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OFFERYNNAU STATUDOL CYMRU

2026 Rhif 29

Gorchymyn Cyflog ac Amodau Athrawon Ysgol (Cymru) 2026

Gwnaed	*4 Chwefror 2026*
Yn dod i rym	*6 Mawrth 2026*

WELSH STATUTORY INSTRUMENTS

2026 No. 29

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

Made	*4 February 2026*
Coming into force	*6 March 2026*

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2026 Rhif 29

ADDYSG, CYMRU

Gorchymyn Cyflog ac Amodau Athrawon Ysgol (Cymru) 2026

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—

(a) adran 2 o ddogfen o'r enw "Dogfen Cyflog ac Amodau Athrawon Ysgol (Cymru) 2025/26 a chanllawiau ar gyflog ac amodau athrawon ysgol (diwygiedig) – Chwefror 2026" ("Dogfen 2025 (diwygiedig) Chwefror 2026"), a

(b) adran 2 o ddogfen o'r enw "Dogfen Cyflog ac Amodau Athrawon Ysgol (Cymru) 2025/26 a chanllawiau ar gyflog ac amodau athrawon ysgol (diwygiedig) – Mawrth 2026" ("Dogfen 2025 (diwygiedig) Mawrth 2026").

Gellir canfod y ddwy 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 Ddogfen 2025 (diwygiedig) Chwefror 2026 yn cael effaith ar gyfer y cyfnod sy'n dechrau â 1 Medi 2025 ac yn dod i ben â 7 Mawrth 2026, er bod y Gorchymyn yn dod i rym ar ôl y dyddiad hwnnw (erthygl 2(1)(a)).

Mae'r darpariaethau a nodir yn adran 2 o Ddogfen 2025 (diwygiedig) Mawrth 2026 yn cael effaith ar ac ar ôl 8 Mawrth 2026 (erthygl 2(1)(b)).

Mae'r Gorchymyn yn dirymu Gorchymyn Cyflog ac Amodau Athrawon Ysgol (Cymru) 2025 (O.S. 2025/1016 (Cy. 176)) (erthygl 3).

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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: Yr Is-adran Ymarferwyr Ysgolion, Llywodraeth Cymru, Parc Cathays, Caerdydd, CF10 3NQ.

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OFFERYNNAU STATUDOL CYMRU

2026 Rhif 29

ADDYSG, CYMRU

Gorchymyn Cyflog ac Amodau Athrawon Ysgol (Cymru) 2026

Gwnaed	*4 Chwefror 2026*
Yn dod i rym	*6 Mawrth 2026*

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) 2026.

(2) Daw'r Gorchymyn hwn i rym ar 6 Mawrth 2026.

(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.

Y Dogfennau

2.—(1) At y dibenion a bennir ym mharagraff (2)—

(a) mae'r darpariaethau a nodir yn adran 2 o Ddogfen 2025 (diwygiedig) Chwefror 2026 yn cael effaith ar gyfer y cyfnod sy'n dechrau â 1 Medi 2025 ac yn dod i ben â 7 Mawrth 2026, a

(b) mae'r darpariaethau a nodir yn adran 2 o Ddogfen 2025 (diwygiedig) Mawrth 2026 yn cael effaith ar ac ar ôl 8 Mawrth 2026.

(2) Mae'r dibenion y cyfeirir atynt ym mharagraff (1) at ddibenion penderfynu—

(**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.

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(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.

(3) Yn yr erthygl hon—

ystyr "Dogfen 2025 (diwygiedig) Chwefror 2026" ("*the 2025 Document (revised) February 2026*") yw'r ddogfen o'r enw "Dogfen Cyflog ac Amodau Athrawon Ysgol (Cymru) 2025/26 a chanllawiau ar gyflog ac amodau athrawon ysgol (diwygiedig) – Chwefror 2026" ac a gyhoeddir ar wefan llyw.cymru(**4**);

ystyr "Dogfen 2025 (diwygiedig) Mawrth 2026" ("*the 2025 Document (revised) March 2026*") yw'r ddogfen o'r enw "Dogfen Cyflog ac Amodau Athrawon Ysgol (Cymru) 2025/26 a chanllawiau ar gyflog ac amodau athrawon ysgol (diwygiedig) – Mawrth 2026" ac a gyhoeddir ar wefan llyw.cymru(**5**).

