

Employment Rights Bill

AMENDMENTS TO BE MOVED ON REPORT

[Supplementary to the Marshalled List]

**Amendment
No.**

Schedule 4

BARONESS BARRAN

- 111A★** Schedule 4, page 201, line 3, leave out “For the purposes of this Part,” and insert –
- “(A1) In the case of staff employed under subsection (3)(b) of section 148C, matters within the SSSNB’s remit are limited to the establishment of a framework to which employers of school support staff must have regard when discharging their functions.
 - (B1) A framework under subsection (A1) must include information on –
 - (a) the remuneration of school support staff,
 - (b) the terms and conditions of employment of school support staff,
 - (c) the training of school support staff,
 - (d) career progression for school support staff, and
 - (e) related matters.
 - (C1) When taking any action related to the matters in subsection (B1), an employer may disregard the framework only in exceptional circumstances.
 - (D1) For the purposes of subsection (C1), the definition of “exceptional circumstances” shall be set out in regulations.
 - (1) In the case of staff employed under subsection (3)(a) of section 148C,”

Member's explanatory statement

This amendment would change the matters within the SSSNB’s remit in relation to academy staff, limiting it to the creation of a framework to which academy employers must have regard in all but exceptional circumstances.

BARONESS BARRAN

116A★ Schedule 4, page 210, line 22, at end insert –

“(2A) Before making or revising arrangements under sub-paragraph (1), the Secretary of State must publish and lay before Parliament an impact assessment of the costs for the education sector of any proposed arrangements.”

Member's explanatory statement

This amendment introduces a requirement for the Secretary of State to undertake an impact assessment of the costs for the education sector before making or changing arrangements related to the School Support Staff Negotiating Body.

BARONESS BARRAN

116B★ Schedule 4, page 211, line 30, at end insert –

“(1A) The report must include an assessment of the increased costs to the education sector of any pay and conditions agreements made in that reporting year.”

Member's explanatory statement

This amendment requires the annual reports of the School Support Staff Negotiating Body to include the cost of pay and conditions agreements.

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11 July 2025
