





HR Briefing Spring Term 2024

Welcome to today's session
We will be starting soon


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Presenters




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Attendee Participation



Your Participation

Open and close your control panel


Join audio:

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Submit questions and comments via the Questions panel

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Note: Today's presentation is being recorded and will be provided to you after the event.



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Topics

- 1 Employment Law Updates
- 2 Education Policy Developments
- 3 Pay Updates
- 4 Updated Resources and Training




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Employment Law Updates




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Working Time Regulations
Effective 1 January 2024

- Simplification of record keeping requirements
- Provisions for carry forward of annual leave:
 - Carry-over of untaken leave due to maternity/ family-related absence of up to 5.6 weeks' leave can be carried forward into the following leave year
 - Carry-over of untaken leave due to sickness absence leave of up to 4 weeks' leave can be carried forward into the following year (must be taken within 18 months of the end of the leave year in which it was accrued)
- Removal of carry forward of untaken annual Leave due to Covid-19 (Any existing carryover leave must be used by 31 March 2024)




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Holiday Entitlement

Effective for leave on or after 1 April 2024

- Accrual method for holiday entitlement for irregular-hours and part-year workers (12.07% of the hours worked in the previous pay period)
 - Reintroduces the ACAS method of calculating holiday entitlement
 - Reverses Supreme Court ruling of 2022 in the case of **Harpur Trust v Brazel** that statutory holiday entitlement cannot be pro-rated for part year workers
- For workers on sick-leave or other family-related leave an accrual will be based on the average working hours over a 52-week reference period




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Holiday Pay

Effective for leave on or after 1 April 2024

- Rolled-up holiday pay for irregular hours and part-year workers will be permitted and can be paid as an uplift of 12.07% to the worker's remuneration for work done in each period
 - Case law around the interaction between working time and annual leave and what constitutes 'normal pay' for the purposes of calculating holiday pay
- New statutory definition of 'normal pay' for the purposes of calculating holiday pay
- Employers who pay 4 weeks of statutory holiday from EU law at a 'normal' rate and pay 1.6 weeks of statutory entitlement arising from the UK Working Time Regulations basic rate will need to change that to a 'normal' rate calculation if choosing to use rolled-up holiday pay




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Holiday Pay

NJC Green Book Review

- Review of Part 4.12 of the Green Book guidance on term time only employees in light of the changes
- Schools using Green Book Terms and Conditions for support staff may wish to wait for publication before making any changes to processes and procedures





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Flexible Working

Effective for leave on or after 6 April 2024

- New flexible working regulations give employees the right to request flexible working arrangements from day one of employment
- Employers will have to consult with the employee about the flexible working request before rejecting it.
- Employers must respond to a request within two months
- Employees no longer need to explain what effect that their request would have on the employer and how that might be dealt with
- Employees will be able to make two requests within a 12-month period

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Carers Leave

Effective from the 6th April 2024

A day one right – 1 week of statutory unpaid leave per leave year

The Legislation acknowledges that:

- carer’s needs are different from childcare responsibilities
- Managing caring duties alongside work can be challenging
- Caring can be unpredictable and emotionally upsetting

- Employers can only delay a period of carers leave, but cannot refuse
- Protections from dismissal or detriment remain the same as other types of family related leave




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Extension of redundancy protections

Effective 6 April 2024

Extra protections during redundancy extended to:

- Employees taking maternity/adoption and Leave - for 18 months from the child’s date of birth
- Employees receive extra protection for 2 weeks following miscarriage
- In case of stillbirth after 24 weeks of pregnancy, employees receive same protections as those on maternity leave

Employers will need to ensure robust systems are in place for identifying potentially suitable vacancies across their operations




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Changes to Paternity leave


Effective when Expected Week of Childbirth (EWC) is on or after 6 April

- Leave can be taken in non-consecutive blocks of one week
- Leave to be taken within 52 weeks of the birth/placement of a child
- Notification of entitlement is required 15 weeks before the birth/placement and then 28 days before each period of leave



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Changes expected in 2024 & 2025



TUPE


- Changes in consultation requirements (for small businesses and where fewer than 10 employees transfer) for transfers taking place on or after 1st July 2024

The Worker Protection Act (Amendment of Equality Act 2010) Bill

- Proactive duty on employers to take reasonable steps to prevent harassment of their employees

Neonatal Care (Leave & Pay)

- A day-one right to 12 weeks of leave if their child is receiving neonatal care.



