

People Update - Spring 25

Action Checklist



EPM website access

During the webinar we highlighted the EPM website's three portals:

- **EPM portal:** For transactions, payroll, and reports.
- **E-payslip portal:** For employees to access payslips and personal details.
- **Customer hub:** For guidance, articles, webinars, and resources.

If you are struggling to access our customer hub, please contact your EPM People Adviser to ensure you have access to the full range of support and resources.

Thought Leaders sessions

Our Thought Leaders series began with a panel on school leadership challenges. More sessions are coming, tailored to cover some of the key issues facing the education sector, and you can [sign up for free](#).

To catch our panel's insights from the first session, read our latest article on [Embracing change as we navigate an evolving landscape](#).

Pay

We updated you on pay for teachers and support staff as the NEU plans to ballot members on the 2025 teacher pay offer of 2.8%.

| Actions | Date Completed |
|--|----------------|
| Implement the 2024 pay award. | |
| Review budgets for 2025 pay awards. | |
| Check our bulletin on the Voluntary Living Wage. | |
| Review new rates for statutory pay and minimum wage. | |

Organisational change management

Look out for our upcoming toolkit on organisational change management, coming soon to the Customer hub.

| Actions | Date Completed |
|---|----------------|
| Review budgets and consider organisational change. | |
| Consult your EPM Adviser early if you need to consult on workforce changes. | |
| Offer support to colleagues affected by changes. | |

Legislation

Flexible Working: Effective April 2024. This makes flexible working a "day one" right, allows employees two applications per year, and removes the need for them to describe the "impact" of the application.

| Actions | Date Completed |
|---|----------------|
| Read our EPM Model Flexible Working Policy . | |
| Sign up for our Thought Leaders session- Making flexible working work on 6 Feb. | |

Worker Protection Act: Effective October 2024. This act places a legal duty on employers to protect workers from sexual harassment.

| Actions | Date Completed |
|---|----------------|
| Ensure you have conducted a risk assessment using the Harassment and Victimisation Risk Assessment Guidance . | |
| Respond to any risks identified in your risk assessment. | |
| Provide training for all staff – Click here to explore the training we can offer you at EPM . | |
| Audit the steps you have taken to implement your policy. | |
| Schedule regular policy reviews. | |
| Watch our HIT Session - Reasonable steps to prevent harassment . | |
| Ensure your managers are trained in line with the October 24 Worker Protection Act. | |

Neonatal Care Act: Effective April 2025. This act provides leave and pay for parents whose babies need neonatal care.

Paternity Leave (Bereavement) Act: Expected in 2025. This act allows fathers and partners to take paternity leave immediately if the mother (or adoptive/surrogate parent) dies shortly after birth. And removes the 26-week minimum service requirement, making it a "day one" right.

| Actions | Date Completed |
|---|----------------|
| Update your family-friendly policies. | |
| Inform your managers and affected employees of any changes. | |

Equality (Race and Disability) Bill: Expected in 2025, the bill aims to ensure equal pay for ethnic minorities and disabled people and requires large employers to report pay gaps. We will keep you informed on further announcements and actions as the bill unfolds.

| Actions | Date Completed |
|---|----------------|
| Read our article on Addressing pay gaps- Actions schools can take | |
| Keep Senior leaders and those in compliance roles informed. | |

Right to Disconnect: Expected in 2025, this statutory code will give employees the right to disconnect from work outside of hours.

Employment Rights Bill: Now in its second reading, legislation from the bill is anticipated to take effect in 2026. You can review the bill in more detail by checking out our bulletin- [Employment rights bill 2024](#).

| Actions | Date Completed |
|--|----------------|
| Review our bulletin- Employment rights bill 2024 . | |
| Ensure your compliance with current legislation. | |
| Review, amend and consult on policies as needed. | |
| Consider pre-emptive steps you need to take to prepare for the bill. | |
| Access EPM Model policies on our Customer Hub . | |