



Department  
for Education

# **Staffing and employment advice for schools**

**Government consultation**

**Launch date 17 December 2015**

**Respond by 10 February 2016**

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## Introduction

This consultation is to seek views on the the issue of non-statutory advice, designed to help employers in all schools with staffing and employment issues, and to inform their decision making. It is designed to provide consistency in the information provided to all schools and support an even approach to handling staffing and employment matters between schools. It will replace the department's statutory *Guidance on Managing Staff Employment in Schools*, which will be removed.

## Who this is for

- School Leaders
- Governing Bodies
- Academy Trusts
- Local Authorities

## Issue date

The consultation was issued on 17 December 2015.

## Enquiries

If your enquiry is related to the policy content of the consultation you can contact the team on:

- 01325 340852 and ask for Peter Windram.

or email:

[peter.windram@education.gsi.gov.uk](mailto:peter.windram@education.gsi.gov.uk)

If your enquiry is related to the DfE e-consultation website or the consultation process in general, you can contact the DfE Ministerial and Public Communications Division by email: [consultation.unit@education.gsi.gov.uk](mailto:consultation.unit@education.gsi.gov.uk) or by telephone: 0370 000 2288 or via the [DfE Contact us page](#).

## Additional copies

Additional copies are available electronically and can be downloaded from [GOV.UK DfE consultations](#).

## The response

The results of the consultation and the Department's response will be [published on GOV.UK](#) in February 2016.

## About this consultation

This consultation document is to advise that revised non-statutory '*Staffing and Employment Advice for Schools*' has been prepared to replace the department's statutory *Guidance on Managing Staff Employment in Schools*.

The advice is designed to help employers in all schools with staffing and employment matters, and to inform their decision making. It continues to advise on matters contained within the School Staffing (England) Regulations 2009 and on wider staffing and employment issues.

The revised advice has been designed as more of a signposting document, directing users to where they can access the best sources of available advice and guidance.

A fuller explanation regarding the advice is to be found in the introductory section to the advice itself.

We would like to hear your views on our proposals.

## Respond online

To help us analyse the responses please use the online system wherever possible. Visit [www.education.gov.uk/consultations](http://www.education.gov.uk/consultations) to submit your response.

## Other ways to respond

If for exceptional reasons, you are unable to use the online system, for example because you use specialist accessibility software that is not compatible with the system, you may download a word document version of the form and email it or post it.

### By email

- [StaffingEmployment.consultation@education.gsi.gov.uk](mailto:StaffingEmployment.consultation@education.gsi.gov.uk)

### By post

Peter Windram  
Department for Education  
Bishopsgate House  
Feethams  
Darlington  
DL1 5QE

## Deadline

The consultation closes on 10 February 2016.

## Proposal

We would appreciate a response to the following questions, in addition could you outline the reasons for the response:

- Did you regularly refer to the previous advice that the Department issued; *Guidance on Managing Staff Employment in Schools*, and did you find the advice and guidance it provided to be helpful?
- Do you have any comments regarding the format of the new advice as compared to its predecessor; is the change to signposting to relevant sources of advice and guidance preferable to the former approach?
- Do you think that the associated regulations: *School Staffing (England) Regulations 2009* are now in need of revision?
- Is there anything that you consider as crucial advice for schools, academies and other users that was previously referred to in the *Guidance on Managing Staff Employment in Schools* and which is no longer referenced in the new advice?
- Are there any further comments regarding the new advice you wish to make?



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