STATUTORY INSTRUMENTS

2026 No. 1096

EDUCATION, ENGLAND

The School Teachers' Pay and Conditions (England) Order 2026

Made - - - -	*14th October 2026*
Laid before Parliament	*16th October 2026*
Coming into force - -	*6th November 2026*

The Secretary of State makes this Order in exercise of the powers conferred by sections 122(1), 123 and 124 of the Education Act 2002(**a**) ("the Act").

The Secretary of State has referred certain matters to the School Teachers' Review Body ("the STRB") under section 120(1) of the Act and in accordance with section 125(1)(a) of the Act, other than three matters not requiring such a referral. Two of these are matters which the Secretary of State thinks are subsidiary in accordance with section 125(2)(a) and (3) of the Act. The third is a matter on which the Secretary of State has consulted the chairman of the STRB on disapplying section 125(1) of the Act, in accordance with section 125(2)(b) of the Act.

The STRB has followed the procedure set out in section 121 of the Act(**b**) and has reported to the Prime Minister and the Secretary of State in accordance with section 120(3) of the Act.

The Prime Minister and the Secretary of State have arranged for the report of the STRB to be published in accordance with section 120(4) of the Act.

The Secretary of State has considered the report of the STRB in accordance with section 125(1)(b) of the Act.

The Secretary of State has consulted such of the persons and bodies referred to in section 126 of the Act(**c**) as appeared to the Secretary of State to be appropriate.

(**a**) 2002 c. 32. Section 123 was amended by S.I. 2010/1158.
(**b**) Section 121 was amended by S.I. 2010/1158. Provision is made in respect of the School Teachers' Review Body in section 119 of the Education Act 2002 (c. 32).
(**c**) Section 126 was amended by S.I. 2010/1158.

Citation, commencement, extent and application

1.—(1) This Order may be cited as the School Teachers' Pay and Conditions (England) Order 2026 and comes into force on 6th November 2026.

(2) This Order extends to England and Wales and applies to school teachers(**a**) in England.

The Document

2.—(1) The provisions set out in Section 2 of the Document have effect on and after 1st September 2026 for the purposes of determining—

(a) the remuneration of school teachers; and

(b) other conditions of employment of school teachers which relate to their professional duties or working time.

(2) In paragraph (1) "the Document" means the document entitled "School teachers' pay and conditions document 2026 and guidance on school teachers' pay and conditions" dated 14th October 2026 and published on the gov.uk website(**b**).

Revocation of the School Teachers' Pay and Conditions (England) Order 2025

3. The School Teachers' Pay and Conditions (England) Order 2025(**c**) is revoked.

Georgia Gould
Minister of State (Minister for School Standards)
Department for Education

14th October 2026

(**a**) "School teachers" is defined for these purposes in section 122(3) to (6) of the Education Act 2002 (c. 32). Section 122(3) and (4) were amended by S.I. 2010/1158. The functions of the Secretary of State under sections 122, 123, 124, 126 and 127 of that Act, so far as they were exercisable in relation to school teachers in Wales, were transferred to the Welsh Ministers by virtue of article 39(3) of the Welsh Ministers (Transfer of Functions) Order 2018 (S.I. 2018/644).

(**b**) https://www.gov.uk/; copies are available to purchase from TSO Customer Services, PO Box 29, Norwich, NR3 1GN, telephone 0333 202 5070 or for inspection at reasonable times at the offices of the Department for Education, Sanctuary Buildings, Great Smith Street, London, SW1P 3BT.

(**c**) S.I. 2025/892.

EXPLANATORY NOTE

(This note is not part of the Order)

This Order makes provision for the determination of the remuneration of school teachers (within the meaning of section 122 of the Education Act 2002 (c. 32)) in England and other conditions of employment of school teachers which relate to their professional duties and working time.

The Order makes this provision by reference to Section 2 of a document entitled "School teachers' pay and conditions document 2026 and guidance on school teachers' pay and conditions" dated 14th October 2026 ("the Document"). It can be accessed on the Government website, at www.gov.uk. Copies are available to purchase from TSO Customer Services, PO Box 29, Norwich, NR3 1GN, telephone 0333 202 5070 or for inspection at reasonable times at the offices of the Department for Education, Sanctuary Buildings, Great Smith Street, London, SW1P 3BT.

The Order makes retrospective provision, under section 123(3) of the Education Act 2002, to provide that the provisions in Section 2 of the Document have effect on and after 1st September 2026 notwithstanding that the Order comes into force after that date.

This Order revokes the School Teachers' Pay and Conditions (England) Order 2025 (S.I. 2025/892).

A full impact assessment has not been produced for this Order as no impact on the private or voluntary sector is foreseen and no significant impact on the public sector is foreseen.

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