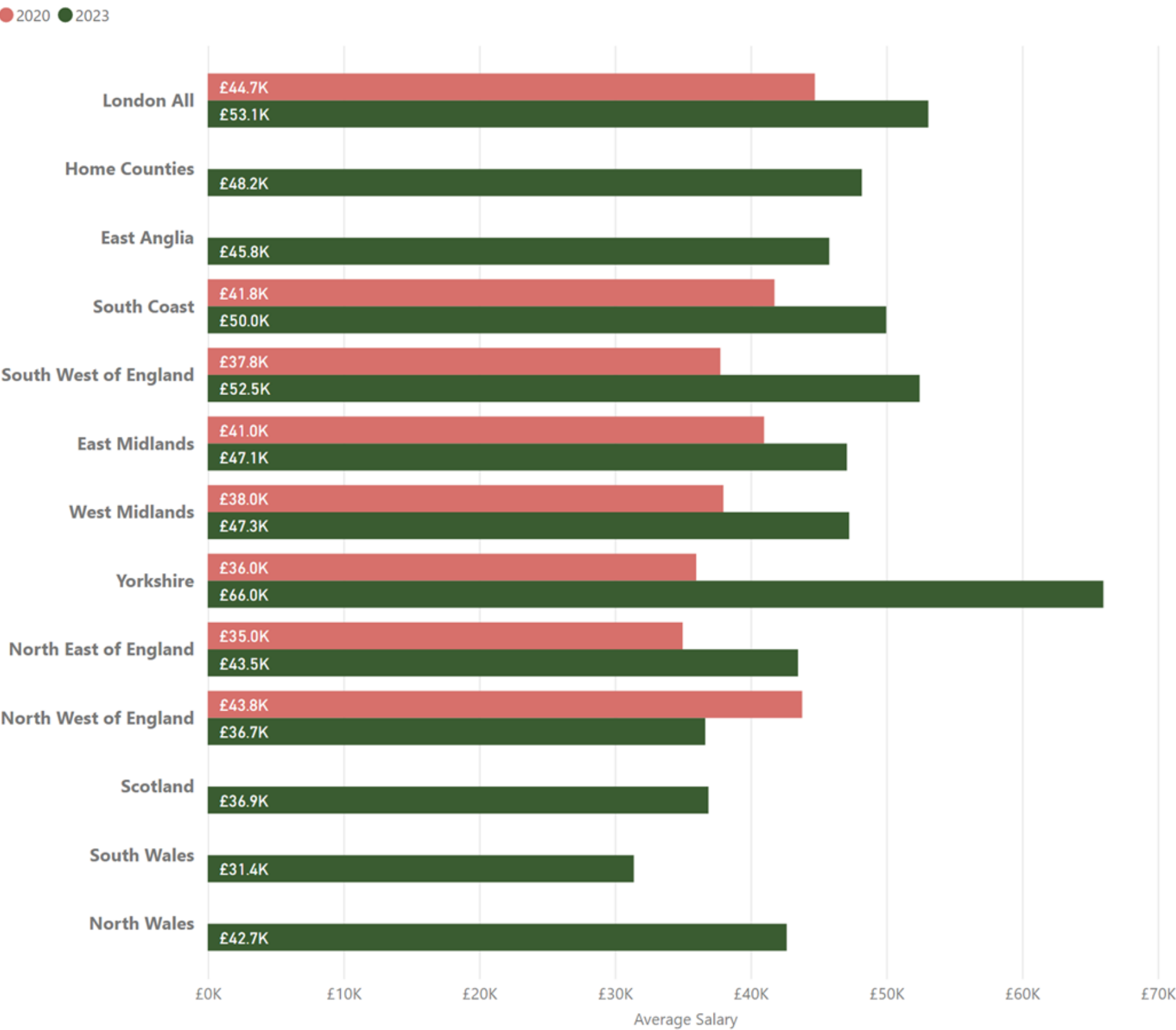
Almost all of our recent recruiting experience is backed up in the figures here. Those employees at the start of their career have seen the greatest rise in starting salaries. Almost all areas have seen at least a modest rise, with employers paying more to encourage less experienced employees to stay on, presumably responding to the jump in demand and salaries in the private sector. Where you are in comparison?

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Managers 1-3 staff nationally (average)

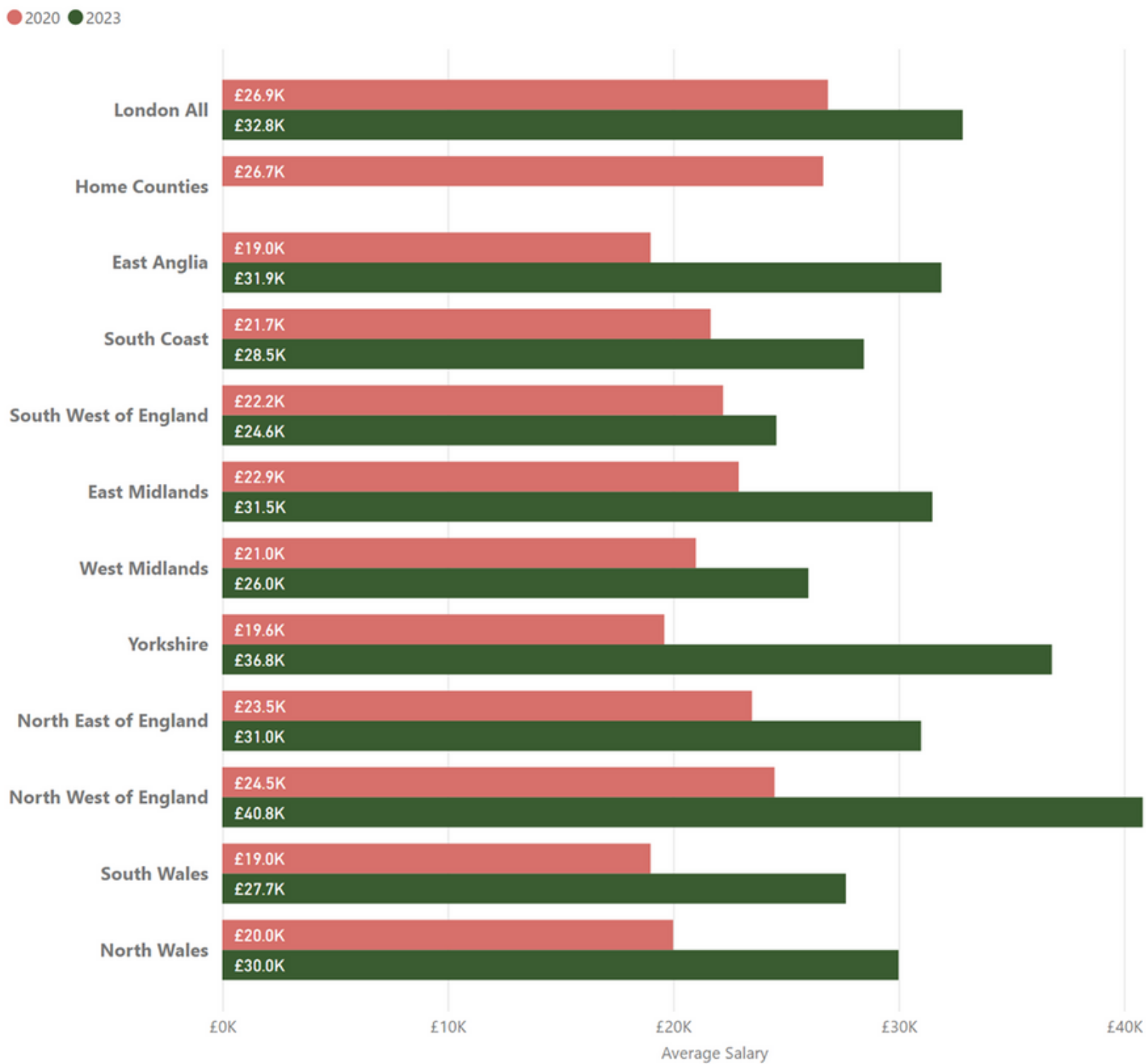


Managers 4 - 8 staff nationally (average)

