

STPCD 2025 FAQs

<p>What are the headline changes in the STPCD 2025?</p> <ul style="list-style-type: none"> • 4% uplift to all statutory pay and allowance ranges/advisory points from 1 September 2025. • Performance-related pay (PRP) remains non-statutory: schools may retain or remove PRP via local policy. • TLR1/2 change: from 1 Sep 2025, TLR1/2 can be set by proportion of responsibility (not tied to part-time hours). From 1 Sep 2026 this proportional approach becomes mandatory. • Additional flexible working guidance added to the statutory guidance section.
<p>What are the practical implications of these changes?</p> <ul style="list-style-type: none"> • Payroll & timing: Update pay scales for the September payroll; the 2025 STPCD is published and valid from 1 Sep 2025, which should avoid backdating if processed in September. Coordinate with your payroll cut-offs. Read our 2025 pay award bulletin for further details. • Policies: Refresh Pay and Appraisal/Capability policies to reflect whether you are retaining or removing PRP, how progression will work, and how you'll set part-responsibility TLRs. • Academies vs maintained: STPCD is statutory for maintained schools; most academies follow it by choice. Academy trusts will need to confirm stance, branding and the implications of competitive pay.
<p>When should the changes be implemented?</p> <ul style="list-style-type: none"> • Pay <p>Apply the 4% uplift from 1 September 2025 in line with the published STPCD 2025.</p>
<ul style="list-style-type: none"> • Performance management <p>The 2024 DfE appraisal guidance remains in force; keep running supportive, coaching-style reviews. (Removing PRP does not remove the requirement to appraise.)</p>
<ul style="list-style-type: none"> • Do the changes to pay progression affect all teaching salary scales? <p>Yes – depending on your local policy. If you remove PRP, define in your pay policy how progression works when there are no formal performance concerns.</p>
<ul style="list-style-type: none"> • Main (M1-M6) <p>You can adopt time-served progression unless formal concerns are on record. Movement to UPR still needs a threshold application.</p>
<ul style="list-style-type: none"> • Upper (U1-U3) <p>You may adopt annual (or biannual) increments per policy; no automatic movement beyond U3. Threshold entry remains by application and evidence.</p>
<ul style="list-style-type: none"> • Unqualified (UQT1-UQT6) <p>As above, set progression rules in policy; no progression beyond UQT6.</p>
<ul style="list-style-type: none"> • Leadership <p>Progression within the set leadership range (as determined by group size) can be policy-driven; no progression beyond the set range maximum.</p>

- **Lead Practitioner**

Progression remains **within the set Lead Practitioner (LP) range** for the post; do not exceed the **post-specific maximum** you set within the national LP range.

Tip: Make your approach explicit (e.g. *“annual increment unless in formal capability”*) and withhold any required progression in line with the communicated thresholds in your Appraisal/Capability policy.

Can I keep performance related pay?

Yes, if you choose. Performance-related pay is optional. If retained, your pay policy must set transparent criteria, equality safeguards, and minimise workload. If removed, state how increments will work and when they may be withheld (e.g., during formal capability).

Is pay progression now automatic?

Not necessarily. The statutory link between appraisal and pay has been removed, but you still make annual pay determinations. Define if progression is automatic in the absence of formal concerns and keep track of evidence via appraisal.

What about threshold applications? (MPR → UPR)?

These are still required. Threshold progression is **not automatic**; therefore, schools should set local interpretation of the STPCD criteria within their pay policy.

How should we handle appraisals now?

The DfE guidance emphasises **supportive, lighter-touch, coaching** conversations across the cycle, separate from pay decisions where PRP is removed. Therefore, it's advised that appraisals continue. Keep informal feedback flowing; escalate to capability where needed.

What should we do if we have performance concerns?

Follow your **Appraisal and Capability policy**: start informally with support plans and clear expectations; escalate to formal capability if progress isn't made. Be clear from the outset if and when pay progression could be impacted under your policy.

How do we set TLRs from 2025?

From **1 Sep 2025**, you may set TLR1/2 values by proportion of responsibility (including shared roles and part-time teachers) rather than pro-rating by hours. From **1 Sep 2026**, this proportional model is required for all TLR1/2. **Update your pay policy and letters.**

Is the 2025 pay award fully funded?

DfE has announced **£615m** extra in **2025/26**, with an expectation that schools meet the first 1% via productivity/efficiencies; the remainder is funded through existing budgets or additional income. Check your Trust's allocation and budget plans.

Will EPM provide updated model policies?

Yes. The **EPM Model Pay Policy (2025/26)** and **EPM Model Appraisal & Capability Policy** are available on the Customer Hub. For non-standard or bespoke arrangements (e.g., retaining PRP or complex LP/Leadership structures), contact your EPM People Adviser.

Useful references

- [STPCD 2025 and statutory guidance](#) - valid from **1 Sep 2025**
- [STRB 35th Report \(2025\)](#) - 4% uplift accepted
- [DfE Education Hub: Teacher pay: everything you need to know about the 2025 pay award](#) - Funding and timing Q&A
- [Managing Teachers and Leaders Pay \(DfE July 2024\)](#) - Remains the core non-statutory advice referenced by STPCD 2025
- [Teacher appraisal/capability guidance](#) - (DfE, valid from Sep 2024)

Need help applying the STPCD?

We can:

- Provide you with model, customisable **pay & appraisal policies** (with/without PRP)
- Support with re-mapping TLR structures (including part-responsibility roles), and other aspects of the harmonisation process with the help of our specialist [HR Consultancy team](#)
- Coordinate **payroll** implementation in line with deadlines advised in our [STPCD bulletin](#).

If you'd like further support in applying this year's STPCD, contact your EPM People Adviser.