



11 December 2020

Dear Colleagues

HMC Survey of Heads' Terms, Conditions and Benefits

We would like to encourage you to participate in the survey of HMC Members' salaries and benefits. You may be aware that this has previously been a biennial survey conducted by HMC. This year we have partnered with AGBIS and Baines Cutler, the schools' benchmarking specialists. This has two benefits. The first is that from now on the survey will be conducted annually and secondly it will mean that you only need to fill in one survey. The new survey data will be cut for HMC schools separately from the overall survey, so you will get both sets of data.

We strongly encourage you to participate in this annual Heads' salary survey, which will provide you and your governors with a "snapshot" of senior pay trends. The annual survey reports are free to participants (£200 to non-participants), and as in the past will use standardised grouping criteria.

The survey is conducted in strict confidence, and the report complies with the code of conduct for the exchange of commercially sensitive information issued by the Independent Schools' Council and agreed with the OFT. The report is anonymous, aggregated, historic and conducted by a third party, the four criteria set out in the code.

We are also encouraging member schools to participate in the full Baines Cutler teacher pay survey, which is carried out every three years. The teacher pay survey is a comprehensive review of salaries and benefits of all staff in independent schools. The 3-yearly reports are bespoke i.e. each school works with Baines Cutler to establish their own peer groups, and, since they are also much fuller reports, these are paid-for, with prices varying by size and type of school.

This year's Heads' salary survey is a particularly important one, set against not only a background of COVID-19, but also a fast-changing senior pay environment. This survey represents a vital opportunity to benchmark your salary and benefits this academic year.

Each participant will receive, in February 2021, a standardised Heads' pay report for your school's broad size/type grouping. This report is free to participant schools. The deadline for completion is **Sunday 17 January 2021**.

The survey has been noted for the high level of responses in previous years and this adds to its value for members.

As it is impossible to identify individual members, I do urge that all UK and Irish members complete the survey.

If you have any queries about the survey or the report, please do not hesitate to contact me at office@hmc.org.uk.

Yours sincerely

A handwritten signature in black ink, appearing to read 'S Hyde', is positioned to the left of a vertical yellow line.

Dr Simon Hyde
HMC General Secretary