



Trust our knowledge and expertise

Introduction

2020 could not have been much harder – a year ago we had probably heard of an emerging new virus in China, but I don't think any of us could have imagined the impact it was going to have on our health, lives and the education system over the rest of the year.

We know from our conversations with you, just how much schools have had to adapt to over the year, and how you have risen to all the various challenges to ensure that children's education is disrupted as little as possible.

The start of 2021 is providing new challenges, and again, we know how swiftly you are reacting to these. Even with the hope of the vaccine the next few months are going to be incredibly difficult. We know that schools will continue to be at the forefront in supporting children, young people and families – focusing on education, but also being involved in many other aspects of life as well.

Government guidance is changing rapidly at the moment, and the HR team is feeding into the general support being offered by the LA. We appreciate that there are likely to be some specific individual issues that you will want support with, so please contact your HR Consultant if you have any workforce related questions.

As well as all the Covid related initiatives that are needed on a national basis, business as usual continues, and this includes changes that will have an impact on the workforce. The key topics are summarized in our newsletter, but if you would like to discuss any of them further, please contact your HR Consultant.

We look forward to working with you in 2021 and send our very best wishes for 2021 and a big thank you for all that you do in schools.

The Schools HR team

Covid update

With the various changes that have been introduced at the start of the year in response to the rapid spread of Covid 19, schools are advised to review their individual risk assessments for staff (especially for those who are deemed to be clinically vulnerable). Schools need to respect the fact that some staff will now have been advised to shield again (or potentially for the first time). Schools should also review their general risk assessments to ensure that they are still current.

While the furlough scheme does not apply to publically funded posts, roles that are financed via parental contributions, for example in breakfast clubs or after school clubs, could potentially be eligible for furlough. If you have roles that you wish to consider furloughing, please contact your HR Consultant.

As with all policy related to Coronavirus, regular changes are occurring, and while accurate at the time of writing, there may be further changes.

Recruitment event

The Croydon Teacher annual recruitment event is taking place VIRTUALLY this year from 3pm to 6pm on Wednesday, 3 February 2021. Schools can purchase their 'online room' via the Octavo website. A virtual space will be created for each presenter to upload and share contextual information for prospective applicants.

Advertising is underway for the event, universities contacted and NQTs and experienced teachers are already signing up to the event.

Please could you promote the event within your school community – for ideas about how to do this contact Christine Lonsdale, christine.lonsdale@croydon.gov.uk. The more widely we can advertise, the more contacts we can make, and the more we can increase interest in teaching in our borough and the jobs available in our schools.

Pay

The Chancellor has announced that there will be restraint with cost of living pay rises for the public sector.

[The remit for the School Teachers Review Body \(STRB\)](#) has been received. The remit is the start of the statutory consultation process which is normally completed towards the end of the Summer Term. The statutory consultees, which includes the unions and employers will now respond to the remit.

The initial recommendation is that in 2021/22 the majority of teachers will not receive a pay uplift, however views are being sought on those who have a full time equivalent salary of less than £24,000. The pay restraint means that progress towards achieving starting salaries of £30,000 across the country will be slower than anticipated.

The consultation process means that changes to these proposals may occur before they are implemented.

Brexit

- EU nationals

With Brexit has come the ending of the free movement of the workforce around Europe. EU, EEA and Swiss citizens have until 30 June 2021 to apply to the [EU Settlement Scheme](#) so that they can continue living in the UK after that date. Please ensure that any of your staff to whom this may apply are aware and are taking the necessary action.

A new immigration system applies to people arriving in the UK from 1 January 2021. EU citizens moving to the UK to work need to get a visa in advance.

EU citizens applying for a skilled worker visa need to show they have a job offer from an approved employer sponsor to be able to apply.

Employers need a sponsor licence to hire most workers from outside the UK.

More information can be found at <https://www.gov.uk/guidance/employing-eu-citizens-in-the-uk>

- Safeguarding implications

From 1 January 2021 the Teaching Regulation Agency will no longer maintain a list of EEA teachers with sanctions because professional regulators in the EEA (EU, Iceland, Liechtenstein and Norway) will no longer share information about sanctions imposed on EEA teachers with the Teaching Regulation Agency (TRA) via the IMI (Internal Market Information) system. Instead, teachers will be asked to provide a letter of professional standing providing proof of their past conduct as a teacher. It should be issued by the professional regulating authority in the country in which they worked. Such evidence can be considered alongside other information obtained through other pre-appointment checks to help assess their suitability. We await further guidance about how this will work in practice.

