

Preparing for the School Workforce Census Return 2025

applicable to 7.224 onwards

Preparation Guide

NOTES The content of the graphics (dates, names, etc.) are examples only of what you might expect to see when using SIMS to prepare for the forthcoming School Workforce Census Return.

This guide covers the preparations required for the School Workforce Census only.

School Workforce Census Return Preparation Check List

Use this check list to record the completion of each preparation task.

Complete	Task Description
☐	Check with your System Administrator/Manager to ensure that you have the appropriate permissions to run the School Workforce Census and record associated data (please see <i>Setting SIMS Permissions</i> on page 2).
☐	Upgrade to the latest SIMS Release as soon as possible to enable dry runs to be carried out (please see <i>What Version of SIMS is Required?</i> on page 3).
☐	Apply the School Workforce Census licence, if not already applied (please see <i>Applying the School Workforce Census Licence</i> on page 4).
☐	Check with your System Administrator/Manager to ensure that the latest version of the fileset (i.e. revised files for validation and reports) has been imported (please see <i>Importing Revised Filesets for Validation and Reports</i> on page 7).
☐	Import the latest service term definition provided by your LA/support team, if applicable (please see <i>Importing Service Term Definitions</i> on page 10).
☐	Import the latest pre-defined report definitions into SIMS (please see <i>Importing Pre-Defined Report Definitions</i> on page 12).
☐	Check all personal details of all applicable members of staff to ensure that they are current and accurate (please see <i>Checking/Editing Personal Details</i> on page 19).
☐	Check the professional detail of all applicable members of staff to ensure that they are current and accurate. Ensure that the teacher status has been selected (please see <i>Checking/Editing Professional Details</i> on page 24).
☐	For a Newly Qualified Teacher (NQT), also known as Early Career Teacher (ECT), ensure the applicable induction year is specified (please see <i>Checking/Editing Professional Details</i> on page 23).
☐	Check the employment details of all applicable members of staff to ensure that they are current and accurate (please see <i>Checking/Editing Employment Details</i> on page 25).
☐	Ensure that the Latest Pay Review Date is recorded for all teachers with contracts or service agreements (please see <i>Editing Contract Details - Pay Scales</i> on page 30 and <i>Editing Service Agreement Information</i> on page 34).
☐	Ensure that duplicate teacher/support staff records are not included in the return (please see <i>Excluding Teacher/Support Staff Records from the Return</i> on page 37).
☐	Ensure service term definitions are correct and make any required edits (please see <i>Reviewing Service Term Definitions</i> on page 37).
☐	Ensure that the correct SWC Post is selected to avoid validation error 4410 from being triggered (please see <i>Checking/Editing the SWC Post</i> on page 41).

Complete	Task Description
<input data-bbox="240 309 284 353" type="checkbox"/>	Map subject codes to DfE subject codes (please see <i>Mapping Subjects to DfE Subject Codes</i> on page 43). Applicable to Secondary and All-Through schools only.
<input data-bbox="240 405 284 450" type="checkbox"/>	Review school details and ensure that they are current and correct (please see <i>Checking Establishment Details</i> on page 15).

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Introduction to the School Workforce Census

This preparation guide has been produced to help you to identify the most common tasks that need to be carried out before running the School Workforce Census Return.

The School Workforce Census Return is required to be run by English schools in the maintained sector. These include Community, Foundation, Voluntary Aided and Voluntary Controlled schools, as well as Academies, Free Schools and Pupil Referral Units.

NOTES The content of the graphics (dates, names, etc.) are examples only of what you might expect to see when using SIMS to prepare for the forthcoming School Workforce Census Return.

This guide covers the preparations required for the School Workforce Census only.

How has the School Workforce Census Changed since Last Year?

- Census day 06/11/2025
- Absence Start date 01/09/2024
- Absence End Date 31/08/2025
- Continuous Contract Start Date 01/09/2024
- Continuous Contract End Date 06/11/2025

Staff Personal information **NEW**

Focus | Person | Staff | Personal Information

Disability will now be collected in the SWC return instead of 'Are day-to-day activities substantially affected by physical or mental impairment?'

