



HR Briefing Autumn Term 2024

Welcome to today's session
We will be starting soon

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Presenter



Helen Hayter
Education HR Consultant

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Attendee Participation



Your Participation

Open and close your control panel

Join audio:

- Choose **Mic & Speakers** to use VoIP
- Choose **Telephone** and dial using the information provided

Submit questions and comments via the Questions panel

Download your slides

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



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Topics



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



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Pay Updates



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NJC Pay Claim 2024/5



- An increase of at least £3,000 or 10% (whichever is greater) on all spinal column points
- Reviews of the gender, ethnicity and disability pay gaps
- A 2-hour reduction in the working week
- An additional day of annual leave that they can use at any time, including term time)
- A phased approach to reaching a minimum pay rate of £15 an hour in a maximum of two years, sooner if possible



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NJC Pay Offer 2024/5

From April 1 2024:

- an increase of £1,290 (pro rata for part-time employees) as a consolidated, permanent addition on all NJC pay points 2 to 43 inclusive (Equivalent percentage increases on SCP 2 is 5.77%, and for SCP 43 is 2.5%)
- an increase of 2.5% on all pay points above the maximum of the pay spine but graded below deputy chief officer
- an increase of 2.5% on all allowances (as agreed in the 2023 NJC pay agreement circular dated 1 November 2023)




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Trade Union response- Possible Strike Action



- **UNISON** members voted 81% to 19% to reject the NJC 'Green Book' pay offer. A ballot for industrial action will run from **4th September to 16th October**.
- **GMB** voted to accept" the employers' pay offer to NJC 'Green Book' employees
- **Unite** members voted to reject the offer by 85% to 15%. The ballot for industrial action was live from **27th August to 15th October**.




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School Teachers' Pay 2024

- School Teachers' Review Body (STRB) Recommendations accepted in full.
- School teachers and leaders will receive a fully funded 5.5% pay award effective September 2024.
- Teachers can take PPA as one unit of time off site where 'reasonable, appropriate & agreed upon'
- The pay award applies to maintained schools, with academies continuing to have freedom over their pay and conditions.
- Removal of the requirement for schools to operate a **performance-related pay system (PRP)**




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School Teachers' Pay 2024

The 2024 STPCD is **not** a legal document **until** the process is complete.

DRAFT STPCD 2024- Timetable

- **18 October 2024:** STPCD 2024 Teachers Pay Order laid in Parliament
- **18 October – 8 November 2024:** 21-day praying period
- **9 November 2024:** The praying period ends in Parliament, which is the formal end of the process

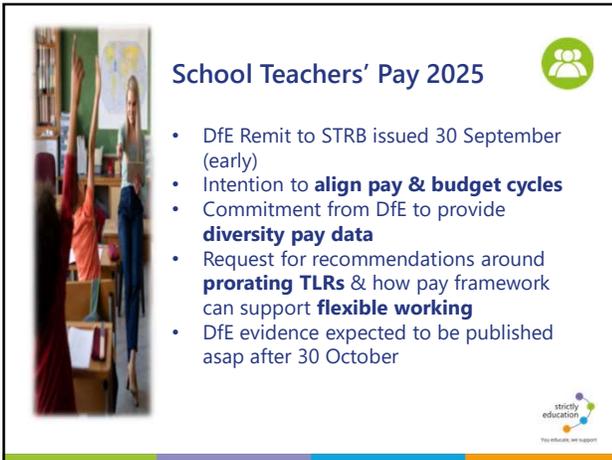
Pay award backdated to 1 September 2024

Updated Information & Resources [School Teachers' Pay Award 2024](#) DRAFT resources are now aligned with the latest proposals.

We do not recommend making any changes to pay policies until the final version of the STPCD is published

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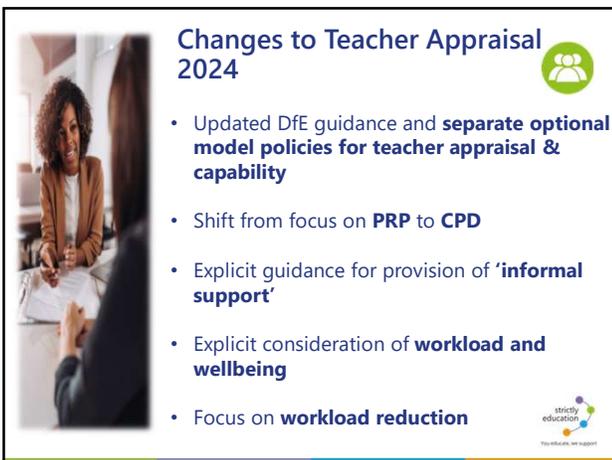


School Teachers' Pay 2025

- DfE Remit to STRB issued 30 September (early)
- Intention to **align pay & budget cycles**
- Commitment from DfE to provide **diversity pay data**
- Request for recommendations around **prorating TLRs** & how pay framework can support **flexible working**
- DfE evidence expected to be published asap after 30 October

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Changes to Teacher Appraisal 2024

- Updated DfE guidance and **separate optional model policies for teacher appraisal & capability**
- Shift from focus on **PRP** to **CPD**
- Explicit guidance for provision of **'informal support'**
- Explicit consideration of **workload and wellbeing**
- Focus on **workload reduction**

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Why was Teacher Appraisal & Capability Guidance updated?

