



Hampshire  
County Council

Education Personnel  
Services

# Headlines

Issue 100 Summer 2026



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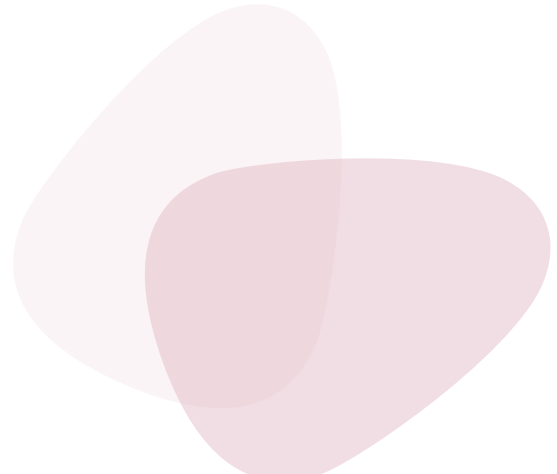
OXFORDSHIRE  
COUNTY COUNCIL

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# Education People Services

## VIRTUAL TRAINING SESSIONS FOR OXFORDSHIRE MAINTAINED SCHOOLS

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

### From May 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

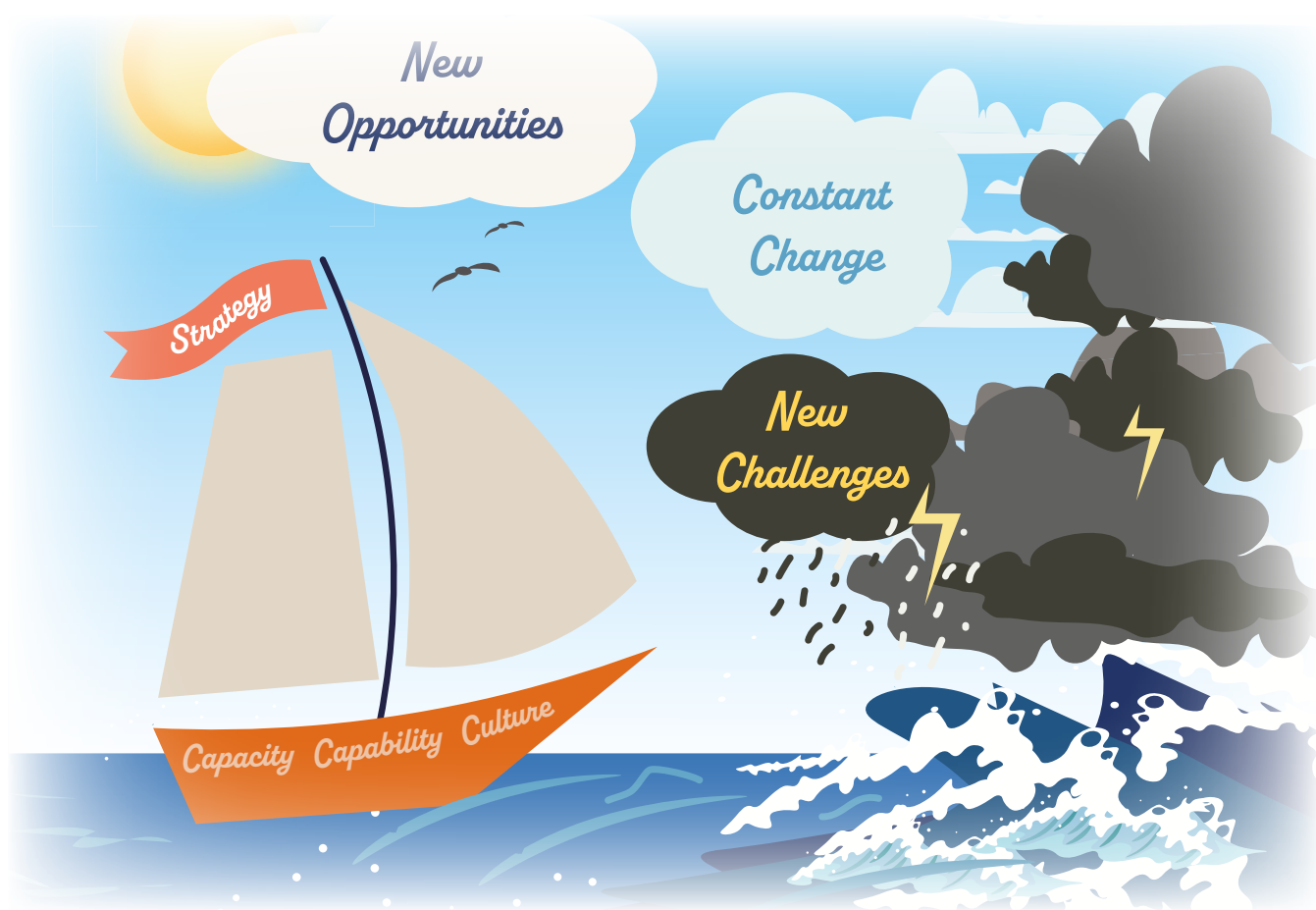
The main message is that absence can be effectively managed and is aimed at providing strategies for managing the impact of long term and short-term absence with a view to improving attendance levels. The session will also cover supporting employees returning from a period of ill-health.

