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# HR Briefing Spring Term 2025

Welcome to the session today  
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



The slide features a green header with the word 'Topics' in white. Below it is a numbered list of four items. A small icon of two people is in the top right corner. The logo for 'strictly education' is in the bottom right corner.

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## Pay Updates



The slide has a green header with 'Pay Updates' in white. The background is a photograph of a white calculator on a desk. A small icon of two people is in the top right corner. The logo for 'strictly education' is in the bottom right corner.

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## NJC Pay Claim 2024/25

- 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



The slide features a green header with 'NJC Pay Claim 2024/25' in white. To the left is a photograph of a teacher and students. Below the list is a small icon of two people. The logo for 'strictly education' is in the bottom right corner.

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### NJC Pay Award 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
- 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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### GLPC Pay Award 2024/25

From 1st April 2024:

- An increase of £1,491 on Outer London pay points up to and including spine point 48
- An increase of £1,575 on Inner London pay points up to and including spine point 50
- Above these pay spine point 50 an increase of 2.5% will apply
- Allowances, including overtime rates, to be increased by 2.5%




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### NJC Pay Claim 2025/26

The NJC unions' claim seeks:

- an increase of at least £3,000 across all NJC spinal column points
- a clear plan to reach a minimum pay rate of £15 an hour
- one extra day of annual leave for all staff
- a reduction in the working week by two hours, with no loss of pay
- the ability for school staff to take [at least] one day of their annual leave during term time, with no loss of pay




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### School Teachers' Pay 2025/26

On 30th September 2024, the Department for Education (DfE) requested recommendations from the School Teachers' Review Body (STRB) on pay and conditions for 2025.

**Timeline:**

- NEOST evidence was approved and submitted to STRB **13 December 2024**.
- DfE submitted evidence to the School Teachers' Review Body (STRB) on **16 December 2024**
- STRB oral evidence sessions start the week of **3 February 2025**
- STRB recommendations expected by the end of **March 2025**.




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### School Teachers' Pay 2025/6

#### DfE evidence to the School Teachers' Review Body (STRB) was submitted 16 December 2024

**Pay Proposal:**  
2.8 increase for teachers

**Funding:**  
'efficiencies' will likely be necessary to fund this increase

**Budgeting Advice:**  
Plan pay awards for both teachers and support staff when preparing budgets




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### Trade Union response- Possible Strike Action

The National Education Union (NEU) has announced a ballot on future strike action following the Department for Education's (DfE) proposal of a 2.8% pay award for 2025/6.

- Indicative ballots will run from **1 March to 11 April 2025**, with potential industrial action in the summer term.
- This contrasts sharply with the fully funded 5.5% pay award for 2024/25 and is an unusual move ahead of the publication of the report of the STRB report


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## Reinstatement of SSSNB

- Will take school support staff out of national collective bargaining (NJC Green Book)
- Will apply to support staff in **both local authority maintained schools and academies.**
- Expected to be operational in **2027/28**
- Expected that some categories of support staff may be excluded (e.g.CEOs) CST lobbying for this
- Potential future impact on Academy Pay Freedoms



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## Employment Law Updates



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## Statutory pay rates: proposed increases

	<b>NMW from 1 April 2025</b>	<b>Increase in £</b>
National Living Wage (21 and over)	£12.21	£ 0.77
18-20 Year Old Rate	£10.00	£ 1.40
16-17 Year Old Rate	£7.55	£ 1.15
Apprentice Rate	£7.50	£ 1.15

**Weekly rate/limit from 6 April 2025**

Statutory maternity pay, maternity allowance, paternity pay, shared parental pay and adoption pay	£187.18 (or 90% of the employee's average weekly earnings if this figure is less than the statutory rate)
Statutory parental bereavement pay	£187.18
Statutory sick pay	£118.75
Earnings threshold	£125.00



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## Neonatal Care (Leave and Pay) Act 2023



- Day one right to take neonatal care leave will take effect from 6 April 2025
- Gives parents up to 12 weeks' leave and pay in addition to existing parental leave entitlements
- Leave can be taken when their child is receiving neonatal care or at another time before the end of 68 weeks beginning with the date of the child's birth
- Pay will be statutory minimum similar to SMP, but employers can offer enhanced entitlements
- Entitlement is triggered if employees have:
  - a parental or other personal relationship with a child who is receiving or has received neonatal care that started within 28 days of birth; and
  - a baby who requires a minimum period of 7 days of neonatal care (this means a continuous stay in hospital for a period of at least 7 full days, beginning the day after the day on which the care starts).