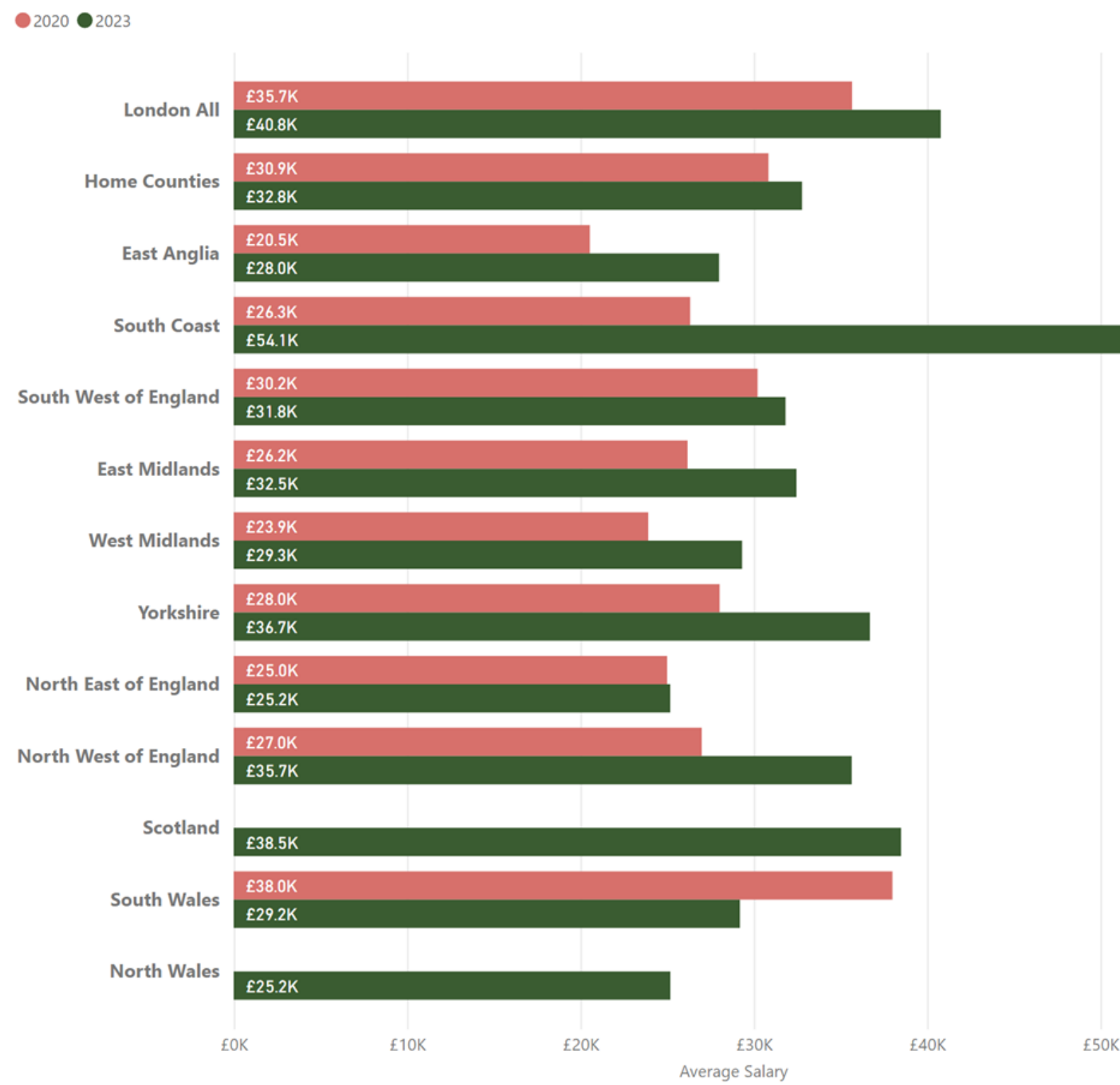


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2nd Line Tech (average)

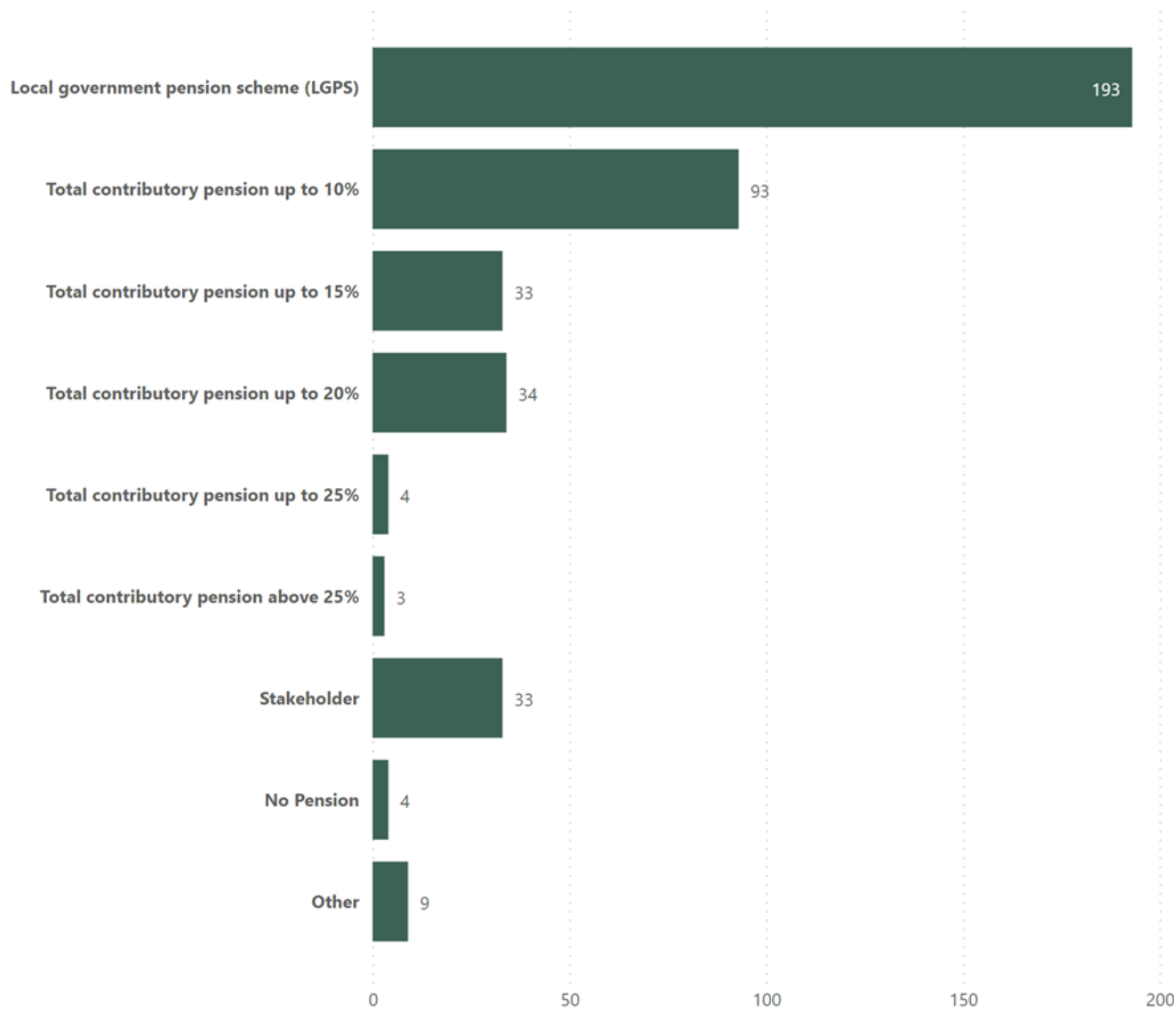


Senior Tech / Team Leader (average)



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Which pension scheme mostly closely matches what you receive?



