

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	Buy In Bulletin June 2026

Dear Colleagues,

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

LGA Advisory Bulletin - Employment Law Update 745 & 746

Attached to this Bulletin are the latest LGA Advisory Bulletins and announcements on changes to Employment Legislation, as summarised below:

Employment Law Update 745

- TUPE: Call for Evidence
- Misuse of Non-Disclosure Agreements: Consultation
- Trade Union Right of Access: Code of Practice Consultation
- Gender Equality Action Plans
- TUPE and Indirect Discrimination: Case Anne and others v Great Ormond Street Hospital for Children NHS Foundation Trust (EAT)
- Employment Law Timetable

Employment Law Update 746

- Protected Conversations limited to ordinary unfair dismissal
- Case in brief - equal pay: work of equal value
- Webinar: Trade union rights and industrial action law changes
- LGA strategic employment relations roundtable and training
- Gender Equality Action Plans
- TUPE and Indirect Discrimination (Case Update)

L3 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.

TUPE: Call for evidence

The Government has launched a call for evidence under its *Make Work Pay* programme to review the Transfer of Undertakings (Protection of Employment) Regulations (TUPE). This is likely to inform future reforms, although no specific proposals have yet been outlined. The stated intention is to strengthen employee protections and modernise the regulations to improve efficiency.

The consultation seeks views from those with experience of TUPE, including employers, employees and trade unions, on the effectiveness of the current framework and how it could be improved.

Key areas of focus include the adequacy of existing protections, the process for determining whether a TUPE transfer applies, requirements for informing and consulting with employee representatives, the costs and operational impact of transfers, and whether current restrictions on varying terms and conditions strike an appropriate balance between employer flexibility and employee rights. It also considers whether TUPE may have unintended impacts on individuals with protected characteristics or from different socio-economic backgrounds.

Barking & Dagenham

The call for evidence closes at 11:59pm on 1 July 2026. It is open to employers, employees, trade unions and other stakeholders with experience of TUPE transfers, including insourcing and outsourcing. Councils are particularly encouraged to contribute their experiences, including any anticipated implications for Local Government Reorganisation, and to share their responses with the LGA via eru@local.gov.uk.

Misuse of Non-Disclosure Agreements: Consultation

The Government has launched a consultation on proposals to prevent the misuse of non-disclosure agreements (NDAs) in cases involving workplace harassment and discrimination. This follows provisions introduced under the Employment Rights Act 2025, which will render certain NDA clauses unenforceable where they seek to prevent individuals from making allegations or disclosures relating to such conduct.

The consultation focuses on defining the circumstances in which NDAs may still be valid as part of an 'excepted agreement', including where the agreement is requested by the individual and entered into following independent legal advice. It also seeks views on who individuals should be able to disclose information to (e.g. legal or medical professionals), and whether the new protections should extend beyond employees and workers to other categories, such as some self-employed individuals.

The consultation closes on 8 July 2026 and is open to employers, workers and other stakeholders. Local authorities are encouraged to respond and may wish to share their submissions with the LGA at eru@local.gov.uk.

Trade Union Right of Access – Government Response

The Government has confirmed new trade union rights of access to workplaces under the Employment Rights Act 2025, expected from October 2026. These rights will allow unions to request physical or digital access to workers, even where they are not recognised.

Employers will have 15 working days to respond to written access requests, followed by a period for negotiation. If agreement is not reached, the Central Arbitration Committee (CAC) can determine access arrangements. Access may be refused in certain circumstances, including where a recognised union is already in place or where access would be disproportionate. The framework includes model terms and significant financial penalties for non-compliance.

For local authorities, the impact is expected to be limited due to existing union recognition, although the extended response timeframe and interaction with non-recognised unions may present practical considerations.

Gender Equality Action Plans

The Government has issued further guidance to support large employers (250+ staff) in developing gender equality action plans, including practical steps and recommended actions. Employers will be expected to take at least one action on the

gender pay gap and one to support menopause.

The requirement is voluntary initially but is expected to become mandatory for public sector employers from March 2027.

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

Staff Wellbeing Charter Survey

The survey seeks feedback from education settings to help improve future communications, inform decisions about the Education Staff Wellbeing Charter's future format, and support the development of tools and resources for signatories. It also provides an opportunity to share examples of good practice and, where you choose to do so, contact details for potential case studies or future collaboration.

This [survey](#) should take approximately 5–8 minutes to complete, depending on how much detail you choose to provide. **The deadline has been extended to Friday 10 July 2026.**

Pension Changes Update

Please see a breakdown below regarding the changes to the LGPS for your information and to support raising awareness of the changes at your DMT/manager meetings. This has gone out to all staff from Justine but not into the managers briefing. I will request for this to go out in the next managers briefing.

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 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@lbdd.gov.uk to book your appointment slot.

Yours sincerely,



Schools HR Advisory Service

schoolshradvisoryteam@lbdd.gov.uk

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