

MEMBERS' BULLETIN

The Joint Negotiating Committee for Teachers in Residential Establishments (JNCTRE), of which NASUWT is a representative, has issued its circular for 2025/26 regarding the pay award for teachers working in residential establishments. This can be accessed on our [Teachers in Residential Establishments page](#).

The circular confirms that there will be pay increases for 2025/26 for those classroom and leadership teachers employed under the terms of the School Teachers' Pay and Conditions Document (STPCD).

Further details on the 2025/26 pay award for teachers working in residential establishments in **England** can be found at www.nasuwt.org.uk/PayAwardEngland.

NASUWT was successful in securing reference to the fact that the STPCD in England removes the requirement to have performance-related pay and, as such, residential establishments will need to be cognisant of this when revising pay policies.

Indeed, NASUWT maintains that performance-related pay must be removed and pay and performance management policies amended accordingly. The Union has published updated checklists for [pay](#) (pdf) and [performance management](#) (pdf) policies with no link between pay and performance, which should be used to guide employers' revisions to these policies.

For teachers in residential establishments in **Wales**, pay arrangements are set by the School Teachers' Pay and Conditions (Wales) Document (STPC(W)D). The pay scales for teachers in Wales are mandatory and establishments are therefore expected to revise their pay scales accordingly.

Whilst the [Independent Welsh Pay Review Body](#) (IWPRB) recommended that teachers in Wales should receive a 4.8% pay uplift for the 2025/26 academic year, the Welsh Government has decided there will be a **4%** pay uplift for teachers in Wales.

As such, residential establishments in England and Wales should revise their pay scales accordingly.