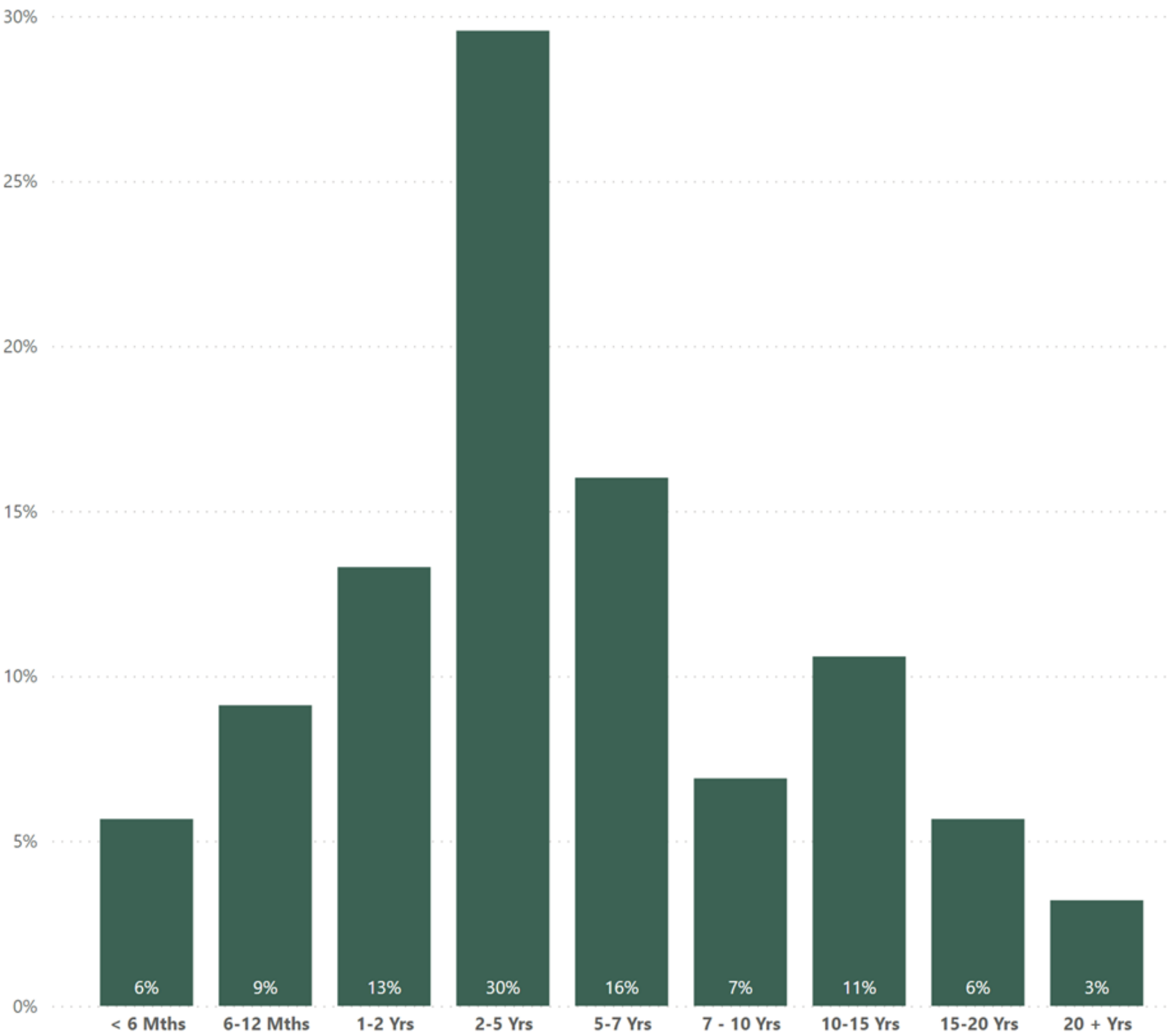
Results to this questions surprised us, as a large number of staff were from the independent sector, and yet there were a great deal of people who listed LGPS. Perhaps this is because it most closely matches what you receive?

There is also a higher percentage this time for Stakeholder pension this year. Possibly down to the increase in Managed Service or Private Sector companies, where the minimum legal requirement is more the norm?

Is pension a key benefit or a "nice to have"? Read on for more data on benefits.

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How long have you been in your current post, in years and months?

