OFFERYNNAU STATUDOL CYMRU

WELSH STATUTORY INSTRUMENTS

2025 Rhif 1016 (Cy. 176)

2025 No. 1016 (W. 176)

ADDYSG, CYMRU

EDUCATION, WALES

Gorchymyn Cyflog ac Amodau Athrawon Ysgol (Cymru) 2025

The School Teachers' Pay and Conditions (Wales) Order 2025

NODYN ESBONIADOL

(Nid yw'r nodyn hwn yn rhan o'r Gorchymyn)

Mae'r Gorchymyn hwn yn gwneud darpariaeth ar gyfer penderfynu'r tâl ar gyfer athrawon ysgol yng Nghymru ac amodau eraill eu cyflogaeth sy'n ymwneud â'u dyletswyddau proffesiynol neu eu hamser gweithio.

Mae'r Gorchymyn yn gwneud y ddarpariaeth hon drwy gyfeirio at adran 2 o ddogfen o'r enw "Dogfen Cyflog ac Amodau Athrawon Ysgol (Cymru) 2025 a chanllawiau ar gyflog ac amodau athrawon ysgol" ("y Ddogfen"). Gellir canfod y Ddogfen ar wefan Llywodraeth Cymru: https://www.llyw.cymru/addysgu-ac-arweinyddiaeth.

Mae'r Gorchymyn yn gwneud darpariaeth ôl-weithredol, o dan adran 123(3) o Ddeddf Addysg 2002, er mwyn darparu bod y darpariaethau a nodir yn adran 2 o'r Ddogfen yn cael effaith ar ac ar ôl 1 Medi 2025 er bod y Gorchymyn yn dod i rym ar ôl y dyddiad hwnnw (erthygl 2).

Mae'r Gorchymyn yn dirymu Gorchymyn Cyflog ac Amodau Athrawon Ysgol (Cymru) 2024 (O.S. 2024/1119 (Cy. 186)) (erthygl 3).

Ystyriwyd Cod Ymarfer Gweinidogion Cymru ar gynnal Asesiadau Effaith Rheoleiddiol mewn perthynas â'r Gorchymyn hwn. O ganlyniad, lluniwyd asesiad effaith rheoleiddiol o'r costau a'r manteision sy'n debygol o ddeillio o gydymffurfio â'r Gorchymyn hwn. Gellir cael copi oddi wrth: Y Gangen Ymgysylltu â'r Gweithlu, Yr Is-adran Addysgeg, Arweinyddiaeth a Dysgu Proffesiynol, Llywodraeth Cymru, Parc Cathays, Caerdydd, CF10 3NQ.

EXPLANATORY NOTE

(This note is not part of the Order)

This Order makes provision for the determination of the remuneration of school teachers in Wales and other conditions of their employment which relate to their professional duties or working time.

The Order makes this provision by reference to section 2 of a document entitled "School Teachers' Pay and Conditions (Wales) Document 2025 and guidance on school teachers' pay and conditions" ("the Document"). It can be found on the Welsh Government website: https://www.gov.wales/teaching-and-leadership.

The Order makes retrospective provision, under section 123(3) of the Education Act 2002, to provide that the provisions set out in section 2 of the Document have effect on and after 1 September 2025 notwithstanding that the Order comes into force after that date (article 2).

The Order revokes the School Teachers' Pay and Conditions (Wales) Order 2024 (S.I. 2024/1119 (W. 186)) (article 3).

The Welsh Ministers' Code of Practice on the carrying out of Regulatory Impact Assessments was considered in relation to this Order. As a result, a regulatory impact assessment has been prepared as to the likely costs and benefits of complying with this Order. A copy can be obtained from the Workforce Engagement Branch, Pedagogy, Leadership and Professional Learning Division, Welsh Government, Cathays Park, Cardiff, CF10 3NQ.

2025 Rhif 1016 (Cy. 176)

ADDYSG, CYMRU

Gorchymyn Cyflog ac Amodau Athrawon Ysgol (Cymru) 2025

Gwnaed	*12 Medi 2025*
Gosodwyd gerbron Senedd Cymru	*16 Medi 2025*
Yn dod i rym	*7 Hydref 2025*

Mae Gweinidogion Cymru, drwy arfer y pwerau a roddwyd i'r Ysgrifennydd Gwladol gan adrannau 122(1), 123 a 124 o Ddeddf Addysg 2002(**1**), ac a freiniwyd bellach ynddynt hwy(**2**), yn gwneud y Gorchymyn a ganlyn.

Mae Gweinidogion Cymru yn unol ag adran 126(**3**) o'r Ddeddf honno wedi ymgynghori â'r personau hynny a'r cyrff hynny y cyfeirir atynt yn yr adran honno yr oedd yn ymddangos i Weinidogion Cymru eu bod yn briodol.

