

Employment Rights Bill

MOTION TO BE MOVED

ON CONSIDERATION OF COMMONS REASONS AND AMENDMENTS

[The page and line references are to HL Bill 81, the Bill as first printed for the Lords]

Schedule 4

LORDS AMENDMENT 121

Baroness Barran to move, That this House do not insist on its Amendment 121, to which the Commons have disagreed for their Reason 121A, and do propose the following amendment in lieu –

Schedule 4, page 195, line 18, at end insert –

- “(3) The SSSNB must not restrict employers from introducing terms and conditions of employment beyond the national framework, provided that such terms in aggregate meet or exceed any minimum standards set by the SSSNB and are designed to –
 - (a) improve the skill levels of staff,
 - (b) ensure that staff can meet the needs of children,
 - (c) raise standards of support for children, or
 - (d) improve recruitment and retention of support staff.
- (4) In determining whether the terms meet or exceed any minimum standards, none of the following conditions may be considered as breaching the minimum standards –
 - (a) CPD and professional development requirements;
 - (b) promotion dependent on securing particular qualifications;
 - (c) working patterns that have pay consequences;
 - (d) role-specific responsibilities including requirements to work with other employees in other schools or locations.
- (5) The Secretary of State may, by regulations, add to the list in subsection (4).”

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23 October 2025

PUBLISHED BY AUTHORITY OF THE HOUSE OF LORDS