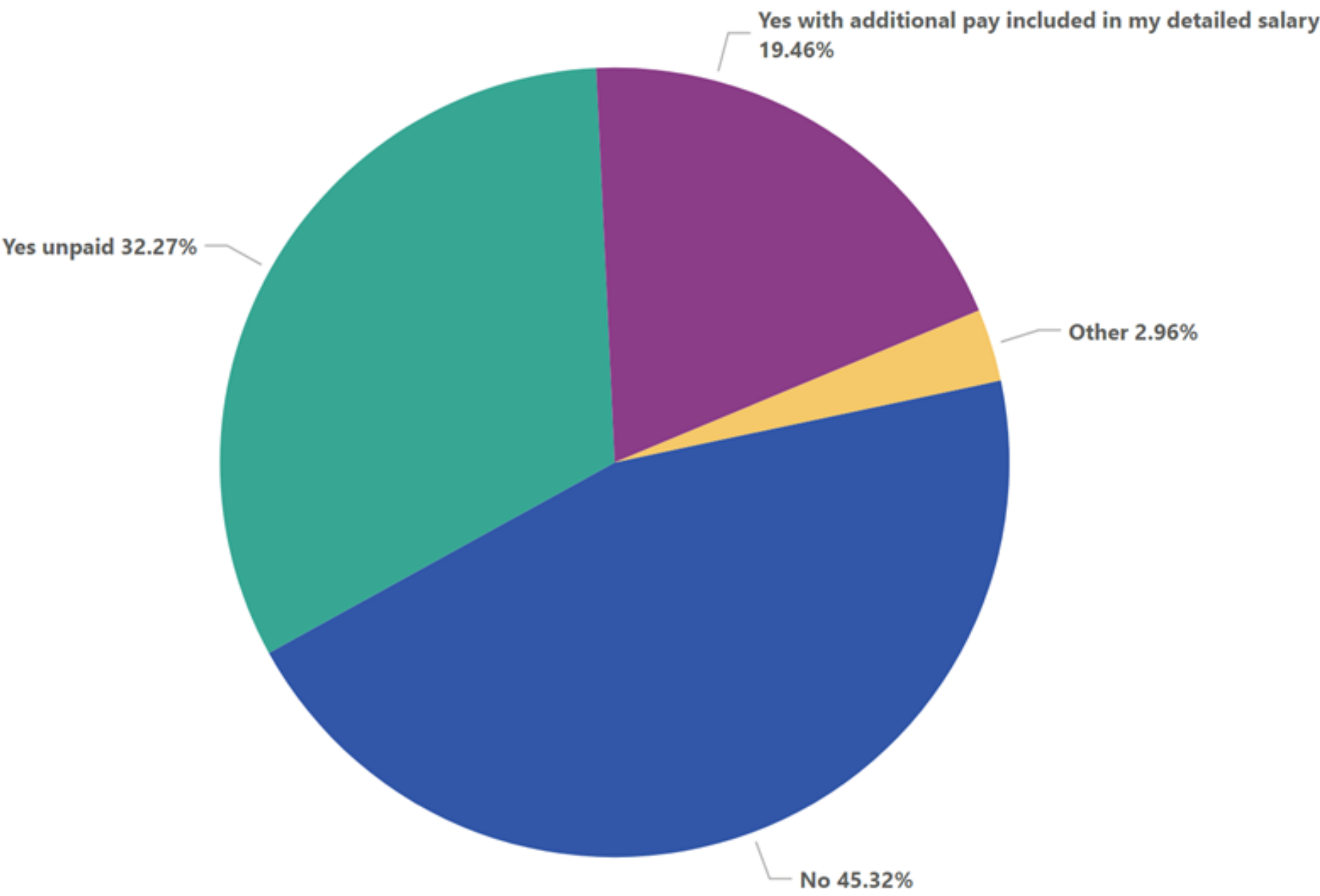


58% of staff have been in the role for less than 5 years compared to 53% in 2020.

20% have been in post for over 10 years compared to 25% in 2020. Another sign perhaps of the movement in the labour market during and after the "Great Resignation" or early retirement due to Covid?

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Do you undertake any additional duties outside of your Job Description. For example classroom support, data, premises or otherwise?



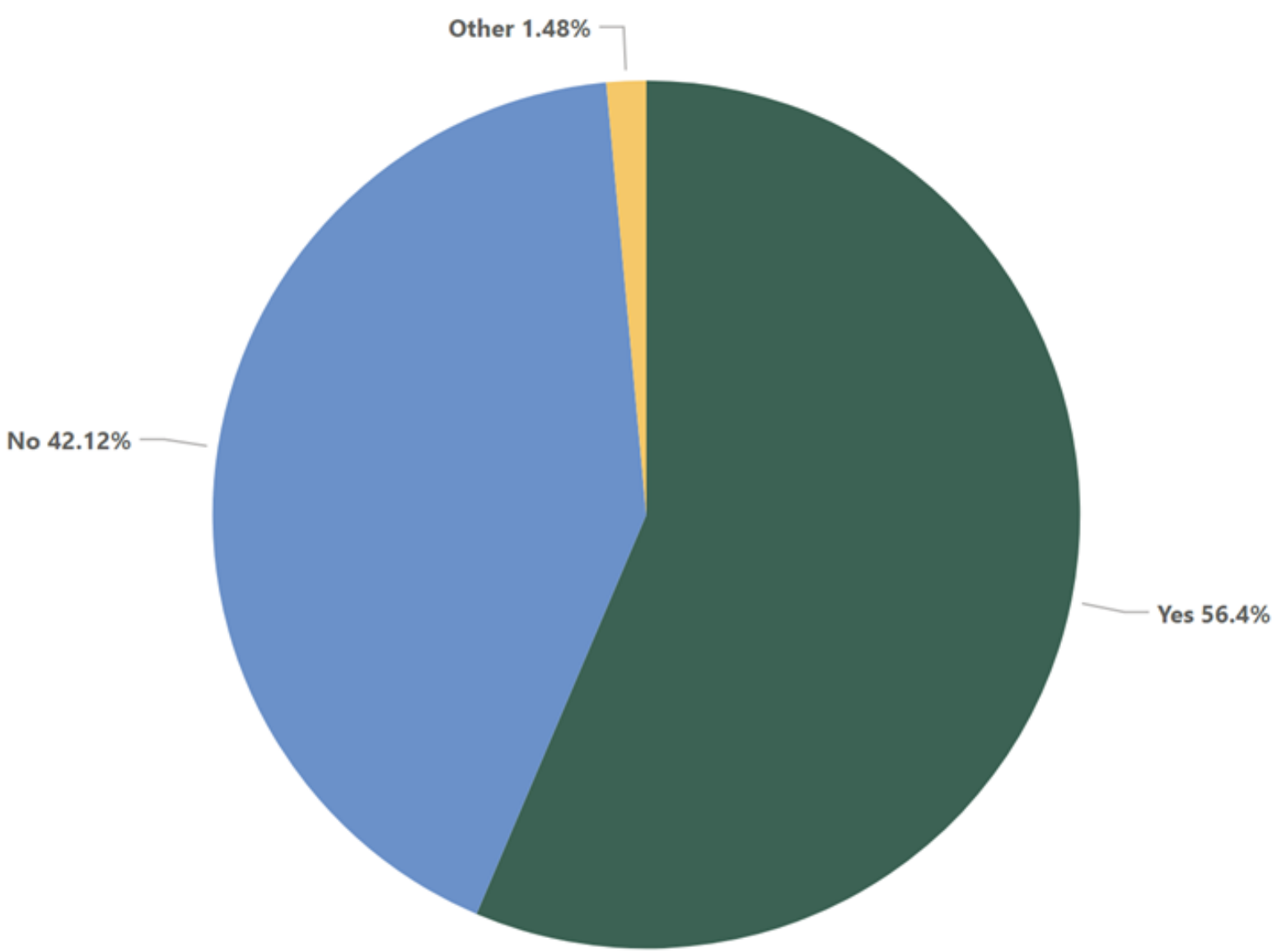
The results aren't surprising and almost identical to 2020, the extent of respondents who fulfill other roles without additional pay is a major talking point. Some will be happy to do so, education being a different organisation to most business'. This can be in addition to unpaid overtime and is reflected in some of the comments at the end of survey.

Additional duties (paid or unpaid) listed were:

- Assist with exams and data
- Run trips and games options
- Filming for productions, exams and other school events out of hours
- Enforced break and lunch duties
- Consultancy to other education organisations.

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Does your employer have job specific CPD, training or a regular training budget you can have access to?



Looking at the preferred benefits, training is a key driver for technical people, especially Project Managers and Senior Technicians.

