

Annex 1

IWPRB Fifth Report: Recommendations and proposed actions for implementation

Recommendation	Decision to accept	Actions
<p>RECOMMENDATION 1</p> <p>The IWPRB recommends to the Welsh Government that all salaries and allowances be increased by 4.3% from September 2024.</p>	<p>Do not accept</p>	<p>Consult on increasing all salaries and allowances by 5.5% in line with commitment to no detriment to teachers in Wales.</p>
<p>RECOMMENDATION 2</p> <p>The IWPRB recommends that during 2024-2025 the Welsh Government remits an existing tripartite working group to begin to amend the additional guidance required in section 3 of the STPC(W)D in accordance with the timeline in the strategic review.</p>	<p>Accept in principle subject to consultation</p>	<p>Welsh Government to take the recommendation to the Teacher's Pay and Conditions Partnership Forum (PPF) to agree a way forward.</p>
<p>RECOMMENDATION 3</p> <p>The IWPRB recommends to the Welsh Government that ALNCos be appointed as members of the senior management team/senior leadership team in all education settings and that the ALN Code be amended to reflect this by September 2024.</p>	<p>Accept in principle subject to consultation.</p> <p>Consideration will be given to providing further clarification that the role must form part of the senior leadership team within the ALN Code when this is next reviewed. Timescales cannot be determined at this current time. Part of the consideration will be the need to maintain flexibility for schools to make their own decisions based on their size and structure.</p>	<p>Welsh Government to consider as part of the next review of the ALN Code</p>

<p>RECOMMENDATION 4</p> <p>The IWPRB recommends to the Welsh Government that ALNCoS currently paid on the MPR and UPR be paid on the LGPR from September 2024. We further recommend that ALNCoS be included in the 'leadership pay' sections of the STPC(W)D and that they are subject to the same terms and conditions as leaders.</p>	<p>Accept in principle subject to consultation.</p> <p>The consideration of both Recommendations 4 and 5 should be aligned with the consideration of Recommendation 3.</p>	<p>Welsh Government to consider as part of the next review of the ALN Code</p>
<p>RECOMMENDATION 5</p> <p>The IWPRB recommends to the Welsh Government that ALNCoS currently paid on the MPR and UPR should be paid a salary on the LGPR on a scale point which is either equivalent to, or the nearest point above, their consolidated existing salary and allowance</p>	<p>See above</p>	<p>Welsh Government to consider as part of the next review of the ALN Code</p>
<p>RECOMMENDATION 6</p> <p>The IWPRB recommends to the Welsh Government that ALNCoS should be offered a professional learning package appropriate to their role, experience and needs, and that employers allocate sufficient non-contact time to undertake this professional learning.</p>	<p>Accept in principle subject to consultation</p>	<p>Welsh Government will write to employers reminding them of the extensive ALN Professional Learning Programme available on Hwb, and that Welsh Government expects school leaders to support their staff by releasing them to undertake training to enable them to fulfil their role effectively.</p>

<p>RECOMMENDATION 7</p> <p>The IWPRB recommends to the Welsh Government that it commissions further research in 2024-2025 to determine appropriate non-contact time for ALNCoS to support leaders in the allocation of non-contact time for ALNCoS' duties.</p>	<p>Accept in principle subject to consultation</p>	<p>As part of the ALN evaluation, a survey has been issued to schools (10/06/24) to gain detailed views of Senior leaders, ALNCoS, PRUs, LAs, LHBs with regards to their roles, including specific questions on how many hours are spent each week undertaking the ALNCo role.</p> <p>Once implementation of ALNET has been completed, Welsh Government will conduct an ALNCo survey to assess progress with specific questions regarding protected time, challenges and barriers.</p>
<p>RECOMMENDATION 8</p> <p>The IWPRB recommends to the Welsh Government that, subject to agreement by an existing appropriate group, the wording of the list of administrative and clerical tasks in Annex 3 of Section 2 of the STPC(W)D be updated as set out in Appendix D by September 2024.</p>	<p>Accept in principle subject to consultation</p>	<p>Welsh Government will update Annex 3 with revised text as recommended by IWPRB and consult on changes with stakeholders through the consultation process.</p>
<p>RECOMMENDATION 9</p> <p>The IWPRB recommends to the Welsh Government that the list in Appendix D should be extended to include reference to headteachers and leaders through the updating of 46.1 of the STPC(W)D by September 2024 to</p>	<p>The rights conferred by Paragraph 51 are conferred to all teachers which includes headteachers, and other leaders who are employed as teachers in a school.</p> <p>Therefore, unless anyone is excluded from paragraph 51 they should benefit from the</p>	<p>Welsh Government will confirm this as part of the consultation.</p>

<p>include reference to all teachers' overarching rights of paragraph 51, as follows: Unless expressly provided for in their contract of employment or elsewhere in the STPC(W)D, assistant headteachers, deputy headteachers, headteachers and other leaders will be entitled to the rights conferred in paragraphs 51.8 and 51.9</p>	<p>rights conferred by that paragraph.</p>	
<p>RECOMMENDATION 10</p> <p>The IWPRB recommends to the Welsh Government that conditions of service for leaders should be further explored as part of our 2025-2026 remit.</p> <p>In the interim period, the IWPRB recommends to the Welsh Government that it reminds local authorities and relevant bodies of their responsibilities as employers, and in particular the need the need for leaders to have periods of uninterrupted rest.</p>	<p>Accept in principle subject to consultation.</p>	<p>Welsh Government will write to employers to remind them of the obligation under paragraph 51.4 of the STPC(W)D and of the working limits set out in the Working Time Regulations 1998.</p>
<p>RECOMMENDATION 11</p> <p>The IWPRB recommends to the Welsh Government that a briefing paper be prepared that schedules the annual pay review process.</p>	<p>Accept in principle subject to consultation</p>	<p>Welsh Government to draft a paper setting out options for changing the timing of the pay review for discussion with relevant parties during 2025 - 2026.</p>

<p>The briefing paper and associated impact assessment should be discussed with all relevant parties during 2025-2026 to agree the way forward.</p>		
<p>RECOMMENDATION 12</p> <p>The IWPRB refers the Welsh Government to its previous recommendations that were endorsed by the Minister for Education and Welsh Language, and recommends that the Welsh Government urgently reviews the monitoring and reporting of equality legislation at school and local authority level, and considers whether changes are required to the STPC(W)D and school pay policies, to ensure that schools and local authorities carry out their statutory duties regarding equality.</p>	<p>Accept in principle subject to consultation</p>	<p>Welsh Government officials are currently working with Local Authorities and Welsh Government equality teams to review what information is currently/or could be available at school or local authority level and how we could strengthen the reporting process. Stakeholders will be kept up to date with developments.</p>