

SEPTEMBER PAY BULLETIN

England pay award

The Secretary of State for Education has accepted the independent School Teachers' Review Body (STRB) recommendation of a 4% pay award to uplift the pay and allowances for teachers in England from 1 September 2025.

A process of statutory consultation commenced with the following key dates:

- the statutory stakeholder consultation ended on 9 July;
- the final School Teachers' Pay and Conditions of Service Document (STPCD) 2025/26 and the Statutory Instrument (SI) were published on 18 July; and
- the formal 21-day discussion period would then run until approximately 7 August.

When can policies be updated and teachers get paid?

Schools and employers will be able to consult on updating pay policies from 1 September for the first time in many years. Teachers should receive the 4% uplift in their pay in September.

The updated pay scales are available on the NASUWT website for both England and the London areas at: [Pay Scales](#)

Teaching and Learning Responsibility payments and part-time teachers

The Secretary of State also accepted the STRB's recommendation on Teaching and Learning Responsibility (TLR) payments for school teachers.

Until 1 September 2025, the STPCD only allowed for a part-time teacher to be paid the same proportion of any TLR1 or TLR2 payment they receive on a pro rata basis.

From 1 September 2025, and no later than 1 September 2026, TLR1 and TLR2 payments will be paid to teachers based on the proportion of responsibility they carry out, rather than the proportion of their contracted hours to teach.

For example, if a teacher undertakes the full role of a TLR, they will receive full remuneration for it; however, if they undertake only a portion of the role of the TLR, they will receive remuneration in proportion to their contribution.

As all teachers have their pay reviewed annually, NASUWT expects any part-time teacher that is undertaking the full roles and responsibilities of a TLR1 or TLR2 to receive full payment of the TLR backdated to 1 September 2025.

Should an employer decline to do so, members are advised to submit a pay appeal seeking full payment of the TLR.

Flexible working policy

The STPCD for 2025/26 ensures that all employees, including teachers, have the statutory right to make a request for flexible working from the first day of employment.

Schools are expected to have a clear flexible working policy in place, which responds to the needs of both staff and the employer and promotes a strategic approach to flexible working within the school.

Having a flexible working policy supports consistency and helps ensure schools are complying with their responsibilities under flexible working legislation.

Performance-related pay

Since September 2024, schools no longer have to comply with performance-related pay (PRP).

NASUWT has always said that this should be removed, and we expect that all schools should have now removed PRP as there has never been any evidence that it has raised standards.

We continue to press the Government to require all schools to remove PRP by no later than September 2026.