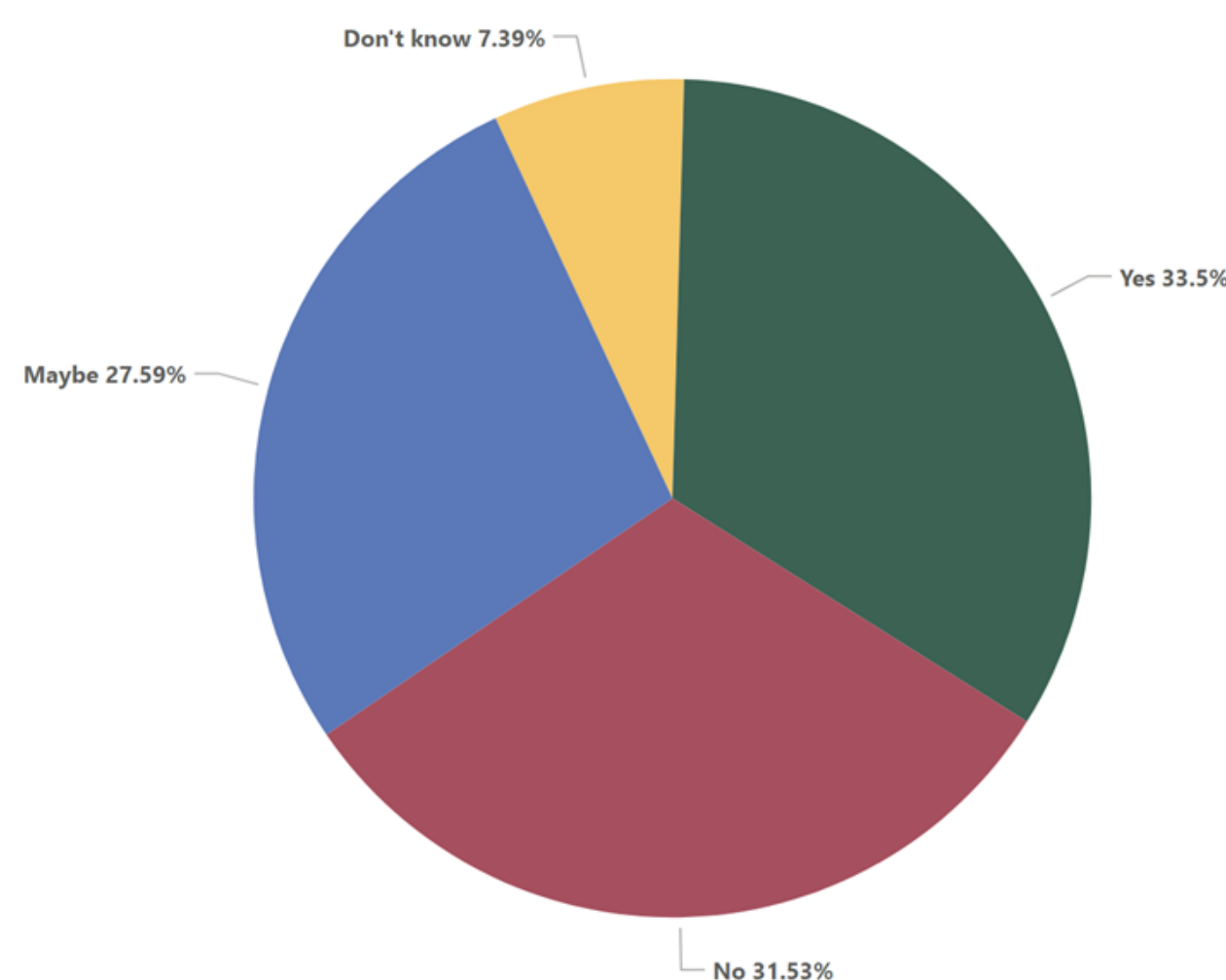
There's no secret that keeping up to date in IT is very important of course and certificates are costly. Providing training, and time to learn, will help with recruitment and retention when salary budgets are tight. And it's a great question to cover in interviews.

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Do you feel your pay and conditions are at the correct level, when matched to your education sector peers and outside education?

Inside Education:

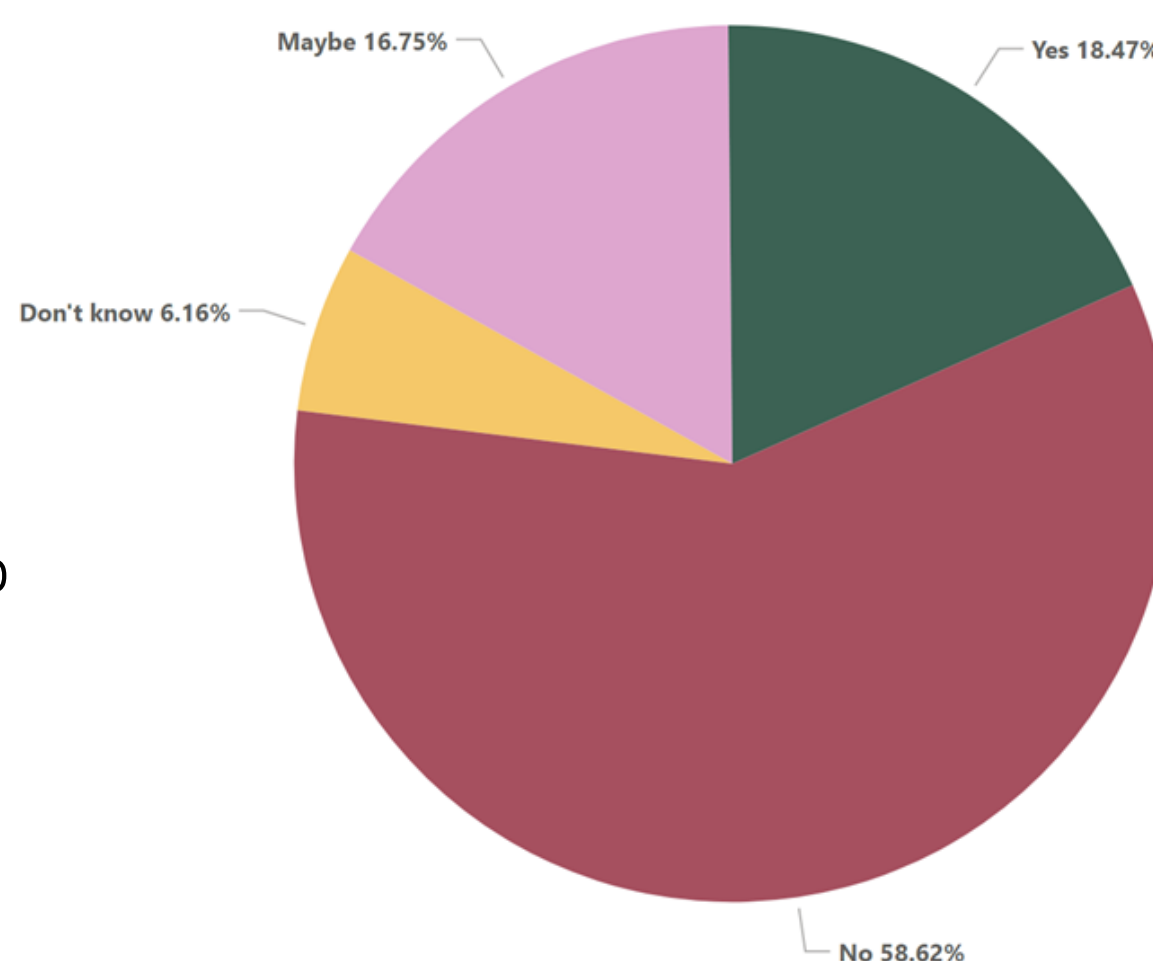
Well publicised pay scales in the public sector may mean you predominately believe you are, or probably are, paid at the correct level compared to your education peers.



Outside of Education:

Is another story with only 18% believing they are paid at the same level as their commercial sector peers.

Some of the comments at the end might help to understand why.



