



Department
for Education

The School Teachers' Pay and Conditions (England) (Amendment) Order 2023

The School Teachers' Pay and Conditions Document (STPCD) 2022 is modified, in relation to the school year commencing in 2022, by way of [The School Teachers' Pay and Conditions \(England\) \(Amendment\) Order 2023](#).

This allows schools to take account of the additional bank holiday on 8 May 2023 to mark the Coronation of His Majesty King Charles III during the 2022 to 2023 academic year.

The modified paragraphs of the STPCD, in relation to the school year commencing in 2022, are as follows:

Section 2

42.1 Teachers employed on a day-to-day or other short notice basis must be paid in accordance with the provisions of this Document on a daily basis calculated on the assumption that a full working year consists of 195 days (193 days for the school year beginning in 2022), periods of employment for less than a day being calculated pro rata.

51.2 A teacher employed full-time must be available for work for 195 days (193 days for the school year beginning in 2022) days, of which:

- a) 190 days (188 days for the school year beginning in 2022) must be days on which the teacher may be required to teach pupils and perform other duties; and
- b) 5 days must be days on which the teacher may only be required to perform other duties; and

those 195 days (193 days for the school year beginning in 2022) must be specified by the employer or, if the employer so directs, by the headteacher.

51.5 A teacher employed full-time must be available to perform such duties at such times and such places as may be specified by the headteacher (or, where the teacher is not assigned to any one school, by the employer or the headteacher of any school in which the teacher may be required to work) for 1265 hours (1252 hours for the school year beginning in 2022), those hours to be allocated reasonably throughout those days in the school year on which the teacher is required to be available for work.

51.6 Paragraph 51.5 applies to a teacher employed part-time, except that the number of hours the teacher must be available for work must be that proportion of 1265 hours (1252 hours for the school year beginning in 2022), which corresponds to the proportion of total remuneration the teacher is entitled to be paid pursuant to paragraphs 40 and 41.

52.5 All teachers who participate in the teaching of pupils are entitled to reasonable periods of Planning, Preparation and Assessment (PPA) time as part of the 1265 hours (1252 hours for the school year beginning in 2022), referred to in paragraph 51.5 or pro rata equivalent (as the case may be) to enable the discharge of the professional responsibilities of teaching and assessment. PPA time must be provided in units of not less than half an hour during the school's timetabled teaching week and must amount to not less than 10% of the teacher's timetabled teaching time. A teacher must not be required to carry out any other duties during the teacher's PPA time.

Section 3

60 Relevant bodies should decide which CPD activities teachers may be paid for and set an appropriate level of payment in their pay policy. Payments to classroom teachers should only be made in respect of those activities undertaken outside of either the 1265 hours (1252 hours for the school year beginning in 2022)) of directed time for full-time teachers; or the appropriate proportion of the 1265 hours (1252 hours for the school year beginning in 2022) of directed time for part-time teachers. Participation in CPD outside of directed time is voluntary and cannot be directed.

69 Relevant bodies should decide whether to make payments to teachers who agree to participate in out-of-school hours learning. The level of payment should be covered by the school's pay policy. Payments to classroom teachers should only be made in respect of those activities undertaken outside of either the 1265 hours (1252 hours for the school year beginning in 2022) of directed time for full-time teachers or the appropriate proportion of the 1265 hours (1252 hours for the school year beginning in 2022) of directed time for part-time teachers. All agreements and payments to be made should be documented. All such activities should require the exercise of the teacher's professional skills or judgement.

82 Part-time teachers will have 'directed time' hours at this percentage of 1265 hours (1252 hours for the school year beginning in 2022) ; that being the amount that applies to a full-time teacher in any school year.

83 For example, if a full-time teacher in a school has a timetabled teaching week (i.e. that school has a total school session time) of 25 hours and the part-time teacher's school's timetabled teaching week spans every morning from 9.00 to 12.15 (i.e. 3 hours excluding 15 minutes break) the part-time percentage is 15 over 25, multiplied by 100 to produce 60%. The percentage is derived from the calculation for part-time teacher's remuneration, which is to be used as the benchmark to determine a part-time teacher's remuneration and working time against the remuneration and working time of the teacher if they were employed in the same post on a full-time basis within the same establishment. Thus it would follow that the part-time teacher in the example would be required to be available for work for 759 hours directed time (1265 x 60%). (1252 x 60% for the school year beginning in 2022).