### 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.

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                 |
|------------|----------|------------------------|
| 9 July 26  | 10.30 am | Performance Management |
| 15 July 26 | 10.30 am | Absence Management     |



# Actions for Schools

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

- **TLR Review** – Schools should continue to progress the mandatory actions required ahead of the statutory changes due to take effect on 1 September 2026, in line with the [School teachers' pay and conditions guidance 2025](#).
- **Finance Act 2026** - Schools should review supply agency requirements and complete appropriate due diligence, including seeking assurance from relevant agencies, to ensure compliance with the new [requirements](#). ●



# 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. During 2026/27, there is a high volume of legislative change, therefore schools are encouraged to remain alert to these developments and engage with updates and guidance as they are issued.

Key areas to be aware of include:

- Employment Rights Act (see below for further information)
- School Support Staff Negotiating Body (SSSNB)
- Teachers Pay Award 2026
- Keeping Children Safe in Education (KCSIE) 2026 🌸



# Legislation updates

This section provides a high-level overview of recent legislative and regulatory developments, including employment and pension related changes, that may have implications for schools. This includes four Acts that are now in force and moving through implementation, alongside one Bill that remains in progress through Parliament. The updates are provided for information only at this stage.

## **LGPS & Teachers NMPA increase to 57 and The Pensions (Extension of Automatic Enrolment) Act 2023**

From 6 April 2028, the Normal Minimum Pension Age (NMPA) will increase from 55 to 57, in line with national changes and the planned increase in the State Pension Age to 68.

This change affects when individuals can first access their pension benefits. For schemes such as the Local Government Pension Scheme (LGPS) and the Teachers' Pension Scheme (TPS), benefits that are currently accessible from age 55 will instead become accessible from age 57. This change does not apply in cases of ill health retirement, where different provisions continue to apply.

However, some members with TPS service before 4 November 2021 may have a protected pension age. This means they may still be able to access their TPS benefits from age 55 even after the NMPA increase.

LGPS has recently consulted on whether a similar protected pension age should be introduced for its members. The outcome of this consultation is currently awaited.

The national TPS and LGPS websites have already been updated to reflect this change.