For applicants that have lived or worked outside of the UK, schools must make any further checks they think appropriate so that relevant events that occurred outside the UK can be considered, including obtaining an enhanced DBS certificate with barred list information (even if the applicant has never been to the UK). Criminal record checks in all the countries where applicants have lived should be sought.

The Home Office [guidance on criminal records checks for overseas applicants](#) provides more information on how to obtain criminal record checks from other countries.

Recruiting overseas teachers

The UK will introduce a points-based immigration system from 1 January 2021 which will change how teachers who are not UK or Irish nationals are employed. All overseas nationals arriving in the UK from 1 January 2021, including those from the European Economic Area (EEA) and Switzerland, will come under the UK's points-based immigration system. Most of the new immigration routes are now open for applications.

Change to NQT induction

The Government has proposed a new 2-year package to support newly qualified teachers (NQTs) during the start to their career in September 2021 – except for early rollout areas who adopted this from September 2020.

This will mean that from September 2021 an NQT's statutory induction period will be two years. NQTs will be assessed at the end of the two years to see if they have met the teachers' standards.

Whilst it does mean that induction will be extended by an additional year, it also means that NQTs will receive additional support and guidance during their induction period. The government has committed to providing 'The professional development package' for all schools. This means that:

- NQTs will receive funded 5% time off timetable in the second year of teaching, in addition to the existing 10% in the first year
- NQTs will have access to a range of high-quality, free training materials underpinned by the Early Career Framework
- Schools will receive funded training for NQTs and mentors of NQTs
- Schools will also receive funded time for mentors to support NQTs

We are awaiting further details about how this will work in practice.

Changes to criminal record disclosures

Changes to the rules on filtering of criminal records came into effect on Saturday 28 November. The changes mean that childhood cautions will no longer be disclosed, and the rule that meant someone with more than one conviction had all their convictions disclosed, regardless of offence or length of time, has been abolished.

A flowchart that reflects the changes to be made can be found [here](#). We have also included a copy at the end of the newsletter.

Recruitment documentation, particularly the Self Disclosure Form, should be updated to reflect this change. Your HR Consultant will be able to provide support with the necessary template documentation.

Safer recruitment training

We will be running our first virtual safer recruitment training on the mornings of 21 and 28 January 2020. It is the accredited Safer Recruitment Consortium training, and participants must attend both sessions. To book a place visit [here](#) and [here](#). Participants are required to book onto the first session on 21 January and they will be automatically be enrolled onto the second session on 28 January.

£95K exit payment cap

From 4 November 2020, the government has introduced on a new cap of £95K for the total cost of any exit payment from public service. This cost includes redundancy payments, and what is known as 'pension strain' a payment which has to be made if pension is to be released early (and which applies to all staff in the LGPS who are made redundant after the age of 55 and before their normal retirement date in the scheme).

While the cap has been introduced, there are still areas where there is uncertainty about how it will work in practice, and the government has been running further consultations about this which have recently closed.

This means that in the short term, until the next set of regulations are produced, it is possible that there will be changes to advice received in particular in relation to pension strain.

Revised headteacher standards

The [headteacher standards](#) have been updated.

They should be used to

- shape headteachers' own practice and professional development, within and beyond the school
- support the recruitment and appointment of headteachers, including the development of job descriptions and person specifications
- underpin frameworks for the training of school leaders, including current and aspiring headteachers
- inform the performance management of headteachers

Flexible working guidance (DfE)

The DfE has updated its guidance about flexible working, drawing on the latest evidence about flexible working and providing examples of good practice in education settings. It can be found at https://www.gov.uk/government/publications/flexible-working-in-schools?utm_source=b175fd96-adb4-4e48-b91c-b5d0af7efdb0&utm_medium=email&utm_campaign=govuk-notifications&utm_content=daily

HR Contact Details

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Recruitment Queries:

Teach in Croydon website: www.croydoneducationjobs.org.

