

Schools' HR Circular January 2025

Purpose of letter	For Information / Action
Target audience	All Governing Bodies All Head Teachers Teachers-in-Charge of Pupil Referral Units School Business Managers
Date of Edition	January 2025

Dear Colleagues,

Schools HR Advisory Service Feedback Survey 2025

In our continued efforts to improve our service we would appreciate you taking the time to complete a survey via this link:

<https://forms.office.com/e/dgGXwPrBda?origin=lprLink>

We are keen to find out what we are doing right, what we can improve on and your thoughts on the Schools HR Advisory Service in general.

LGA Advisory Bulletin – Employment Law Update

Attached to this circular is the latest LGA Advisory Bulletins and announcements on changes to employment legislation, as summarised below.

Advisory Bulletin 729

- **Employment Status:** Mutuality of Obligation and Control Court
- **Duty to Prevent Sexual Harassment:** EHRC Checklist and Acas Guidance
- **Dismissal and Re-Engagement:** Statutory Code and Uplifts to Awards
- **National Minimum Wage:** 1st April 2025 Increases
- **Employment Rights Bill:** Removal of Check Off Restrictions
- **LGA Employment Law Update Event:** 6th March 2025
- **Employment Law Timetable**

Headteachers/Deputy and Assistant Heads Pay Range

As per the School Teachers Pay and Conditions Document and the LBBB – Teacher Related Pay Policy 2024, the following pay ranges should apply for Headteachers, Deputy Heads and Assistants Head:

The Headteacher should be on a 7-point range and this range will depend on the Individual School Range.

The Deputy Heads and Assistant Heads should be on a 5-point range and this should be agreed by the Schools Governing Body.

The maximum of the Deputy Heads or Assistant Heads pay range must not exceed the maximum of the Headteacher Group for the School.

The HR and Payroll Service will be contacting Schools individually to make sure the correct ranges are being applied.

Schools Persistent, Unreasonable Behaviour Complaints Policy

Please see attached a new policy regarding Schools Persistent, Unreasonable Behaviour Complaints Policy that Schools can consider adopting.

The Policy has been developed to support with complaints received internally within the workplace between staff and external complaints.

NEU announce plans to consult members on Government's 2.8% pay recommendation

At a special meeting of the national executive of the National Education Union, held week commencing 13th January 2025, the union has agreed to proceed with a preliminary online ballot of teacher members in England. This is to gauge the strength of feeling about the Government's recent recommendation to the School Teachers' Review Body (STRB) of an unfunded 2.8% pay rise for Teachers in 2025/26.

The NEU will commence an indicative ballot of members from 1 March which will close on 11th April 2025.

Commenting on the announcement, Daniel Kebede, general secretary of the National Education Union, said:

"Government must face up to the fact that the problems in teacher pay are far from resolved. Since 2015 pay for teachers in England has declined by a fifth. The profession no longer attracts enough graduates to keep up with the soaring vacancies.

"The current proposal of 2.8% is not sufficient to even start to address the crisis in recruitment and retention.

"The suggestion that an unfunded pay award can be paid for by making 'efficiencies' is an insult to a profession who have already endured 14 years of austerity. No teacher or leader will be able to identify efficiencies without cutting staff or resources or both. This is a fact that the Government knows only too well. After years of cuts to funding there is nothing left in the coffers.

“Thousands of teachers voted for the change that Labour promised for education. They promised to invest in education, to recruit 6,500 Teachers and to value education and to secure the life chances of our children. We need to see their commitment in deeds as well as words. Sentiment alone will not fill the excessive teacher vacancies nor will deliver the world class education our children deserve.

“Our indicative ballot will open on 1st March” 2025.

Transforming Public Procurement (TPP)

Please click on link for information: [transforming-public-procurement-tpp](#)

Good Thinking

Good Thinking have launched their Pathway Through Pain app - a pain management programme for chronic Musculo-skeletal (MSK) pain.

Please see Good Thinking Deck on digital self-management support for all common musculoskeletal injuries and conditions and a tool kit.

Schools HR Advisory Service Training for 2025/2026

Schools Sickness “How to carry out Stage One Informal Meetings” Training

To support Schools with managing and conducting Stage One Informal Sickness absence meetings, we have designed some training that aims to support Schools with carrying out these meetings effectively.

We are looking to run this training on Thursday 27th February 2025 at 13.00pm via Microsoft Teams and will be run free of charge.

Please register your interest here [Training Link](#)

We have allocated an hour and a half for this training to allow for questions as well.

Also, we have updated our other training for this year. If your School is interested in attending any training for 2025/26, please click on the link to register your interest here [Training Link](#)

Please take note of the Cancellation Notice that will now apply for training:

Please note we will require at least 48 hours’ notice should you wish to cancel attending a training session, if you do not cancel nor give the appropriate notice you will still be charged for the course (should charges apply).

Notification of all Staff Changes of Personal Contact Details

Please ensure that you regularly ask staff to notify you of any changes to their personal details i.e., address, phone numbers, email addresses, next of kin details etc. Please

also ensure you notify the HR & Payroll Service via the HR Service Desk of any changes.

Yours sincerely,



Schools HR Advisory Service

schoolshradvisoryteam@lbbd.gov.uk

Feedback on services received from the Schools HR Advisory Service. [Feedback Form](#)

BUYON