Dear colleague,

We want to bring to your attention some early DfE clarifications regarding the likely outcomes (subject to the DfE consultation process) of the government and trade unions' rapid review of performance-related pay (PRP) and the appraisal process in schools.

As you may recall, earlier this year, [the Initial Workload Taskforce recommendations](https://protect-eu.mimecast.com/s/X543C1j73IEGn3wsLgiz3), endorsed by the Minister of State for Schools and the General Secretaries of teaching and leaders unions, highlighted the acceptance of the recommendation to remove the requirement for PRP within the School Teachers Pay and Conditions Document (STPCD), from September 2024, and establish a less burdensome approach to managing performance fairly and transparently.

In line with this commitment, a rapid government and trade unions review of the current guidance surrounding appraisal and performance management is underway. This review will include the STPCD 2023 and the Department for Education’s (DfE) non-statutory [Model Appraisal and Capability advice](https://assets.publishing.service.gov.uk/media/5c8a576940f0b640d0dc049d/Teacher_appraisal_and_capability-model_policy.pdf) and guidance on ['implementing your school's approach to pay](https://protect-eu.mimecast.com/s/uxN3C2RJDFE3K1os1ggk8).' Following discussions, we anticipate that these efforts will culminate in the publication of an interim early draft of the STPCD 2024 and guidance in Spring 2024, with the final draft STPCD 2024 consultation taking place once the government has published its decision on any STRB recommended pay uplifts (likely summer) for teachers and leaders, with the intention that the STPCD 2024 will be legally enforceable, backdated to 1st September 2024.

In response to queries raised by our members, we have collaborated with the Department for Education (DfE) to provide clarification on several key points:

* In this academic year 2023/24, schools' pay decisions will continue to be based on the existing system outlined in the School Teachers Pay and Conditions Document 2023, including Performance Related Pay (PRP) requirements. **Therefore, pay progression decisions prior to 1st September 2025 will be based on your existing local pay policies.**

* Following consultation with statutory consultees, including the national employer (NEOST), PRP is expected to be removed from the STPCD 2024 for the start of the 2024/25 academic year. Whilst schools could opt to continue to have PRP, it would no longer be statutory for maintained schools, meaning schools would have the flexibility to set objectives and revise their pay policies and guidance in anticipation of the removal of PRP, **with the first pay progression decisions without PRP taking effect from 1st September 2025.**
* There is no intention to change the Education (School Teachers’ Appraisal) (England) Regulations 2012, which will continue to require schools to appraise teachers against the relevant standards and their set objectives, but as outlined above, it is likely that the guidance will be adapted and will encourage schools to have a qualitative and developmental approach to the standards and objectives.

It's important to note that automatic progression is not expected to replace PRP.