

Schools' HR Bulletin

November 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	November 2025

Dear Colleagues,

Welcome to the November Edition of the Schools HR Bulletin; we hope that you had a restful break over the half term and are prepared for the second half of the Winter term.

2025 Flu Vaccination Programme

Stop the spread this winter

The flu virus kills almost 11,000 people and hospitalises tens of thousands more in England in an average year, so it is more important than ever to get your flu jab to help stop the spread.

If you would like Occupational Health to hold a flu vaccine clinic at your school*, please contact Occupationalhealth@lbbd.gov.uk to arrange a date. Alternatively, you and your staff can attend any of the drop-in clinics being held across council buildings throughout November and December.

*Please note there will be a £195 cost when holding clinics at the school.

The next available dates for drop-ins are:

- Thursday 20th November - 9.30am- 2pm - Barking Town Hall-Brian Walker Room
- Friday 21st November - 9am - 5pm – The Hope Wing, Porters Avenue Health Centre
- Tuesday 25th November - 9.30am - 2pm – Barking Town Hall-Matthew Spencer Room
- Thursday 27th November - 9am - 5pm – The Hope Wing, Porters Avenue Health Centre

Barking & Dagenham

- Thursday 4th December - 9.30am - 2pm – Barking Town Hall-Fred Tibble Room

Clinic dates may be subject to change or cancellation dependent on stock availability

Please email occupationalhealth@lbbd.gov.uk for more information

Teachers' Pay 2026/27/28

The NEOST board has now met and submitted evidence to the School Teachers Review Body. You can [read that report, along with information on the process and next steps](#).

Reminder of Training

The Schools HR Advisory Service offer a package of training, if you wish to book any training please contact the service via email (schoolshradvisoryteam@lbbd.gov.uk)

We would like to recommend a selection of courses that we believe will be particularly valuable considering the anticipated organisational changes, current levels of sickness absence, and the ongoing statutory responsibilities around Keeping Children Safe.

These include:

- **Organisational Change**
- **Safer Recruitment Selection & Safeguarding**
- **Sickness Absence Management**

These courses are designed to support Leaders and Managers in navigating change effectively, maintaining safe recruitment practices, and managing absence with confidence and compliance.

The full list of courses are below:

- Capability (Teachers Or Support Staff)
- Disciplinary Investigation
- Grievance
- Safer Recruitment, Selection & Safeguarding
- Handling Necessary Conversations
- Organisational Change
- Support Staff Appraisals
- Job Design and Job Evaluation
- Probation
- Sickness Absence Management
- How to carry out Stage 1 informal meetings
- Bullying and Harassment
- Menopause
- Prevention of Sexual Harassment
- Governors Disciplinary, Grievance and Sickness Hearings
- HR Workshops (As and when required)

Employment Service Passport (NHS and Local Government London Agreement)

The above agreement came into effect from the 1st April 2025, to enable employees to move jobs between the NHS and Local Government Organisations in London. The NHS and Local Government London have agreed that any job offer will confirm that the employee's Continuous/Reckonable Service will be preserved and processes will be set up to ensure this agreement is followed.

Local arrangements that refer to Continuity of Service or reckonable service for Contractual Entitlements will recognise this agreement and consider any continuous/reckonable service gained at another Party.

This agreement affects eligibility and calculation of the following benefits:

- Contractual Annual Leave beyond the Statutory Annual Leave
- Occupational Sick Pay
- Occupational Maternity Pay
- Occupational Shared Parental Leave Pay

However, please be aware that this agreement **does not extend** to preserving Continuous Service for Contractual Severance Pay, Pension, or Redundancy Pay calculations (whether Contractual or Statutory).

Please find attached the updated New Starter Pack, which has been revised to reflect the Employment Service Passport agreement between the NHS and Local Government.

Yours sincerely,



Schools HR Advisory Service

schoolshradvisoryteam@lbld.gov.uk

Feedback on the Service can be submitted regarding the Schools HR Advisory Service via the following link: [Feedback Survey 2025](#)