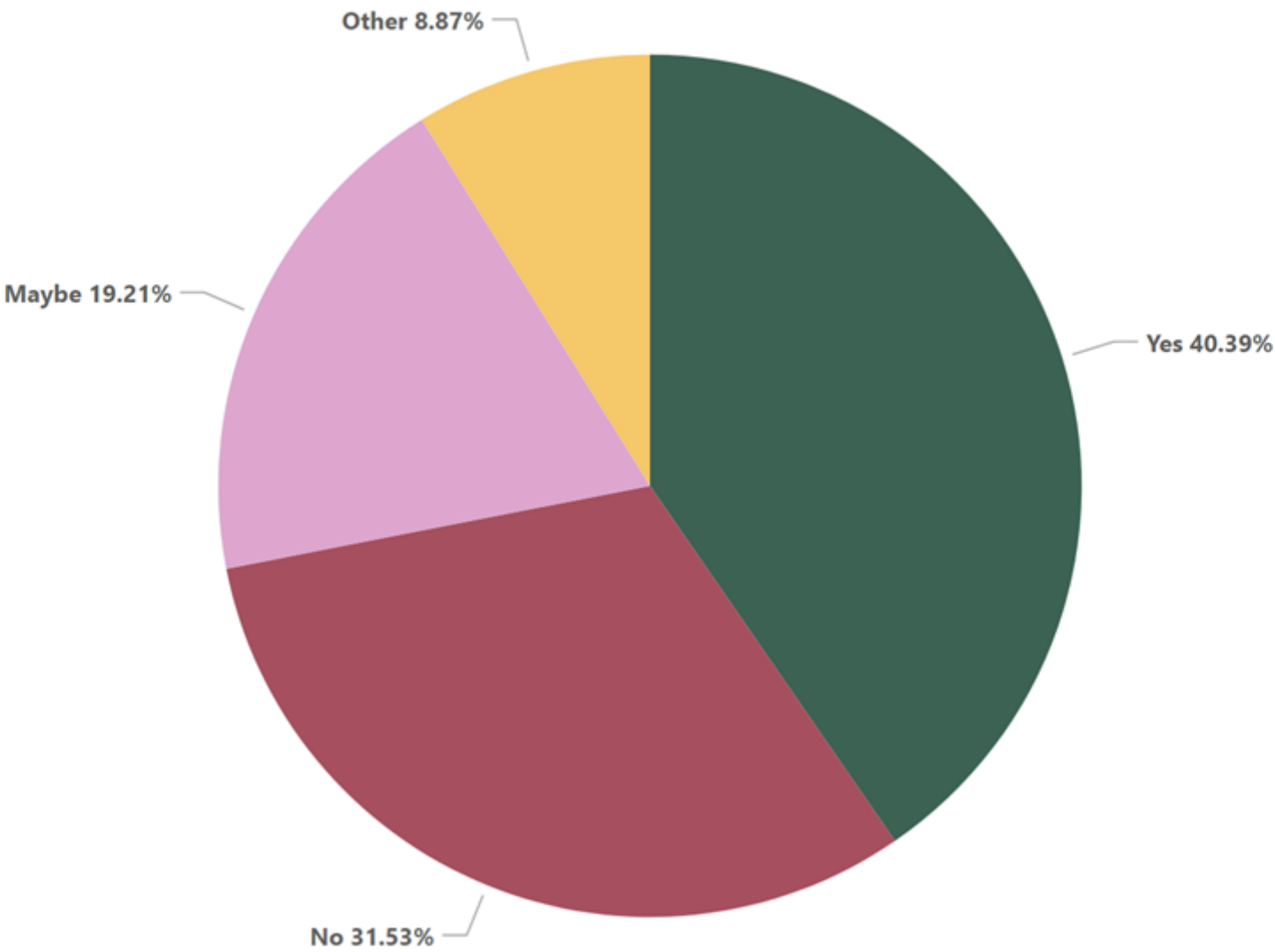
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And some new questions relating to benefits:

Have you moved roles since 2020?

Many staff have moved since 2020 in "the great resignation".

Not sure what the maybe's and don't knows refer to, possibly that means internally, a revision for next year perhaps?

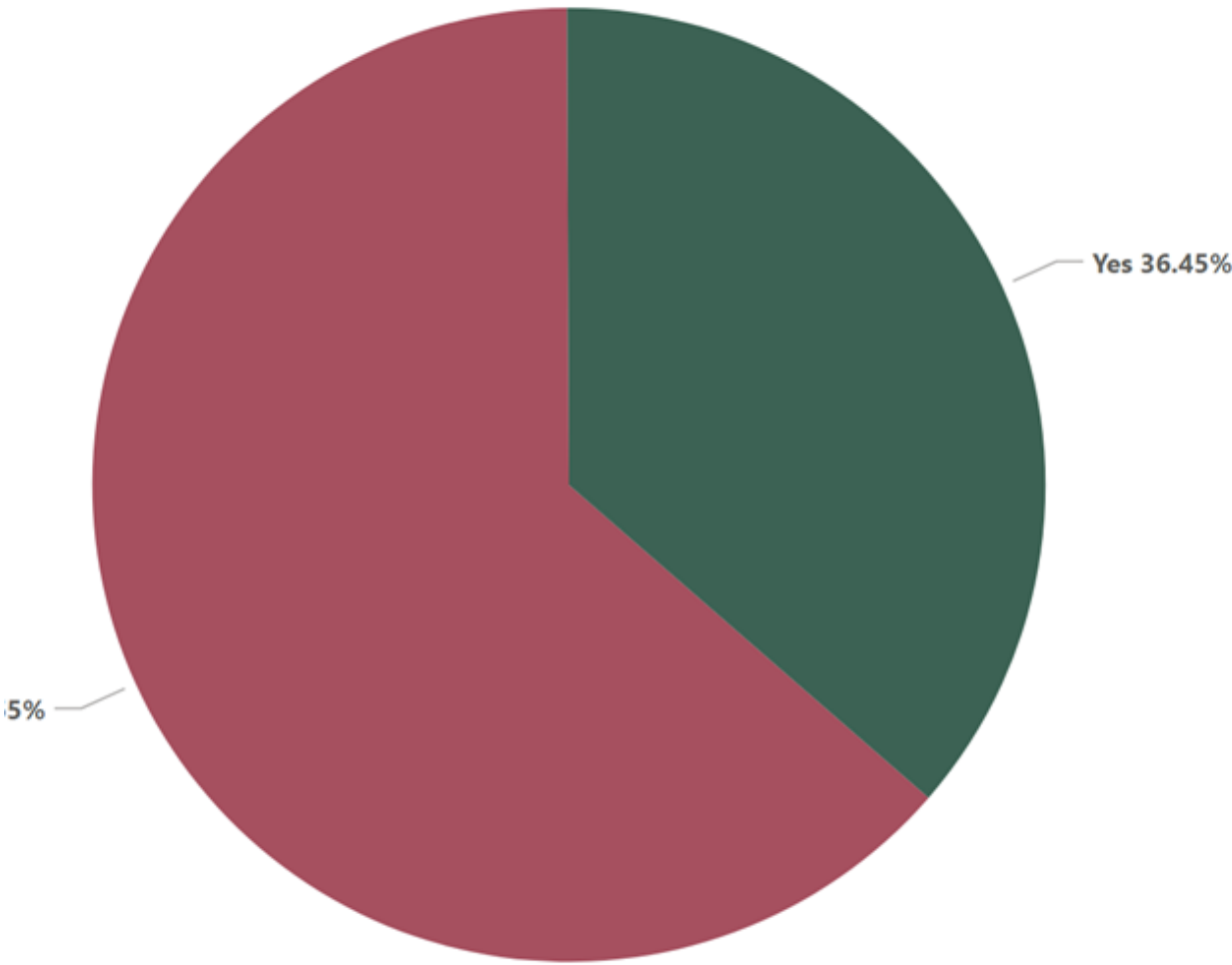


Since Covid, has working remotely become an aspect of your role?