Overview of the School Workforce Census Process

The following list provides a brief outline of the steps involved in producing the School Workforce Census Return. If data has been regularly and accurately maintained, many of the activities in this document are unnecessary. However, it is advisable to check that the data is up-to-date.

1. Upgrade to the latest SIMS Release.
2. Check, then amend the School Workforce Census settings, if required (please see *Changing the School Workforce Census Settings* on page 4).
3. Carry out one or more dry runs to identify any errors that may exist in your data.
4. Ensure that the relevant workforce and school data exists in SIMS and that it is complete and correct (please see *Preparing School Level Information* on page 15).
5. Create and validate the return.
6. Resolve any validation errors/queries then validate the return again.
Repeat the resolving of errors/queries and creating and validating the return routine until you are satisfied that the content of the return is correct.
The detail reports and Summary report can be generated to assess the accuracy and completeness of the return.
7. Provide the Head Teacher with the latest copy of the reports to enable them to check the details and to authorise the return.
8. Submit the return to your Local Authority or upload the return to the DfE via the COLLECT website.



Additional Resources:

[Producing the School Workforce Census Return handbook](#)

Setting SIMS Permissions

The following permissions are applicable to users who deal with returns.

Permissions Required to Run and Edit the Return

To run and edit the School Workforce Census, you must be a member of both of the following user groups in System Manager:

- Returns Manager
- Personnel Officer.

Having these permissions also enables you to correct data related to vacancies, staff and any curriculum information (if applicable) that fails validation.

Permissions Required to Import a Revised Fileset

The Import Fileset functionality enables updates to the Validation Errors Summary and the Summary report (derived from files supplied by the Statutory Body), and detail reports (provided by SIMS) to be imported into SIMS between SIMS releases.

To use the Import Fileset functionality (via **Tools | Setups | Import Fileset**), you must be a member of one of the following user groups in System Manager:

- Returns Manager
- System Manager.

For more information about the Import Fileset functionality, please refer to the applicable preparation guide. To access the SIMS **Documentation Centre**. Click the **Documentation** button located on the top right-hand side of the SIMS **Home Page**.

Where to find More Information about Permissions

Please contact your System Administrator/Manager if you are not sure whether you have the required permissions. For more information, please refer to the [Managing SIMS Users, Groups and Databases handbook](#).

The [SIMS Permissions spreadsheet](#) describing the numerous permissions available in SIMS is available on the support portal.

What Version of SIMS is Required?

To run the return, you must have the SIMS 2025 Summer Release (7.224) or later installed.

To check which version of SIMS is installed, open SIMS and then select **Help | About SIMS**.

The version should read 7.224 or later.

Why Carry Out a Dry Run?

Once the latest SIMS Release has been installed, you can carry out one or more dry runs of the School Workforce Census. It is advisable to do this as early as possible, even if you know that your data has not yet been fully prepared or checked. The purpose of the dry run is to produce the Validation Errors Summary, which details the corrections that need to be made to your data.

Applying the School Workforce Census Licence

Applicable to schools using SIMS Personnel in read/write mode

A patch is available from SOLUS (Patch ID 11118) to license the SIMS School Workforce Census functionality.

The patch needs to be applied only once. If you have applied the patch in the past, it is not necessary to re-apply it for this year's return.

Changing the School Workforce Census Settings

The Returns Manager can change the School Workforce Census settings by selecting the data to be included in the return. These settings are preserved when SIMS is upgraded but can be edited by users with Returns Manager permissions, if required.

Changes to the settings may be required if:

- your school does not record contract/service agreements, as these are provided by your Local Authority. Some Local Authorities may supply contract details from an HR/Payroll system.
- SIMS Personnel is not used to record contract/service agreements but they are recorded in a different system.
- the editing of Base Pay is required before the pay details are collected for the return.

