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# School Teachers' Pay 2023/24

! Trusts: relevant for clients who follow national Teachers T&Cs, or interest in national position

## Teachers Pay Award 2023/24

6.5% on all pay points and allowances and action taken to tackle teacher workload


### Current position:

- Consultation closed 21 Sept 2023, Mid Oct laid in parliament for 'praying period'. 21 days pay award becomes law
- Pay award expected to be confirmed early November and will be backdated to 1 September 2023
- Government and all four teaching unions have accepted the STRB recommendation for Teachers \*pay award
- Consultation with unions on draft pay policy took place on 6 Sept. Once STPCD is published we will be in a position to share the 2023/24 NYES HR Model Pay Policy for adoption

\*NASUWT taking action short of strike action

### NEOST response:

- Welcomes Government proposal for £30k starting salary
- Welcomes DfE establishing taskforce: reducing workload of teachers and leaders
- For 2024/25 asks for a review of UPR and salary safeguarding
- Effective timely consultation process allowing employers to plan, consult and implement a pay award by 1 Sept of each year

DfE has published a salary calculator to help teachers understand what their pay may look like following implementation of the 2023/24 pay award 

[Calculate teacher pay - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

# NJC Pay update

## NJC Pay Award 2023-2024

23 Feb 2023: Employers full and final pay offer

- £1,925 pro rata on NJC points 2-43 and 3.88% on higher pay points
- 3.88% on all allowances
- Provides £11.59 per hour on first point (9.42%)

Current position:

- Unite engaged in industrial action
- GMB conducting industrial action ballots which close 24 Oct 2023
- Unison announced no strike action, “pay increase in your pockets as soon as possible”
- Unions to reconvene within a few days of GMB ballot closing

NYC position:

- Pending conclusion of national negotiations, NYC implemented ‘full and final’ offer in August salary backdated to April following local collective agreement arrangement with Unison

Warning: LGA strongly advise against imposing any pay offer before national collective bargaining has concluded!



# NYC Policy Changes

## Attendance Management Policy

- NYC Collective Agreement – absence no longer has a bearing on incremental progression
- Improved the flow and order of the Policy & Guidance – discrete s/t & l/t sections
- Consideration of the revised ACAS guidance
- Revised triggers – 12 month rolling time
- Greater emphasis on employee H&WB, case by case basis
- Agree at outset the nature and frequency of contact
- Training Opportunity – see our webinar: Managing Attendance and HR related Issues on 24 Oct

# NYC Policy Changes

## Parental Leave Policy Amendments

- In line with NYC collective agreement – included an option to spread the period of half pay over a longer period
- Added in the clarification that paternity leave can straddle a holiday as this is non-working time (teachers and term time only support staff)
- Burgundy book changes – reviewed and incorporated any changes necessary in line with Burgundy Book (2023)
  - The Burgundy Book 2023 Edition emphasises the use of gender-neutral language
  - Reflecting Changes in the Educational Landscape: The edition replaces all references to local education authorities
  - Updated legislation terminology/references

Burgundy Book first update in 20 years

# Forthcoming legislation

## Flexible Working Policy

The Employment Relations (Flexible Working) Act 2023 - awaiting Royal Assent

Employees will have the right to request flexible working from day one of a new job

Employees will be able to make two requests in a 12 month period

Employers must deal with requests within two months and must consult with employee

No onus on employee to explain/justify how it will work

New policy will be published in line with new legislation on Flexible Working expected Spring 2024

## DfE flexible working toolkit

The DfE has introduced a toolkit to increase awareness of flexible working in schools, support development of a flexible working policy and help staff request flexible working

[DfE Toolkit | Flexible working in Multi-Academy Trusts and schools \(flexibleworkingineducation.co.uk\)](https://flexibleworkingineducation.co.uk)

## Protection from Redundancy (Pregnancy and Family Leave) Act 2023

New law came into effect in July 2023 giving those who are pregnant or recent returner from parental leave, priority status for redeployment opportunities in a redundancy situation

Extends the current protection in place

Specific regulations on how it will work, incl. length of protection are pending...expected April 2024

Policy to be amended

Awareness for RRR exercises



# Forthcoming legislation

## Neonatal Care (Leave & Pay) Act 2023

Expected to take effect in April 2025

Day1 right for parents (or other personal relationship) to a child who is receiving, or has received neonatal care

Neonatal care to have been within 28 days of birth and last 7 days+

Amount of leave still to be defined - at least one week but not exceed 12 weeks

## Holiday Pay

Jan-March 2023 – Govt consultation “To introduce a holiday entitlement reference period for part year and irregular hours workers to ensure their holiday pay is proportionate to the time they work”

New legislation will be passed “when parliamentary time allows...”

## Future developments:

Family Friendly: Unpaid leave for Carers, Time off for Fertility Treatment, Miscarriage leave...

General Election!

