



Hampshire  
County Council

Education Personnel  
Services

# Headlines

Issue 99 Autumn 2025



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OXFORDSHIRE  
COUNTY COUNCIL

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# Education Personnel Services

## VIRTUAL TRAINING SESSIONS FOR OXFORDSHIRE MAINTAINED SCHOOLS

Education Personnel Services, who are working in partnership with Oxfordshire County Council, are offering on-line training sessions for Oxfordshire Schools

### **From January 2026**

We have developed bite size training workshops to enable you to access the support you need. All sessions will be held using Microsoft Teams and will be 45 minutes with 15 minutes available for questions at the end.

### **Absence Management**

The main message is that absence can be effectively managed and is aimed at providing strategies for managing the impact of long term and short-term absence with a view to improving attendance levels. The session will also cover supporting employees returning from a period of ill-health.

## Performance Management for Teaching Staff and Support Staff

This session is designed to enable managers, who will be conducting reviews of staff, to identify and develop the skills they will need to do this effectively, with focus on the management of performance and capability concerns.

## Staff Restructuring

To consider the wider context in relation to budgetary constraints and how this impact on staffing and to outline the steps involved if there is a requirement for staff reductions. The workshop also identifies ways of achieving savings by adopting a more strategic approach.

## Introduction to HR

Looking at some of the key OCC HR Policies and how they can assist you in managing staff effectively. How to manage when issues do arise and exploring key employment legislation to help you are confident in how you manage staff but also that if an issue does arise you are confident in managing HR concerns.

The dates of training are below. To book a space on any of these workshops please. contact us via [hrbusinesssupport@hants.gov.uk](mailto:hrbusinesssupport@hants.gov.uk) where colleagues will be able to assist you. Once registered you will be sent an invite to the Teams meeting. Please note this is a discretionary service so a charge of £35 per delegate is applicable.

| Date      | Time     | Course                 |
|-----------|----------|------------------------|
| 28 Jan 26 | 14.30 pm | Performance Management |
| 4 Feb 26  | 10.30 am | Staffing Restructure   |
| 25 Feb 26 | 14.30 pm | Absence Management     |
| 4 Mar 26  | 10.30 am | Staffing Restructure   |
| 11 Mar 26 | 10.30 am | Introduction to HR     |
| 25 Mar 26 | 10.30 am | Absence Management     |



# Mandatory actions for Schools

This section outlines the essential actions schools must take to remain compliant with statutory requirements. These actions are mandatory and must be completed within the specified timeframes to keep policies, processes, and records up to date. Failure to do so may result in legal, financial, or operational risks.

## Updated DBS Identity Verification Guidelines

New DBS identity verification guidelines came into effect on 22 April 2025, and compliance with these rules is mandatory from 1 November 2025.

One key change is that records of identity verification must now be retained for a minimum of two years (previously six months).

Schools should ensure they are compliant with the new requirements and update their processes immediately to reflect these changes.

## **New approach to Teaching and Learning Responsibility (TLR) payment - changes to the pro rata principle.**

The School Teachers' Pay and Conditions Document (STPCD) 2025 introduces a phased change to how TLR1 and TLR2 payments are calculated.

- From 1st September 2025, Governing Bodies may determine the value of any TLR1 or TLR2 payment based on the proportion of the responsibility undertaken, rather than the teacher's contracted hours. This applies whether the teacher is part-time or sharing responsibilities with another teacher. The pro-rata principle is no longer mandatory in these cases.
- From 1st September 2026, this approach becomes a statutory requirement for all new and existing TLR1 and TLR2 payments.

This means:

- Part-time teachers may be paid a TLR at a proportion that is higher or lower than their FTE working hours. A lower proportion may be appropriate where they are undertaking only part of the responsibilities associated with the TLR role. However, if a part-time teacher is undertaking the full scope of the TLR responsibilities, they should receive the full TLR payment, regardless of their contracted hours.
- Full-time teachers may also receive a TLR payment that is less than the full-time equivalent, where they are sharing or undertaking only part of the responsibilities associated with the TLR role.
- TLR3 payments are not affected by this change.

We strongly encourage you to ensure your school is prepared for 1 September 2026, when this approach becomes a statutory requirement for all new and existing TLR1 and TLR2 payments.

## **Looking Ahead: Key Changes**

This section highlights important HR policy updates and changes that schools should be aware of and prepare for in the coming months.

### **Immigration Skills Charge increase**

From 16 December 2025 the Immigration Skills Charge paid when you sponsor a Skilled Worker will increase from £1,000 per year to £1,320 per year. The Certificate of Sponsorship cost is remaining the same at £525. The new rates will apply to Certificates of Sponsorship assigned on or after 16 December. This may impact on any budgets ringfenced for employing new sponsored workers or extending sponsorship for current sponsored workers.



## Legislation updates

We have provided an overview of the below legislation for information only. The HR Policy and Reward Team is closing monitoring the progress of these Bills and we will ensure that any changes are communicated promptly to schools. We will also update all relevant policies and guidance to reflect the new requirements.

