



Llywodraeth Cymru
Welsh Government

WRITTEN STATEMENT BY THE WELSH GOVERNMENT

TITLE Pay Order related to moving Additional Learning Needs Coordinators to leadership pay and conditions

DATE 04 February 2026

BY Lynne Neagle, Cabinet Secretary for Education

On 4 November, I confirmed in a [Written Statement](#) that I was consulting on changes to move Additional Learning Needs Coordinators (ALNCos) to the leadership group pay scale. Overall, the response to the consultation was broadly supportive of the award of changes to move ALNCos to the leadership scale. These changes derive from the Independent Welsh Pay Review Body's (IWPRB's) fifth report.

To implement these changes, [I will shortly make the School Teachers' Pay and Conditions \(Wales\) Order 2026 which gives effect to revised versions of the School Teachers' Pay and Conditions \(Wales\) Document 2025 \(STPC\(W\)D\)](#). The first version gives retrospective effect to the pay award which will be backdated to 1 September 2025. The second version gives effect to the associated changes to terms and conditions, which are not retrospective, to ensure no detriment to ALNCos.

Employers will now need to work through the practicalities of moving ALNCos onto an appropriate scale point on the leadership group pay scale, which may take different lengths of time for different schools, so backpay may be paid in different months. Detailed information about implementation will be set out in a pay policy which will be agreed between employers and trade unions.

I note in particular that concerns have been raised about the effect of the change on the ALNCos who are already on the leadership scale, who were not within scope of the IWPRB recommendation. The IWPRB suggested in its fifth report that relevant bodies should consider the remuneration of headteachers taking on the role of the ALNCo, using flexibilities available to them within paragraph 9 of the STPC(W)D.

The ALNCo role is pivotal in ensuring that learners receive the right provision to meet their diverse needs, embedding this across the school. The ALNCo role is most

effective where they are part of the senior leadership team, influencing the strategic direction and decision-making of the school. As learners' needs evolve, the role of the ALNCo will continue to develop and the Welsh Government will continue to support a more skilled, confident workforce equipped to deliver inclusive education and achieve the aims of the ALN system.

1 September 2025 marked the culmination of a four-year phased implementation of the ALN system designed to create a more inclusive, learner-focused and rights-based approach to supporting children and young people with additional learning needs in Wales.

As the implementation phase concludes, the focus now shifts towards embedding and strengthening the ALN system across all educational settings, ensuring sustained impact and continuous improvement for learners. The leadership role of ALNCoS is fundamental to this process, as their strategic influence and commitment are essential in driving forward an inclusive and effective support system for all children and young people with additional learning needs.

As I have previously confirmed, additional funding from Welsh Government will be made available to local authorities for this financial year and from 2026/27 onwards for the purpose of supporting this change. I will be writing to local authorities to set out my expectations regarding implementation.

I am pleased to be moving ALNCoS to the leadership pay scale which is vital to recognise and reward the important role ALNCoS play in our education system. I would like to thank everyone who has contributed to this process.

As I set out in my [Written Statement](#) of 22 September 2025, we will continue to work with the Teachers' Pay and Conditions Partnership Forum to explore potential improvements to leaders' conditions and leaders' pay, which will benefit both ALNCoS already on the leadership pay scale and those moving on to it.