Enwi, dod i rym, cymhwyso a dehongli

1.—(1) Enw'r Gorchymyn hwn yw Gorchymyn Cyflog ac Amodau Athrawon Ysgol (Cymru) 2025.

(2) Daw'r Gorchymyn hwn i rym ar 7 Hydref 2025.

(3) Mae'r Gorchymyn hwn yn gymwys i athrawon ysgol yng Nghymru.

(4) Yn y Gorchymyn hwn, mae i "athro neu athrawes ysgol" yr ystyr a roddir i "school teacher" gan adran 122(3) i (6) o Ddeddf Addysg 2002.

(**1**) 2002 p. 32; diwygiwyd adrannau 122 a 123 gan O.S. 2010/1158. Gweler adran 122(8) o Ddeddf Addysg 2002 am y diffiniad o "prescribed".

(**2**) Trosglwyddwyd swyddogaethau'r Ysgrifennydd Gwladol i Weinidogion Cymru gan erthygl 39(3) o Orchymyn Gweinidogion Cymru (Trosglwyddo Swyddogaethau) 2018 (O.S. 2018/644).

(**3**) Trosglwyddwyd y swyddogaeth hon o'r Ysgrifennydd Gwladol i Weinidogion Cymru gan erthygl 39(3) o O.S. 2018/644.

2025 No. 1016 (W. 176)

EDUCATION, WALES

The School Teachers' Pay and Conditions (Wales) Order 2025

Made	*12 September 2025*
Laid before Senedd Cymru	*16 September 2025*
Coming into force	*7 October 2025*

The Welsh Ministers, in the exercise of the powers conferred on the Secretary of State by sections 122(1), 123 and 124 of the Education Act 2002(**1**), and now vested in them(**2**), make the following Order.

The Welsh Ministers in accordance with section 126(**3**) of that Act have consulted such of the persons and bodies referred to in that section as appeared to the Welsh Ministers to be appropriate.

Title, coming into force, application and interpretation

1.—(1) The title of this Order is the School Teachers' Pay and Conditions (Wales) Order 2025.

(2) This Order comes into force on 7 October 2025.

(3) This Order applies to school teachers in Wales.

(4) In this Order, "school teacher" has the meaning given by section 122(3) to (6) of the Education Act 2002.

(**1**) 2002 c. 32; sections 122 and 123 were amended by S.I. 2010/1158. See section 122(8) of the Education Act 2002 for the definition of "prescribed".

(**2**) The functions of the Secretary of State were transferred to the Welsh Ministers by article 39(3) of the Welsh Ministers (Transfer of Functions) Order 2018 (S.I. 2018/644).

(**3**) This function of the Secretary of State was transferred to the Welsh Ministers by article 39(3) of S.I. 2018/644.

Y Ddogfen

2.—(1) Mae'r darpariaethau a nodir yn adran 2 o'r Ddogfen yn cael effaith ar ac ar ôl 1 Medi 2025 at ddibenion penderfynu—

(a) y tâl ar gyfer athrawon ysgol, a

(b) amodau cyflogaeth eraill ar gyfer athrawon ysgol sy'n ymwneud â'u dyletswyddau proffesiynol a'u hamser gweithio.

(2) Yn yr erthygl hon, ystyr "y Ddogfen" yw'r ddogfen o'r enw "Dogfen Cyflog ac Amodau Athrawon Ysgol (Cymru) 2025 a chanllawiau ar gyflog ac amodau athrawon ysgol" a gyhoeddir ar wefan llyw.cymru(**1**).

Dirymu

3. Mae Gorchymyn Cyflog ac Amodau Athrawon Ysgol (Cymru) 2024(**2**) wedi ei ddirymu.

The Document

2.—(1) The provisions set out in section 2 of the Document have effect on and after 1 September 2025 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 and working time.

(2) In this article, "the Document" means the document entitled "School Teachers' Pay and Conditions (Wales) Document 2025 and guidance on school teachers' pay and conditions" and published on the gov.wales website(**1**).

Revocation

3. The School Teachers' Pay and Conditions (Wales) Order 2024(**2**) is revoked.

Lynne Neagle

Ysgrifennydd y Cabinet dros Addysg, un o Weinidogion Cymru
12 Medi 2025

Cabinet Secretary for Education, one of the Welsh Ministers
12 September 2025

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Argraffwyd a chyhoeddwyd yn y DU gan Y Llyfrfa Cyf dan awdurdod a goruchwyliaeth Saul Nassé, Rheolwr Llyfrfa Ei Fawrhydi ac Argraffydd Deddfau Senedd y Brenin.

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(**1**) https://llyw.cymru/addysgu-ac-arweinyddiaeth.
(**2**) O.S. 2024/1119 (Cy. 186).

(**1**) https://gov.wales/teaching-and-leadership.
(**2**) S.I. 2024/1119 (W. 186).

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