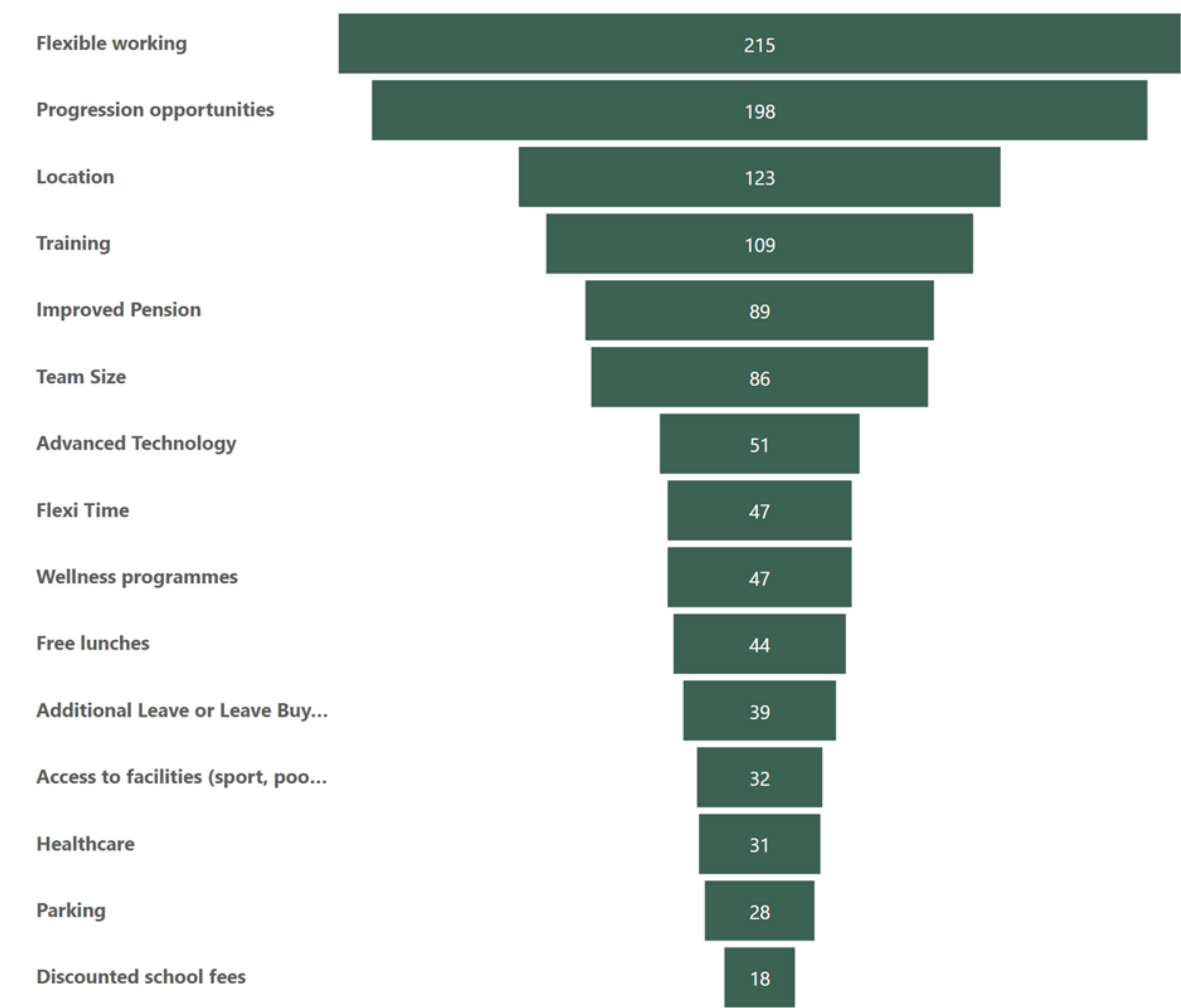
At ESP we now routinely ask if there is any scope for an element of home working.

The advantages to recruitment and retention are clear. If the role can allow it of course.

I think back in 2020 the results would have been completely different and not something we would have asked when discussing a job requirement!

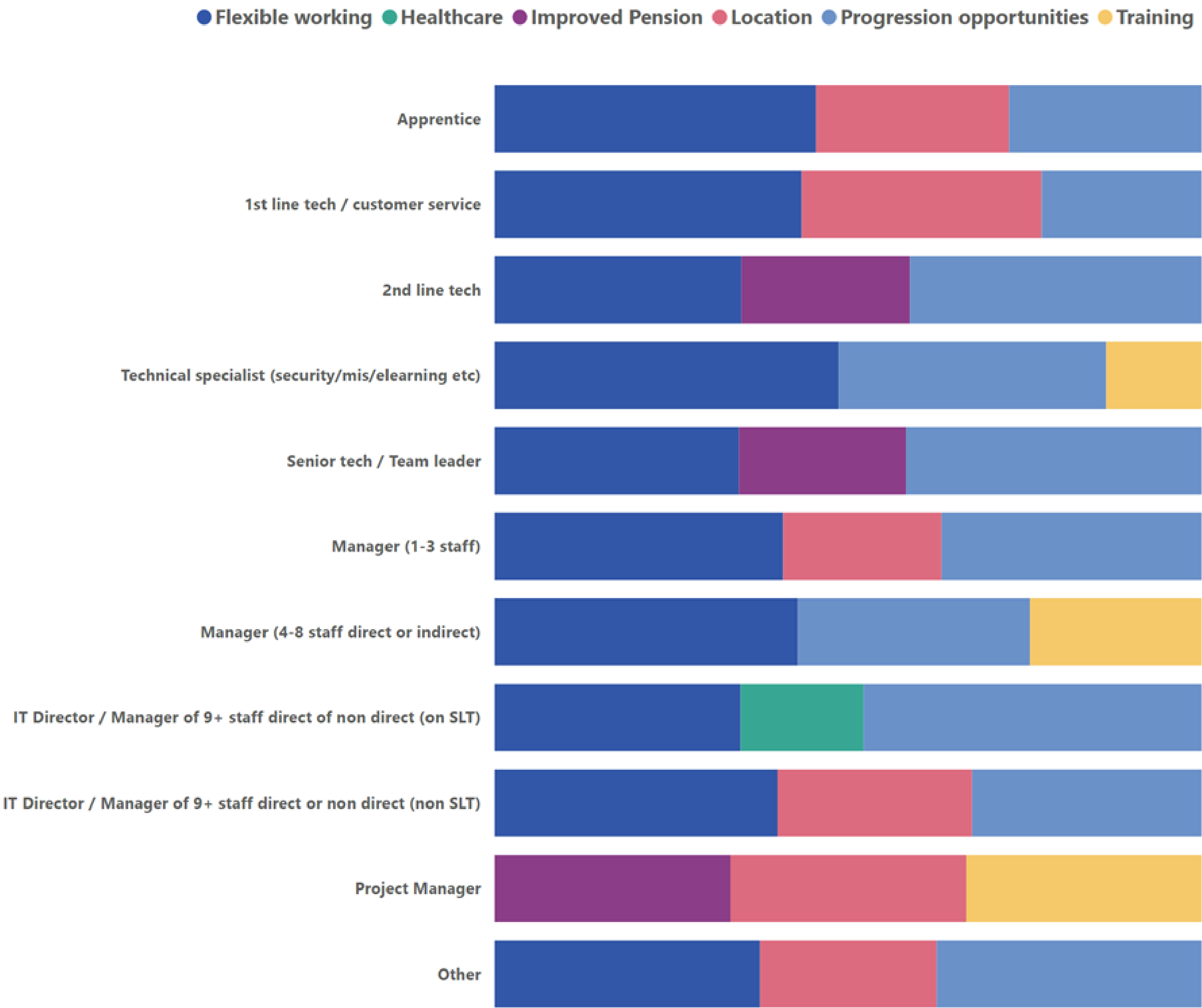


Aside from Salary, what top 3 benefits/working practices do you value or would encourage you to move?