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Education Policy Developments



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Policy Developments

The DfE published **initial recommendations made by the Workload Reduction Taskforce**:

- A formal commitment to consult on PRP in time for 2024/25 academic year
- The need for the DfE and Unions to raise awareness of the Staff Wellbeing Charter
- Guidance to be amended for governors and trustees so that the core function of strategic leadership includes consideration of staff workload and wellbeing
- Schools and trusts should consider the merits of assigning a senior leader with dedicated responsibility for improving wellbeing and reducing workload
- The DfE, working with trade unions and employers, should continue to promote and embed a diverse range of flexible working opportunities in schools




The DfE updated its **School Workforce Planning Guidance** and schools are encouraged to:

- Develop a clear school vision underpinned by a people strategy
- Prioritise investment in the development of people
- Regularly review work practices to ensure staff can focus on what matters
- Be data and evidence-led when making decisions about staff
- Nurture a workplace culture with systems and processes that enable staff to be deployed flexibly across schools

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Pay Updates

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School Teachers' Pay 2024

- STRB Remit Letter published December 2023
- 2023/2024 pay award historically high
- Recommendations for 2024/5 need to be affordable
- STRB to report back to DfE in May 2024

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NJC/GLPC Pay update



- 2023/4 Pay deal agreed 1 Nov backdated to April 2023 for both NJC & GLPC
- Full details & updated pay scales available via the HR Resources Hub
- Awaiting submission of 2024/5 pay claim from the NJC Unions (GMB/Unite/Unison)




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NJC/GLPC Pay Settlement 23/4

NJC Pay settlement 1 Nov 23	GLPC settlement 1 Nov 23
An increase of £1,925 (pro rata for part-time employees) to be paid as a consolidated, permanent addition on all NJC pay points 2 to 43 inclusive	An increase of £2,226 on Outer London pay points up to and including spine point 48. Above these pay points an increase of 3.88% will apply
An increase of 3.88% on all pay points above the maximum of the pay spine but graded below deputy chief officer	An increase of £2,352 on Inner London pay points up to and including spine point 50. Above these pay points an increase of 3.88% will apply.
An increase of 3.88% on all allowances	Allowances, including overtime rates, to be increased by 3.88%

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Upcoming Training



- Safer Recruitment for School Managers
- Managing and Processing DBS Checks - 2 modules
- Managing Absence and Supporting Staff Wellbeing
- Foundations of HR in Education - 4 modules
- Managing the Single Central Record








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'How To' webinar series

Available on HR Resources Hub on demand

- How to plan ahead for restructure and redundancy
- How to overcome the challenges of long-term absence
- How to effectively manage short-term sickness absence
- How to get the best out of newly recruited staff
- How to manage probation
- How to effectively manage capability in schools
- How to support employees during challenging times





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Updated HR Resources

- Paternity Leave
- Flexible Working
- Carer's Leave
- TUPE
- People Strategy



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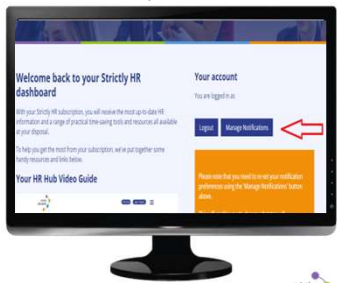
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The screenshot shows a computer monitor displaying the Strictly HR dashboard. The page is titled 'Welcome back to your Strictly HR dashboard'. On the right side, there is a 'Your account' section with a 'My Account' tab highlighted by a red arrow. Below the dashboard, the Strictly Education logo and tagline 'You educate, we support' are visible.

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Thank you

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