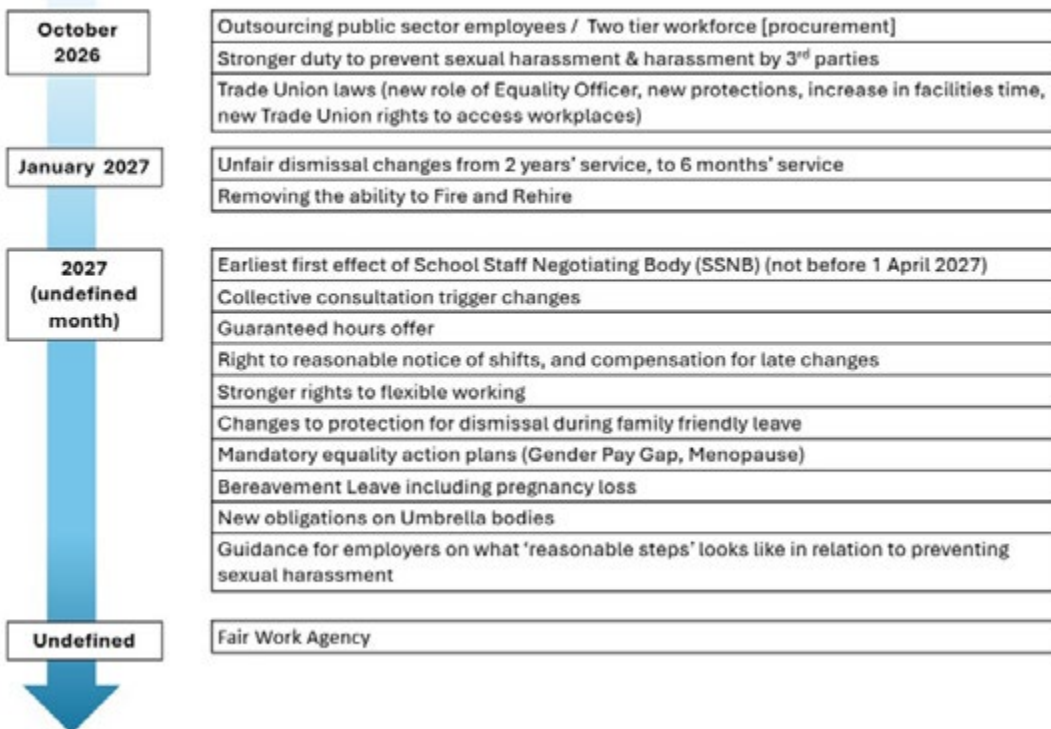
## Employment Rights Act

A number of significant changes will be introduced during 2026 and into 2027, affecting a wide range of employment-related rights. The timeline below summarises those changes that either already require, or are expected to require, updates to HR policies or workforce-related practices. Not all elements of the legislation will have a material impact on local HR policies and therefore not all changes are shown.

The main focus at present is preparing for changes to unfair dismissal, due to take effect on 1 January 2027. This change will mean that anyone with 6 months' service who believes they have been dismissed unfairly on or after 1 January 2027, can bring a claim for Unfair Dismissal in an Employment Tribunal. In addition, the cap for compensation that can be awarded for Unfair Dismissal will be removed.

For further information, a brief summary was provided in the Summer 2025 Headlines publication and the latest timetable for implementation is here: [Plan to Make Work Pay and Employment Rights Act: timeline update - GOV.UK.](#)

## Timeline Summary 2026/2027



## **Crime and Policing Act 2026**

The Crime and Policing Act 2026, which received Royal Assent on 29 April 2026, introduces a range of safeguarding, standards and compliance-related measures, including new legal duties for certain staff groups and governing bodies.

Although the Act is now law, many provisions will be commenced in stages, with some dependent on secondary legislation or statutory guidance.

Further information can be found here - [Crime and Policing Act 2026 - GOV.UK](#).

## **Childrens Wellbeing and Schools Act 2026**

The Childrens Wellbeing and Schools Act 2026, which also received Royal Assent on 29 April 2026, introduces wide-ranging reforms to children's social care, safeguarding, education oversight and school regulation. This includes new and strengthened duties for local authorities, schools and governing bodies in relation to children's welfare, attendance and related governance responsibilities.

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

The Public Authority (Accountability) Bill aka Hillsborough Law remains paused in the House of Commons. As of mid-April 2026, no revised timetable has been published.

If enacted, the Bill is likely to introduce a statutory duty requiring public bodies and officials to act with honesty, openness and transparency (often referred to as a 'duty of candour'), with potential implications for areas such as conduct, investigations, whistleblowing and training. 🌸

# Schools Workforce Census (SWC) – Important Update

- From 2026, all schools will be required to use the IBC Portal to complete and submit their Schools Workforce Census (SWC) return.
- This year's Census Day is Thursday 5 November.

## Support and Guidance

- To help you prepare for the new process, we will be providing step-by-step guidance and video support.
- These resources will be available from the end of May, with further communication issued closer to release.

## What you can do now

Please begin reviewing the following areas to ensure your data is complete and accurate:

- **Ask staff** to update their Ethnicity and Disability status in ESS Lite – you cannot do this for them
- Check and update contract information, including:
  - Extending Temporary or Fixed-Term contracts
  - Converting staff to Permanent contracts where appropriate

We will contact you again after the May half term with further information. However, if you have any queries in the meantime, please contact Sara Costello on [sara.costello@oxfordshire.gov.uk](mailto:sara.costello@oxfordshire.gov.uk) 🌸