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## Neonatal Care (Leave and Pay) Act 2023 Practical Considerations



- Schools will need to introduce a clear policy and training to line managers on neonatal care leave and pay
- New regulations will likely require alternative employment to be offered in the event of a redundancy while the employee is on neonatal leave, if it is available
- The usual data protection and confidentiality requirements will apply to the details of the baby's medical conditions particularly as medical information constitutes special category data.
  - Care should be taken in discussing with the employee what they would prefer to be said to colleagues about the reason for their absence.



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## HR Snippets

- **Duty to prevent sexual harassment:**  
Access to webinar, updated policies and risk assessment, together with links to EHRC checklist and ACAS guidance via HR Hub
- **Teacher Wellbeing Index 2024:**  
Improving results on workplace culture yet data highlights urgent action still needed



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## Education Policy Developments

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### Children's Wellbeing and Schools Bill

**Introduced in December and proposes major changes.**

- making provision to strengthen the safeguarding and welfare of children (including children in care)
- tighter governance over school attendance
- allowing Councils to open up schools
- ending automatic academisation of failing schools
- **A total 39 new education policies proposed!**

**HR impact:**

- Expansion of teacher pay and conditions framework
- Changes to statutory induction
- Requirement to hold QTS
- Teacher misconduct

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### Education policy under Labour – an end to Academy freedoms?



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## Other HR Updates



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## Advisory Hot Topics

- Child safeguarding allegations/suspensions/disciplinary issues
- Time off for dependents
- Absence management
- Family-friendly leave



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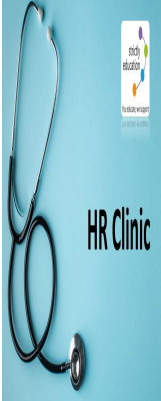
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## HR Clinic

The **HR clinic** provides a unique opportunity to discuss specific HR-related queries in a confidential setting with our team of experts.

**How does It work?**

**When:** Every Wednesday 1:00-1:15 pm / 1:15-1:30 pm


**Where:** Online

**Session structure**

- Bookable slots
- Flexible topics
- Expert panel

**How to book**

A booking form is [available here](#).



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Training Courses – Spring Term 2025



Course	Date	Time
Safer Recruitment for School Managers	25 February	9:30-12:00
Managing a Formal Disciplinary Process	27 February	9:30-12:30
Managing the Single Central Record	05 March	9:30-12:30
Managing Absence and Staff Wellbeing	06 March	9:30- 12:30
Managing Difficult Conversations	12 March	9:30-12
The Foundations of HR in Education	20,25,27 March & 1 April	9:30-12:30
Sexual Harassment in the Workplace	TBC	

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Available on HR 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



- [Performance appraisal](#)
- [Teachers' Pay](#)
- [Duty to prevent Sexual Harassment](#)
- [Legislation Tracker](#)



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## HR Resources Hub

- HR Resources Hub access for all customers of advisory and comprehensive HR SLAs
- Available to purchase as a standalone product via annual subscription
- Free 7-day Trial available
- <https://strictlyeducationhr.co.uk/our-services/free-trial>



[www.strictlyeducationhr.co.uk](http://www.strictlyeducationhr.co.uk)



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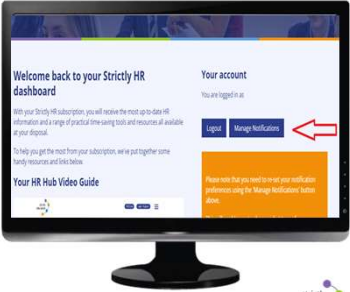

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## Sign up for Notifications!

- Email notifications to you, with news items, newsletters & content updates.
- Select alerts via the **"My Account"** tab on the home page.

[www.strictlyeducationhr.co.uk](http://www.strictlyeducationhr.co.uk)

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# Thank you

0330 123 2542  
[hradvisoryservice@strictlyeducation.co.uk](mailto:hradvisoryservice@strictlyeducation.co.uk)  
[www.strictlyeducationhr.co.uk](http://www.strictlyeducationhr.co.uk)

Follow @Strictlyed on X or find Strictly Education Ltd on LinkedIn for the latest news

Find out more about our service offer at:  
<https://www.strictlyeducation.co.uk/hr-services>

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