



1

---

---

---

---

---

---

---

---



2

---

---

---

---

---

---

---

---



3

---

---

---


---

---

---


---

---



### NJC Pay Offer 21/22

- February 2021: unions' pay claim lodged
- May 2021: Employers' Side responded with one year offer:
  - Increase of 1.5% on all points
  - Completion of work of the joint TTO review group
  - Exploratory work on homeworking policies, review of GB family leave provisions & mental health programme
- Offer **rejected**



4

---

---

---

---

---


---

---

---

### Future Changes...?

- Reintroduction of public sector exit payment cap (& associated reforms)
- Extended redundancy protection for new parents
- Measures restricting use of confidentiality clauses
- Period of time to break cont. service ↻ 4 weeks
- Right to request more stable contract



5

---

---

---

---

---

---

---

---



### Right To Work Checks: 1<sup>st</sup> July+ (EEA/Swiss)

To 30 <sup>th</sup> June	1 <sup>st</sup> July+
EEA/Swiss nationals can still provide passports / identity cards	Need to undertake 'status check' under EUSS

- Applications to EUSS close **30<sup>th</sup> June 2021**



6

---

---

---

---

---

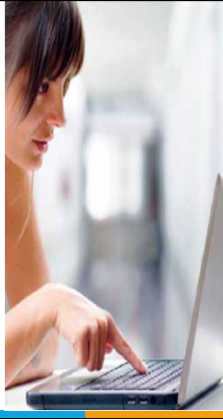
---

---

---

### Temporary Adjustments to RTW Checks Ending

- Temporary adjustments cease after 31 August 2021
- From 1 September schools must check original documents, or RTW online
- No need to carry out retrospective checks for the period 30 March 2020 and 31 August 2021 (inclusive)



---

---

---

---

---

---

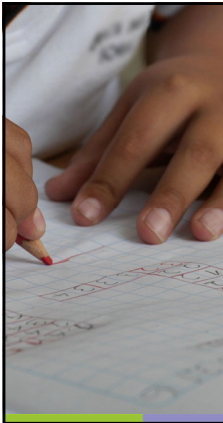
---

---

7

### Changes to NQT Induction

- ECTs, not NQTs
- Induction period increases from 1 to 2 years (5% timetable reduction in Y2)
- Introduction of Early Career Framework (ECF)
- Requirement to allocate each ECT a dedicated mentor



---

---

---

---

---

---

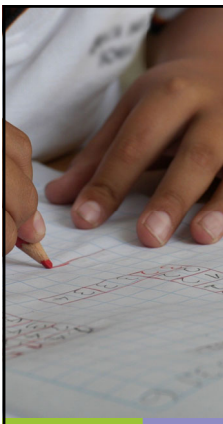
---

---

8

### HR Implications of ECF

- Build additional timetable reduction into **staffing plans** (10% Y1 & 5% Y2)
- Make a decision on **creating/procuring** the structured induction
- Identify a **suitable mentor** for each ECT



---

---

---

---


---

---

---


---

9



## The Mentor Role

- **Separate** to induction tutor
- No set criteria from DfE
- Expected to hold **QTS** & have **skills, knowledge** and **time** to undertake the role
- Clear expectations under ECF around **regular structured contact**



10

---

---

---

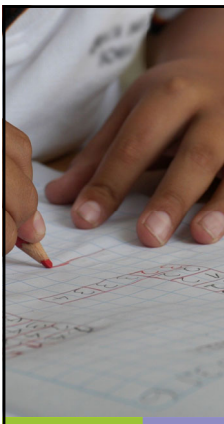
---

---

---


---

---



## FAQs on the new ECF

- Is there an impact on ECT's **pay**?
- What about **part-time ECTs**?
- Are there any **transitional arrangements** in place?
- How will induction be served when teachers are on **supply**?
- Can we continue to offer ECT's a **temporary contract** likely to be less than 2 years in length e.g. to cover maternity leave?
- Will the period of **time in which to complete induction** after obtaining QTS change?
- Will **independent schools** receive any additional funding?



11

---

---

---

---

---

---

---

---

## DfE Wellbeing Charter

- Sign-ups **voluntary**
- Goal: to improve staff wellbeing in schools and colleges
- Useful **tool** to create a wellbeing strategy
- 11 key organisational commitments



12

---

---

---

---

---

---

---

---



### DfE Acclimatisation Pilot

- Open to **state-funded secondary schools/academies** who employ (or plan to employ) international teachers of **physics, mathematics or MFL** starting in September 2021
- Offers pre-arrival support
- Training for in-school mentors
- 2-day online acclimatisation event in August
- Training / networking for international teachers
- Deadline **11 July 2021**



13

---

---

---

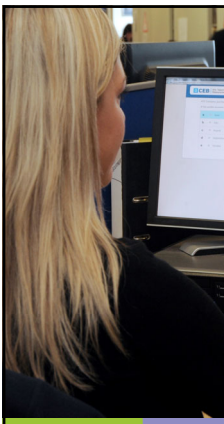
---

---

---


---

---



### Change to Enhanced DBS Application Process

- DBS no longer able to amend applicant's personal information once submitted
- Applications with incorrect information will be withdrawn (new application is necessary)
- **No refunds** available where omission or error lead to withdrawal of an application



14

---

---

---

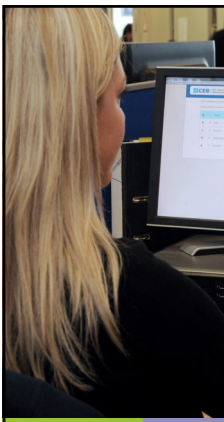
---

---

---


---

---



### Revised DBS ID Checking Guidelines

- Revised guidelines coming into effect from 1<sup>st</sup> July 2021
- BUT transitional period will apply until 1<sup>st</sup> October 2021
- Therefore no immediate change if you use SE or SE4S for your DBS checks
- Check the situation with other providers
- Conduct RTW check first



15

---

---

---

---

---

---

---

---

## Covid-19 Snippets

- The holiday issue
- The *Covid-Age* medical risk assessment tool
- 'Long Covid'
- Vaccination



---

---

---

---

---

---

---

---