

June 2023

Dear Colleague(s)

Please find attached a copy of the revised and updated version of the Conditions of Service for School Teachers in England & Wales, more commonly known as The Burgundy Book (BB).

The BB is a national agreement between the five teacher unions (ASCL, NAHT, NASUWT, NEU, Community) the LGA and the National Employers' Organisation for School Teachers (NEOST).

Trade unions have been working with the LGA to review and update the BB, which was last updated in August 2000. **The Burgundy Book is already incorporated into the contracts of employment of all teachers in local authority and voluntary aided schools, as well as in the vast majority of academies. It should be noted that this is a purely technical update of the BB and there have been no changes to the terms and conditions of members**, such as those relating to maternity leave and pay, sick leave and pay, resignation and notice periods.

The BB has been updated strictly for accuracy, linguistically and to reflect the current legislative framework. It has been updated to ensure it continues to remain relevant and salient for teachers working in England and Wales for the foreseeable future. This work has been completed and agreed with the LGA.

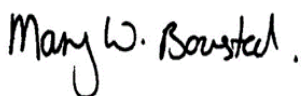
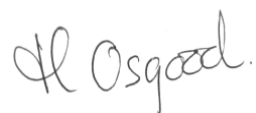
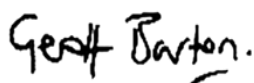
From June 2023 a revised edition of the BB has been published electronically and is attached. As such, **from June 2023 colleagues and establishments should refer to the 2023 revised edition of the BB**. An updated commentary has been included at the end of the BB detailing the changes that have been agreed and adopted.

**Please note that where there are existing arrangements with employers where terms and conditions are better than the BB, these will continue and remain unaffected.**

The main areas that were updated and revised in the BB reflect legislation that has been introduced since August 2000 and can be seen in the sections regarding appointment, resignation, retirement, ill-health and maternity. It should also be noted that gender neutral terminology has been adopted throughout the BB as part of the technical update. Where agreement could not be reached with the LGA, the wording in the BB remained unchanged from that in the August 2000 version.

As well as the LGA and NEOST, the Confederation of School Trusts (CST), the Catholic Education Service and The National Society, have all worked with the unions in accomplishing this technical update, and all support its immediate use by employers. We hope that by updating the BB in 2023, it will encourage the handful of employers that have not yet adopted the BB to now do so.

Yours sincerely



Joint General Secretaries  
NEU

General Secretary  
ASCL

General Secretary  
NASUWT

General Secretary  
NAHT

National Officer for  
Education and  
Early Years  
Community