- **STPCD 2024:** No longer mandates PRP for teachers (appraisal still mandated)
- **Recent research(EEF):** indicated performance-related pay (PRP) has limited impact on student outcomes, suggesting a focus on CPD instead
- **Workload concerns:** PRP increases unnecessary tasks for teachers and appraisers
- **Recruitment and retention:** Reducing workload and providing an employer offer focused on Wellbeing & CPD



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How do the changes impact pay progression?

- Schools **can choose** to remove PRP from their pay policy
- **If removing PRP: Progression may only be withheld on grounds of capability**
- **If retaining PRP: Progression may be withheld on the grounds of performance as specified in the school's pay policy**
- Schools must consult on any changes to the pay policy changes



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Separate Procedures for Appraisal & Capability

- Model Capability procedure is distinct from appraisal
- Teachers should be given 'informal support' before entering formal capability procedures
- Many schools already use separate procedures
- Model DfE policies are optional



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What actions should schools take now?

- Review current policies ensuring alignment with the 2024/5 guidance
- Consider whether to retain performance-related pay or elements of it
- Ensure that your pay policy is updated and complete at the time targets are agreed upon for the next appraisal cycle
- Prepare for consultation if making changes to your pay policy
- Schedule time for training to ensure everybody involved in the appraisal process has the skills necessary to work effectively




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Employment Law Updates




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The Employment Rights Bill

- Unfair dismissal will become “a day one right”
- Right to a stable contract
- Banning fire and rehire practices
- Statutory sick pay
- Family friendly changes:
 - Flexible working
 - Paternity leave and parental leave
 - Bereavement leave
 - Pregnant women and new mothers




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The Employment Rights Bill

- Increased Harassment protection
- Action on gender pay and menopause
- Trade Union rights
- Minimum service levels legislation to be abolished.
- Fair Work Agency



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Next steps

- Many of these changes are subject to further consultation and secondary legislation
- Unlikely to see most of the major legal changes introduced before 2026
- Stay ahead of developments with our HR Resources Hub!



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Duty to prevent Sexual Harassment at work

- On 26 October 2024, the new [Worker Protection \(Amendment of Equality Act 2010\) Act 2023](#) will come into force, and all employers must take reasonable steps to prevent sexual harassment at work
- The EHRC has produced guidance on preventing sexual harassment at work, which includes a useful 8-step guide
- An up-to-date policy and risk assessment are part of the steps you should take, along with meaningful training, to comply with this new duty
- If liable for sexual harassment a tribunal can uplift compensation (in successful claims) by up to 25%



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Education Policy Developments

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Keeping Children Safe in Education 2024

Part Two: The Management of Safeguarding:

- **Paragraph 92 & New Paragraph 93:** Emphasis on the use of the Department for Education's data protection guidance to comply with data protection laws and develop data policies

Annex C:

- **Bullet Point 3:** Designated Safeguarding Leads (DSLs) must maintain written records of all concerns, discussions, decisions, and the rationale behind them

No Changes:

- **Part Three: Safer Recruitment**
- **Part Four: Safeguarding Concerns/Allegations**

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HR Snippets

- Changes to mandatory qualifications for SENCOs
- Recent updates to 'An Employer's Guide to RTW Checks'
- Neonatal Care (Pay & Leave) April 2025

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Advisory Hot topics

- Recruitment (right to work in the UK, processing guidance)
- Termination/notice period/resignation
- Absence management
- Support staff and Teachers' pay




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Training Courses Autumn 2024

- Safer Recruitment for School Managers
- Managing Difficult Conversations
- Foundations of HR in Education - 4 modules
- Managing and Processing DBS Checks - 2 modules
- Managing Absence and Supporting Staff Wellbeing
- Managing the Single Central Record
- Preparing for Appraisal
- Bespoke EDI Training





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Available on HR Resources Hub Webinars 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
- Enhance your employer brand by making flexible working a reality in your school
- How to manage changes to holiday entitlement and pay 2024
- Changes to Teacher Appraisal 2024/25




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Recently updated HR Resources



- Ill Health Retirement
- Performance appraisal
- Teachers' Pay
- Duty to prevent Sexual Harassment



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HR Resources Hub



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- Available to purchase as a standalone product via annual subscription
- Free 7-day Trial available
- <https://strictlyeducationhr.co.uk/our-services/free-trial>



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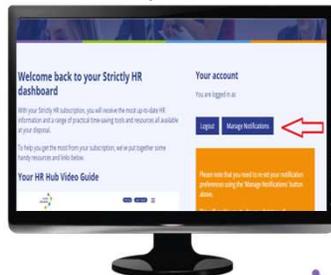
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