



HR updates

Business Managers Forum - Wednesday 8th July 2026



Policy updates (1)



TUPE transfers - TUPE Guidance and toolkit - July 2026

- School to new contractor
- Contractor to new contractor
- Contractor to school
- All recognised trade unions

Policy updates (2)



Safer Recruitment and Selection Policy

- [Keeping Children Safe in Education](#) - comes into force September 2026 (released yesterday)
- Main changes in Part 3 Safer recruitment:
 - [Removal of supervision exemption](#) (Crime and Policing Act 2026) - 1st September 2026
 - Self employed individual - can now provide their own check (through a registered umbrella body) - since January 2026
 - Updated clarification on visitors' DBS checks requirements [depending on the activity they are there to carry out...]
- New safeguarding letter to be issued in September 2026

NB: **Part four: Safeguarding concerns or allegations made about staff, including supply teachers, trainee teachers, volunteers, and contractors** - reference trainee teachers added - will review **Code of Conduct** and **Disciplinary Policy**.

Policy updates (3)



Probation Policy

- Unfair dismissal - January 2027
- This will affect staff starting from July 2026
- Working with Council HR team to review the current policy (TBC)
- **In the meantime:** ensure staff are effectively assessed during their probation period.

Policy updates (4)



Bullying and Harassment Policy

- ERA 2025:
 - employers will be liable for harassment from third parties
 - employers will need to take 'all reasonable steps' to prevent sexual harassment
- What to expect - policy update, training (managers/staff), risk assessments aimed at prevention
- Government guidance to be issued (expected October 2026)
- Policy and toolkit - Autumn 2026

Single central record



- Updated guidance and template - September 2026
- Created an audit tool for all schools/HR to use to ensure compliance
- Available in [html](#) or word
- Invite you to test this - before the end of term
- Roll out will be in September 2026

Upcoming changes:

- [Removal of supervision exemption - 1st September 2026](#)
- Exploration of SCR Automation through itrent

Training Sessions



The new dates for training sessions for the new academic year included within the HR package for schools are as follows:

- Safer Recruitment: 17 September 2026 / 10AM-12PM
- Bullying & Harassment
- Sickness Management

£90 + VAT for those that do not buy into our HR services, and free for those schools that do buy into HR package.