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W E L S H S T A T U T O R Y  
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**2025 No. 1016 (W. 176)**

**EDUCATION, WALES**

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

**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.

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**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.

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(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.

### **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<sup>(1)</sup>.

### **Revocation**

3. The School Teachers’ Pay and Conditions (Wales) Order 2024<sup>(2)</sup> is revoked.

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

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