Well these speak for themselves, what would you choose?

Top 3 benefits listed by job type



It seems that flexible working and progression are the top two, across almost all job types.

At ESP, we try to make sure that candidates do not have too burdensome a commute, but to see it in 3rd place as a benefit, is a bit of a surprise. Of course, for employees and employers, a good local role which has flexible working and good progression, is going to be difficult to resist.

A selection of comments, left by respondents:

IT staff are under appreciated and often seen as lower staff compared to teaching.

My workplace claims it benchmarks its salaries against other companies, however, colleagues have recently left to go to rival companies for a higher salary.

The salary does not reflect the knowledge and experience needed to fulfil the role. The benefits to working in a school is why we do the job

I'm a victim of my own success, a capable pair of hands results in being used for all sorts with everything from managing building projects to covering when other staff aren't capable. The equivalent role in a non-education setting would be £20k+ more and with much fewer responsibilities and a better definition of role.

We are a jack of all trades which can sometimes be hard to explain to some people that believe our services should be just as good or better than a company that has specialist teams for IT. For example, network teams, security teams, systems teams, development teams.

Although the situation seems to be improving yearly, I still feel that ICT is a severely undervalued skill set in education. With each new development in technology, I take it upon myself to teach myself. I don't think the trust appreciates how much money they are saving by me doing this when this work would most likely be farmed out to a third party in other establishments.

Whilst my employers recognise that I could earn more elsewhere, they are limited in what they can pay me and my team. They have attempted to be fair though and given some pay progression along with assurances over further pay as the trust grows.

I have been TUPE'd across and work for an MSP and it has made it harder to work with the client as we are encouraged to attract more business for the MSP. Problem being the MSP is not competitive enough.

The biggest challenge over my 19 years working in IT in education has always been, trying to get leaders to understand the "why" around IT and understanding why IT needs constant and healthy investment. I'm finding that these discussions are becoming more and more difficult to have given the economic challenges, but the dangers are getting more and more serious. Schools are either not realising these risks or are turning a blind eye, in the hope that they will just go away.

In the single Academy scenario, adequately resourcing and providing the full suite of skills to operate effective IT at this scale entirely in-house is extremely challenging. To my mind, the only realistic avenue is outsourcing the lower tier resource requirements via managed service provision.

Luckily working in an Academy Trust, we have more flexibility with costs and have updated ALL the sites from teaching equipment to broadband and wifi, id say im lucky.

Schools don't appreciate the skill set that education IT staff need, salaries and quite poor in comparison to other sectors and as a manager it's hard to recruit staff when they can earn more in Lidl.

Recruitment for technicians is difficult. Workload has increased with MAT expansion, online learning but without the team to support. Recruitment also difficult as non Education roles offering hybrid or home working.

I have experienced a larger percentage of staff turnover since the end of the pandemic and recruitment is much more difficult.

Massive relief of stress when moving to MSP. I can go home and relax in the evening. However the thought of the Trust not renewing our service concerns me

Challenging working in the EduTech business as small companies don't have much money and sell out to big companies who then strip them of their assets and make the staff redundant.

Please read note our company brochure below and thanks for contributing:



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AT THE HEART OF EDUCATION
SUPPORT RECRUITMENT

CONSULT

ESP have a broad consultancy offering relating to schools ICT, MIS and finance services. It enables education establishments to outsource certain complex functions and tasks to a professional team highly skilled and available “as and when” required. Our consult network and packages are tried and tested and bring an excellent return on investment in a period of increasing accountability. The consult page on our website (www.esp-recruit.co.uk/consult) contains more information on products currently available which include:

Timetabling construction and training

| Getting your schools timetable right and importantly in plenty of time to plan for the new academic year, is crucial for any school or academy. Add to that the different styles of curriculum plan, attrition within the teaching staff and the impact of the schools workforce census and you can have a headache on your hands.

| Via our network of UK based timetablers ESP can provide the full range of timetabling services for schools and colleges to take the strain, these include:

- Complete outsourced timetable construction contracts.
- Support for existing or new timetablers within schools.
- Email/telephone support.
- Timetabling courses and workshops.
- Remote or on site support and timetable editing drawing on years of experience our group of experienced Nova T6 and Timetabler Timetable Consultants, based across the UK, can provide these services working collaboratively to get the best result.

School business manager

ESP can provide an interim school business manager or Bursar to act as a member of the senior management team. They can assist the school with the strategic planning, change management and school improvement. Our finance directors can provide the high end strategic direction and ensure that you have the resources you need to get the best output from your budget.

Bursarial service

Our bespoke bursary service is an efficient and cost effective way of managing the day to day school finances. Schools can take advantage of our service whilst we search for the most appropriate permanent staff member. The service can also be used by schools that wish to restructure their office or buy in support as and when needed.

Network management and project work

ESP has an extensive network of educational technologists with a strong track record in managing networks, improving availability, security and stability. Ultimately improving teaching and learning in the classroom by maximising ICT service delivery. Getting the most out of your education ICT budget is key to that delivery and our experienced consultancy network understand this. By utilising our experienced project management resource you can outsource any infrastructure project you wish to a fully qualified and experienced team. Whether it is a complete network overhaul, capital projects, virtualisation, migration or hardware refresh ESP can help.

RECRUIT

ESP combines a strong knowledge of the recruitment process, both temporary (contract and interim) and permanent, coupled with a decade of experience within the UK and global education sector. ESP’s strength comes from a mixture of experience, dedication, openness, honesty, fairness, best practice and an extensive network of experienced candidates and industry contacts.

In education establishments we concentrate on the areas of:

- | MIS specialists (trainers and consultants in software like SIMS .net, Arbor, Bromcom, iSAMS, Juniper etc).
- | Data management – data and information managers.
- | Business management – school business managers, schools business directors, bursars, finance officers and personnel professionals.
- | Technology specialists – From ICT network managers to technicians.
- | Heads of ICT and Digital Services
- | Administration – exams, assessment, timetabling and cover officers and heads pa’s.
- | Premises – site managers, premises and facilities managers.
- | Project management staff – across ICT, MIS, capital and support infrastructures.

In education support and private organisations we have experience in, but are not limited to, the following areas:

- ICT support staff across the board
- MIS consultancy, helpdesk and training staff
- Finance and business staff including finance officers, accountants peripatetic bursars, auditors and consultants
- Education ICT advisory, curriculum advisors and senior ICT leadership SDR's, BDM's and Marketing staff
- Project and programme management staff.
- Educational personnel and HR specialists

Candidates are invited to submit their details to cv@esp-recruit.co.uk or visit our job search function at www.esp-recruit.co.uk

TRAIN

ESP is able to provide MIS trainers to education establishments direct across the UK and internationally. Via our UK network of independent software trainers and consultants we are able to cover every area of schools data management including:

- | Assessment
- | Reporting
- | Examinations
- | Timetabling
- | SEN
- | Finance
- | Personnel
- | Core student database

We can provide training days on either an ad hoc basis or as part of a wider support agreement using our network of MIS helpdesk and la/independent support partners. If you are responsible for developing your systems and staff and wish to obtain a no obligation quote, whether you use SIMS .net, iSAMS, Arbor, Bromcom, PASS etc then please don’t hesitate to call or check out www.esp-recruit.co.uk/train




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