### Employment Rights Bill

A brief summary of the proposals as at 1 May 2025 was provided in the last Headlines publication. The latest update on the Employment Rights Bill is that it is in its final parliamentary stages. Royal Assent is still expected in late 2025, however there are disagreements on key provisions.

Government consultations launched in October 2025 under the Employment Rights Bill are:

- Leave for bereavement (including pregnancy loss) - A new day-one right to at least one week of unpaid bereavement leave, covering the loss of a loved one and pregnancy loss before 24 weeks. Consultation closes 15 January 2026 and implementation is expected in 2027.
- Right of trade unions to access workplaces - A statutory right for trade unions to access workplaces physically and digitally to meet, support, and organise workers. Consultation closes in 18 December 2025, with expected implementation in October 2026.
- Duty to inform workers of their right to join a union - Employers must provide a written statement informing workers of their legal right to join a trade union at the start of employment and periodically thereafter. Consultation closes: 18 December 2025 and expected implementation is October 2026.
- Enhanced dismissal protections for pregnant women and new mothers - Stronger protections making it unlawful to dismiss pregnant women, those on maternity leave, and mothers for six months after returning to work, except in very limited circumstances. Consultation closes: 15 January 2026 and expected implementation: 2027.

### Public Authority (Accountability) Bill - aka Hillsborough Law

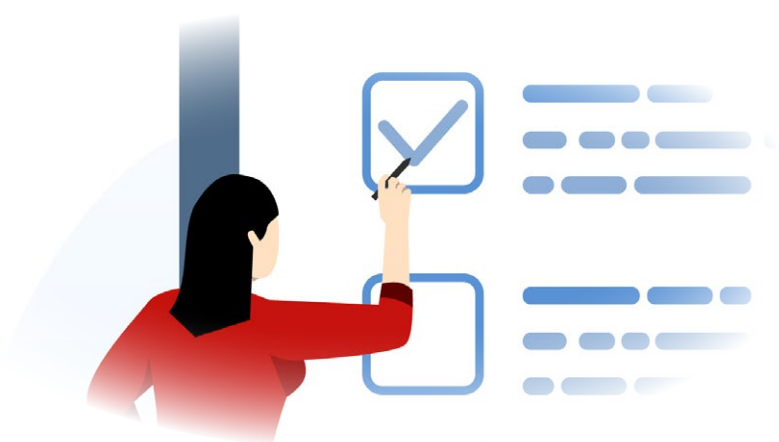
The Public Authority (Accountability) Bill aka Hillsborough Law was introduced to Parliament on 16 September 2025 and introduces new legal duties for public bodies and officials that is likely to affect HR policies on conduct,

investigations, whistleblowing, and training in public sector organisations. We will continue to monitor the progress of this Bill and provide you with a more detailed summary of the Bill and the potential impact once we know more.

## Crime and Policing Bill

The Crime and Policing Bill introduces significant safeguarding and compliance changes, which place new legal duties on staff and governing bodies. The Bill is currently at the Committee Stage in the House of Lords and, based on its priority status, is expected to become law in early 2026 (likely in the first quarter), assuming no major delays. The key changes are below, but no action is required by schools at the current time.

- **Safeguarding Duties Increase:** At present, supervised roles with children are not classed as “regulated activity,” so employers cannot check the barred list. The Bill proposes to remove this exemption, meaning any adult working or volunteering with children on a frequent basis, even under supervision, will require an enhanced DBS check including the barred lists. This includes roles such as supporting educational visits. It will also become an offence for a barred person to apply for or undertake these roles, and for an employer to knowingly employ them.
- **Training Requirements:** Designated Safeguarding Leads (DSLs) and all staff will require updated training on recognising child criminal exploitation and complying with reporting duties.
- **Knife Crime Prevention:** Schools will likely need to reinforce policies on possession of bladed articles and educate pupils.
- **Governance Oversight:** Governors will need to monitor compliance with safeguarding and reporting duties as part of performance management and statutory responsibilities. 🌸







# Healthier Together Rebrand and Launch of Enhanced Website

Healthier Together is thrilled to announce the launch of its newly rebranded website. This significant development is the culmination of dedicated work that began in October 2023, aimed at enhancing the resources and information available to pregnant people, children, young people, parents, carers, and professionals.

The primary goal of this extensive re-brand and development has been to integrate a wide array of national projects and resources. This ensures that Healthier Together continues to provide the most current, comprehensive, and high-quality information. Furthermore, the project has future-proofed the website's infrastructure, enabling the development of content that aligns with Integrated Care Boards (ICBs) and government guidelines on accessibility and ease of access for all users. A key change accompanying the new website will be a new URL.

SEND pages have been recently updated: **Education Health and Care Plans (EHCP) | Special Educational Needs and Disability (SEND) | Healthier Together** 🌸