# NYES HR Policy Review Timetable

NYC maintained schools policies and associated procedures and guidance review timetable

➤ To aid your planning for Governing Body meetings



Policy	Expected date to republish
<b>Induction</b>	Spring term 2024
<b>Probation</b>	Spring term 2024
<b>Travel and Expenses</b>	Spring term 2024
<b>Workplace Substance Misuse</b>	Spring term 2024
<b>Flexible Working</b>	Spring term 2024
<b>Resolving Issues at Work</b>	Summer term 2024
<b>Collective Disputes</b>	Summer term 2024
<b>Disciplinary</b>	Summer term 2024
<b>Hearing and Appeals</b>	Summer term 2024
<b>References</b>	Summer term 2024





FROM INSIGHTS TO IMPACT:

## THE NYES HR HEALTH AND WELLBEING SURVEY

### **Prioritise Wellbeing, Elevate Success**

In the education sector, nurturing the mental and emotional health of your employees is paramount. Understanding the factors driving wellbeing among your staff is a key step towards a thriving educational community. Let the NYES HR Health and Wellbeing Survey help you identify organisational issues that are impacting on health and wellbeing.



#### **Aligned with Excellence**

Crafted by the award-winning NYES HR team and developed with input from teaching unions, our survey is designed in alignment with the DfE Staff Wellbeing Charter. It focuses on five crucial drivers: Health, Security, Environment, Relationships, and Purpose.



#### **Bespoke Insights for Your Setting**

Receive a personalised report tailored to your setting, including NYES HR's in-depth analysis of survey results. It's not just data; it's actionable insights. Moreover, we provide recommendations and signposting for follow-up.



#### **A Comprehensive Evaluation**

Explore your employees' perspectives on their roles, relationships, and workloads. Harness survey results to identify the resources and support that your staff truly need.



#### **Customise Your Survey Experience**

We offer a range of Health and Wellbeing 5 packages with optional add-ons to suit the needs of your educational setting.

# Health & Wellbeing Survey

Support for a healthy workplace -

- 2023 has seen absence rates soar, costing schools and academies over £1 billion per annum
- NYES HR aim is to assist positive healthy workplaces to achieve positive outcomes for all parties
- Our Health and Wellbeing Survey provides insight in overall wellbeing, workloads, relationships, purpose and security
- Developed in consultation with North Yorkshire unions
- Designed in alignment with the DfE Staff Wellbeing Charter

Coming soon!

# NYES HR Annual Update 2023/24

## Health, Wellbeing & Cost of Living Special



Key developments and considerations for 2023/2024	Focus on..... Mental Health
Sickness Absence Trends	Focus on..... Covid
Health and Wellbeing Strategy and DfE Charter	Focus on..... Disability
Focus on..... Health and Wellbeing Survey	2023-2024 Training Schedule
Focus on..... Headteacher Support	NYES HR policies and Annual Audit
Focus on..... Cost of Living and Additional Benefits	Meet the NYES HR team!

## SINGLE CENTRAL RECORD HEALTH CHECK

ENSURE YOUR SCR COMPLIES WITH STATUTORY REQUIREMENTS AND BEST PRACTICES WITH A TAILORED ASSESSMENT BY OUR EXPERIENCED HR PROFESSIONALS

### Gain Confidence In Your SCR With NYES HR

Boost your safeguarding compliance with a Single Central Record (SCR) Health Check from NYES HR. Verify your SCR is not only adheres to statutory requirements but also embodies the best practices in safer recruitment.

Have peace of mind knowing your SCR is in full compliance with all statutory requirements for your setting.

### Key Features

Our comprehensive SCR Health Check includes:



#### Extensive SCR Audit

Our SCR check involves a site visit by a trained member of the NYES HR team. They will meticulously assess your school's SCR against statutory requirements.



#### Sample File Check

NYES HR conduct a minimum 10% sample file check, covering different staff groups as well as volunteers and agency/third party staff.



#### Guidance & Recommendations

We go beyond mere statutory compliance, offering valuable advice on safer recruitment practices.



#### Thorough Feedback

Gain real-time advice during the visit, followed by a robust written report complete with actionable recommendations.

Sign up to the NYES HR SCR Guidance on-demand webinar

# Single Central Record (SCR) Health Check

- Top 5 trends from our SCR health checks –
  - Incorrect recording of info or missing info
  - Incomplete identity checks
  - Incomplete right to work checks
  - Incomplete overseas checks
  - Online searches incomplete or logged incorrectly

# Training Dates

On-demand

Employee Benefits Platform Webinar

Governor Panel Training: Staff Hearings & Appeals

Single Central Record (SCR) Guidance

Successful Appraisal in Schools

Book your training at  
<https://www.nyes.info/Training>



## Scheduled Webinars

**Managing Attendance and other HR Issues**

24 Oct 2023 09:00-11:00 | online

25 Jan 2024 09:00-11:00 | online

**Governor Panels: staff hearing & appeals (evening session)**

20 Nov 2023 18:00-21:00 | online

**HR Toolkit for School Leaders**

17 Jan 2024 13:00-15:00 | online

**Session for staff absence scheme customers only:**

**Managing Stress in School**

22 Nov 2023



# Thank you!

