

Annex 2

IWPRB Strategic Review of the Structure of Teachers' and Leaders' Pay and Conditions in Wales.

Recommendation	Decision to accept	Actions
<p>RECOMMENDATION 12</p> <p>The IWPRB recommends to the Welsh Government that the requirement for line management responsibility for a significant number of people (paragraph 20.5 of the 2024-2025 STPC(W)D) is broadened by adding:</p> <p>or equivalent significant additional levels of responsibility and accountability in key areas of the school.</p>	<p>Accepted in principle on 9 April 2024</p>	<p>The Welsh Government will draft changes to the STPC(W)D and consult on the changes with key stakeholders.</p>
<p>RECOMMENDATION 13</p> <p>The IWPRB recommends to the Welsh Government that paragraph 20.3 and Section 3, paragraph 54, of the 2024-2025 STPC(W)D should be amended to stipulate that TLR3 allowances should not be awarded for longer than two years.</p>	<p>Accepted in principle on 9 April 2024</p>	<p>The Welsh Government will draft changes to the STPC(W)D and consult on the changes with key stakeholders.</p>
<p>RECOMMENDATION 14</p> <p>The IWPRB recommends to the Welsh Government that Section 3, paragraph 51 of the 2024-2025 STPC(W)D is replaced by: TLR1s and TLR2s should only be awarded to</p>	<p>Accepted in principle on 9 April 2024</p>	<p>The Welsh Government will draft changes to the STPC(W)D and consult on the changes with key stakeholders</p>

<p>teachers placed in the specified posts in the staffing structure and to the cash value set out in the pay policy. Where such TLRs are awarded to part-time teachers they will be paid pro rata at the same proportion as the teacher's part-time contract or, with agreement of the part-time teacher and the employer, will be paid in full if the teacher undertakes the full duties associated with the allowance.</p>		
<p>RECOMMENDATION 15</p> <p>The IWPRB recommends to the Welsh Government that paragraph 20.4 of the 2024-2025 STPC(W)D should be extended to cover pastoral or well-being responsibilities and the safeguarding of children.</p>	<p>Accepted in principle on 9 April 2024</p>	<p>The Welsh Government will draft changes to the STPC(W)D and consult on the changes with key stakeholders.</p>
<p>RECOMMENDATION 21</p> <p>The IWPRB recommends to the Welsh Government that the STPC(W)D (paragraph 51.10) is revised to link the CPD needs of teachers and leaders to the Professional Standards for Teaching and Leadership and the National Professional Learning Entitlement.</p>	<p>Accepted in principle on 9 April 2024</p>	<p>The Welsh Government will draft changes to the STPC(W)D and consult on the changes with key stakeholders.</p>
<p>RECOMMENDATION 24</p> <p>The IWPRB recommends to the Welsh Government that the STPC(W)D be redrafted, to include</p>	<p>Accepted in principle on 9 April 2024</p>	<p>The Welsh Government will draft changes to the STPC(W)D and consult on the changes with key stakeholders.</p>

<p>hyperlinks to key guidance to the information contained within the statutory section of the document.</p>		
<p>RECOMMENDATION 26</p> <p>We recommend that the Welsh Government urgently reviews the monitoring and reporting of equalities 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 equalities.</p>	<p>Accepted in principle on 9 April 2024</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 are kept up to date with developments.</p>