Adverts on Croydon Council website: 020 8667 8337; vacancies@croydon.gov.uk

DBS Queries: 020 8667 8337; schoolsdbcs@croydon.gov.uk

Occupational Health: Ritika Singh - Ritika.Singh@croydon.gov.uk

Teachers Pensions: Vicki Langston – 020 8604 7190; Julia McDougall – 0208 604 7383;
teacherspensionsteam@croydon.gov.uk

Local Government Pension Scheme: 020 8760 5768 x 62892; pensions@croydon.gov.uk

Liberata Payroll

Technical support: LiberataSchoolsTechnicalSupport@liberata.com

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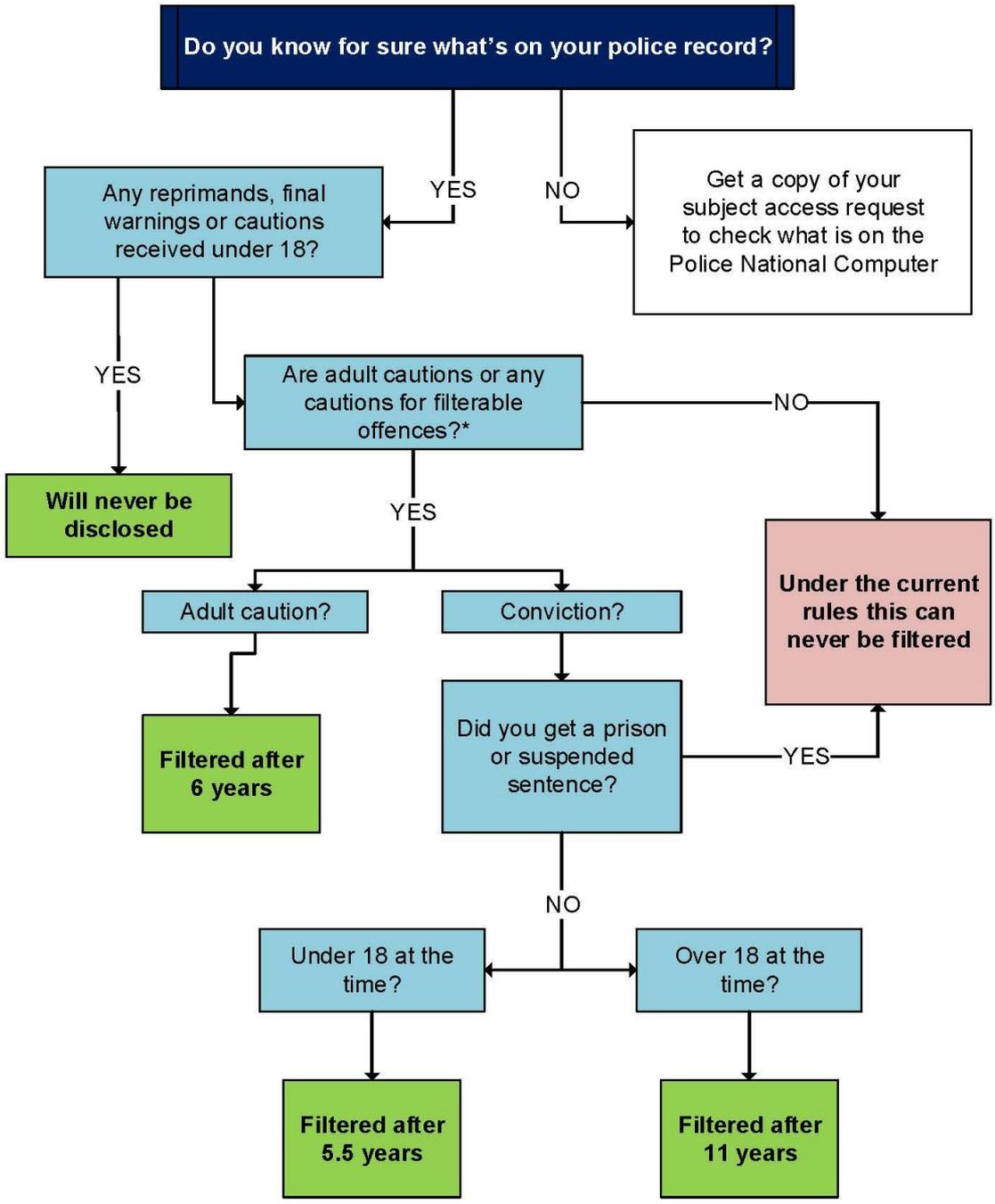
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FILTERABLE	NOT FILTERABLE
Theft	Robbery
Common assault	ABH
Soliciting	Sexual offences
Most minor drug offences	Safeguarding offences

For a full list of offences that can never be filtered go to www.hub.unlock.org.uk/filteringdetailed