

Teachers' Pay Award Update

June 2025

Introduction

Please find below an update regarding the 2025/26 pay award for teaching and teaching leadership staff following acceptance of the School Teachers' Review Body (STRB) recommendations.

2025/26 Percentage Uplifts

The Education Secretary has accepted the School Teachers Review Body (STRB) 35th report and recommendations for Teachers and Leaders to receive a 4% pay rise on all pay points and allowances. Whilst the recommendations have been accepted a consultation and praying period will need to take place before any uplifts can be applied as follows:

- The Government's deadline for Statutory Consultee's including NEOST in response to the proposed pay award and draft STPCD 2025 is 9 June 2025.
- Following the consultation, the revised STPCD and Pay Order will be laid in Parliament on 18 July 2025 for a praying period.
- 21 calendar days after the pay order is laid (assuming no parliamentary amendments are received during the praying period), the praying period will cease around 7 August 2025.
- The Pay Order will become law around 8 August 2025.
- Percentage uplifts will be implemented from 1 September 2025.

2025/26 Pay Award and Budgets

The government has allocated £615 million to support the pay rise, however, it is important to note that the teacher's pay uplift is not fully funded by the DfE. The DfE expects schools to make up any shortfall through in-year efficiencies.

Implementing the 2025/26 Pay Award

PACT HR will circulate a further update once the Pay Order has been finalised which will include details of when Bradford Council Payroll will process the pay award.

For PACT HR clients who do not purchase Bradford Council Payroll Services, please contact your payroll provider for confirmation of when the award will be paid.