

Schools' HR Bulletin

June 2026

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	All Bulletin June 2026

Dear Colleagues,

This edition includes key HR updates, guidance and resources to support schools.

Fully Funded Apprenticeship Vacancy – Wellbeing and Coaching

Schools may wish to consider whether they have a suitable member of staff for this fully funded Level 3 Community Health and Wellbeing Worker Apprenticeship (education-focused, includes coaching accreditation) and supports wellbeing, attendance, inclusion and safeguarding. Supports staff development, retention, and approaches to attendance, inclusion, and safeguarding.

Apply: apprenticeships@tpchealth.com;

Closing date: 10/07/2026

Children's Wellbeing and Schools Act 2026

The Children's Wellbeing and Schools Act 2026 received Royal Assent on 29 April 2026 and introduces forthcoming changes to Qualified Teacher Status (QTS) and statutory induction requirements in primary and secondary academies, due to take effect from 1 September 2027.

The Local Government Association (LGA), supported by its Sounding Board members, has been working closely with the Department for Education (DfE) to ensure that implementation guidance is clear and practical for school employers. The DfE has confirmed that it will continue to involve the LGA, in its role supporting national employers through NEOST.

Further detail will be provided in the autumn term 2026, when the DfE is expected to publish updated regulations (secondary legislation) alongside full guidance for schools. In advance of this, a DfE briefing attached has been shared outlining the key upcoming changes to support schools in preparing for implementation.

Schools HR Distribution List

To ensure our communications continue to reach the appropriate school contacts, please confirm the names and email addresses of colleagues who should be included on the Schools HR Advisory Service distribution list.

Please include Head Teachers, School Business Managers and any other relevant colleagues who should receive HR updates, bulletins and guidance. Please send these details to schoolshradvisoryteam@lbbd.gov.uk

Pension Changes Update

Please see a breakdown below regarding the changes to the LGPS.

Gender Pensions Gap

In the LGPS, women typically receive lower pensions than men – this is called the gender pensions gap. One of the reasons for the gap is that women are more likely to take breaks from work due to childcare and other caring responsibilities.

From 1 April 2026 changes have been introduced to help reduce the gender pensions gap by strengthening pension protection when members are away from work.

Child-related leave

Any periods of unpaid additional maternity leave, unpaid additional adoption leave (weeks 27 to 52) or unpaid shared parental leave that starts from 1 April 2026 or later will now count in full for pension purposes.

The employee will not need to pay contributions for this period, but employers will now be required to pay pension contributions for these periods of unpaid child related leave.

Short unpaid authorised breaks

From 1 April 2026, if an employee takes authorised unpaid leave that lasts **less than 15 days**, the employee and the employer will both pay the pension contributions that would have been paid if the employee was at work receiving normal pay.

This change does not apply to strike leave absence and it also **does not** apply to teachers.

Unpaid leave of 15 days or more

If an employee is allowed to take unpaid leave that lasts **15 days or more**, the break will not automatically count for pension purposes.

The employee can elect to buy some or all of the pension lost during the unpaid period by paying extra contributions. The employer is also required to pay contributions towards the buy-back of this period.

Other changes

- Automatic Enrolment - Every 3 years, we are required to admit all eligible staff back into the pension scheme if they are not already members. We are next due

Barking & Dagenham

to do this from 1 October 2026

- Pension Death Grants – Now able to pay these beyond age 75
- Survivor Benefits – All pension benefits due to survivors have been equalised regardless of gender etc

Free Menopause Health Checks - Barking Town Hall

Occupational Health are offering a range of free Menopause Check clinics at Barking Town Hall. Please see the available dates and rooms below:

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| • Wednesday 24 th June | – | Brian Walker Room (9.30am–4.30pm) |
| • Tuesday 30 th June | – | Matthew Spencer Room (9.30am–4.30pm) |
| • Wednesday 8 th July | – | George Brooker Room (9.30am–4.30pm) |
| • Tuesday 14 th July | – | Fred Tibble Room (9.30am–4.30pm) |
| • Wednesday 22 nd July | – | George Brooker Room (9.30am–4.30pm) |

Please email occupationalhealth@lbbd.gov.uk to book your appointment slot.

Yours sincerely,



Schools HR Advisory Service

schoolshradvisoryteam@lbbd.gov.uk

Feedback on the Service can be submitted regarding the Schools HR Advisory Service via the following link: [Feedback Form 2026](#)