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**Part 1: Guide to the flexible working provisions of the
School Teachers' Pay and Conditions Document
(STPCD) 2025**

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A new academic year has started, and with it comes a key update for every school and academy across the nation: the [STPCD 2025](#). This document came into effect on 1 September 2025 and includes new provisions specifically around implementing flexible working to support recruitment and retention. Below is a summary of the changes, with some top tips on how to implement successfully. Part 1 of our top tips focusses on flexible working, part 2 will focus on changes to teaching and learning responsibility (TLR) payments.

Offering flexible working arrangements

The first key update makes clear that expanding and promoting flexible working opportunities in schools can help to recruit and retain high-quality teachers, improve wellbeing, and promote equality of opportunity in the workforce (paragraph 89). The STPCD emphasises that by offering flexible working arrangements, this can help to ensure that teaching suits employees at different stages of their life, such as those:

- with caring responsibilities;
- planning a phased retirement;
- returning from a career break;
- combining work in a school with professional development or work in their field of study.

The next key update refers to the importance of supporting the working lives of teachers and leaders in modern, practical ways by implementing flexible working, such as part-time working, personal or family days, and off-site PPA time (paragraph 90). Whilst not every form of flexible working will be suitable for every teacher, it is important that teachers are given the opportunity to work flexibly where feasible for the school to implement.

Top Tips

1. Access free peer-to-peer support from one of our [Flexible Working Ambassador Multi-Academy Trusts and Schools \(FWAMS\)](#) who have been appointed by the DfE to support school leaders to implement and embed flexible working in their schools. They can offer bespoke practical advice on designing a policy, on overcoming common challenges such as timetabling and budgeting, as well as highlighting the importance of 'flexible hiring'.
2. Use our free [self-assessment tool](#) to evaluate where you are in your flexible working journey and to help you set priorities for your People Strategy.
3. Access the wealth of webinars (live and on-demand), and case studies such as '[A testament to implementing flexible working across a special school setting](#)' and '[Debbie's flexible retirement approach](#)' on our [flexible working website](#).
4. Access the free [toolkit](#) designed to educate leaders about the different types of flex, and focus on different areas in staff briefings to raise awareness, for example, regarding flexible retirement, give opportunities in 121s and via appraisal to ask about employee short and medium term aspirations.

For any queries on flexible working, email our help desk at flexibleworkingineducation@capita.com