Dirymu

3. Mae Gorchymyn Cyflog ac Amodau Athrawon Ysgol (Cymru) 2025(**6**) wedi ei ddirymu.

Lynne Neagle
Ysgrifennydd y Cabinet dros Addysg, un o Weinidogion Cymru
4 Chwefror 2026

(**4**) https://llyw.cymru/addysgu-ac-arweinyddiaeth.
(**5**) https://llyw.cymru/addysgu-ac-arweinyddiaeth.
(**6**) O.S. 2025/1016 (Cy. 176).

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WELSH STATUTORY INSTRUMENTS

2026 No. 29

EDUCATION, WALES

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

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—

(a) section 2 of a document entitled "School Teachers' Pay and Conditions (Wales) Document 2025/26 and guidance on school teachers' pay and conditions (revised) – February 2026" ("the 2025 Document (revised) February 2026"), and

(b) section 2 of a document entitled "School Teachers' Pay and Conditions (Wales) Document 2025/26 and guidance on school teachers' pay and conditions (revised) – March 2026" ("the 2025 Document (revised) March 2026").

Both documents 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 2025 Document (revised) February 2026 have effect for the period beginning with 1 September 2025 and ending with 7 March 2026, notwithstanding that the Order comes into force after that date (article 2(1)(a)).

The provisions set out in section 2 of the 2025 Document (revised) March 2026 have effect on and after 8 March 2026 (article 2(1)(b)).

The Order revokes the School Teachers' Pay and Conditions (Wales) Order 2025 (S.I. 2025/1016 (W. 176)) (article 3).

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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 School Practitioner Division, Welsh Government, Cathays Park, Cardiff, CF10 3NQ.

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WELSH STATUTORY INSTRUMENTS

2026 No. 29

EDUCATION, WALES

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

Made	*4 February 2026*
Coming into force	*6 March 2026*

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 2026.

(2) This Order comes into force on 6 March 2026.

(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.

The Documents

2.—(1) For the purposes specified in paragraph (2)—

(a) the provisions set out in section 2 of the 2025 Document (revised) February 2026 have effect for the period beginning with 1 September 2025 and ending with 7 March 2026, and

(b) the provisions set out in section 2 of the 2025 Document (revised) March 2026 have effect on and after 8 March 2026.

(2) The purposes referred to in paragraph (1) are for the purposes of determining—

(a) the remuneration of school teachers, and

(**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.

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

(3) In this article—

“the 2025 Document (revised) February 2026” (“*Dogfen 2025 (diwygiedig) Chewfror 2026*”) means the document entitled “School Teachers’ Pay and Conditions (Wales) Document 2025/26 and guidance on school teachers’ pay and conditions (revised) – February 2026” and published on the gov.wales website(**4**);

“the 2025 Document (revised) March 2026” (“*Dogfen 2025 (diwygiedig) Mawrth 2026*”) means the document entitled “School Teachers’ Pay and Conditions (Wales) Document 2025/26 and guidance on school teachers’ pay and conditions (revised) – March 2026” and published on the gov.wales website(**5**).

Revocation

3. The School Teachers’ Pay and Conditions (Wales) Order 2025(**6**) is revoked.

Lynne Neagle
Cabinet Secretary for Education, one of the Welsh Ministers
4 February 2026

(**4**) https://gov.wales/teaching-and-leadership.
(**5**) https://gov.wales/teaching-and-leadership.
(**6**) S.I. 2025/1016 (W. 176).