1. Select **Tools | Statutory Return Tools | School Workforce Census Settings** to display the **School Workforce Census Settings** page.

2. Ensure that the check box(es) associated with the data item(s) you want to be included in the return by default are selected.

NOTES Staff details are always collected in the return. The **Staff Details** check box is displayed for information purposes only and cannot be deselected.

The **Curriculum** check box is displayed for Secondary schools only. If selected, curriculum details for Teachers and Teaching Assistants is included in the return by default.

An option to **Allow editing of Base Pay** before the pay details are collected is also available. If this option is selected, the **Pay Details** panel is displayed on the **School Workforce Census Details** page when creating the return (via **Routines | Statutory Return Tools | School Workforce Census**). The panel displays the calculated values of **Base Pay** for each school workforce member of staff. The values can be edited, if required.

If the **Allow editing of Base Pay** check box is deselected, the **Pay Details** panel is not displayed when the census is run and the calculated values are collected by default.

3. If any settings have been changed, click the **Save** button.

The message displayed at the top right-hand side of the **Data to be Exported by Default** panel changes from **Settings have been preserved** to **Settings have been populated by School**.

The selected data items are reflected in the read-only **School Workforce Census Settings** panel (**Routines | Statutory Returns | School Workforce Census**). If any additional changes are required to these settings, they must be made using the process documented in this section.

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Importing Revised Filesets for Validation and Reports

Applicable to the Personnel Officer, Returns Manager and System Manager

The Validation Errors Summary and the Summary report are derived from files supplied by the Statutory Body. In addition, SIMS provides detail reports to enable the checking of data used to generate the return. These report files are initially installed automatically during the SIMS release upgrade.

Occasionally, additions or corrections are made to these files, after a SIMS release, which are required for the forthcoming return. The Import Fileset functionality is provided to enable these files to be imported into SIMS (between releases) by the Personnel Officer, Returns Manager or System Manager.

NOTE Use of the Import Fileset routine between releases is not always required. If updated files are available for import, a notification is displayed on the support portal.

Revised files can be:

- downloaded from the support portal to a folder of your choice.
The files available for download from the portal are zipped. Once the zip file is downloaded it should be unzipped to a folder of your choice. The Import Fileset routine can then be run by a user at the school who has the appropriate permissions.

IMPORTANT Ensure that the Document Management Server (DMS) is configured correctly before attempting to import the files.

- authorised and deployed to schools via SOLUS3. The Import Fileset routine can then be run by a user at the school who has the appropriate permissions.

IMPORTANT In SOLUS3, administrators must ensure that the SIMS user details (SIMS username and password) and SIMS database are set up in **Targets**.

For more information, please refer to the [SOLUS3 for Local Authorities handbook](#).

TIP To check which version of the fileset is currently in use, select **Routines | Statutory Returns | School Workforce Census** to display the **Census Return** browser. The **Validation Fileset ID** is displayed in the browser header.

Before Importing the Revised Files

To enable the file(s) to be imported successfully, ensure that the DMS is configured correctly. This is achieved via **Tools | Setups | Document Management Server**. Click the **Test server connection** button to check if the specified DMS is available for use and functioning correctly.

If the connection is unsuccessful, check the following details:

- The **Protocol** field defaults to http and should not be edited.
- The **Computer name** should be the name/number of the PC on which the DMS is installed.
- The **Port** number is usually 8080. The number must be between 0 and 65535.
- The **Active** check box must be selected, indicating that the server is in use.

Click the **Test server connection** button again. If the DMS is now working correctly, click the **Save** button.



Additional Resources:

[Setting up and Administering SIMS handbook](#)

Importing the Revised Files

1. In SIMS, select **Tools | Setups | Import Fileset** to display the **Import Fileset** page, where the current fileset number is displayed.
2. Click the **Browse** button to display the **Open** dialog.
3. Navigate to the location of the downloaded fileset. The file name is made up of the following data fields: <Fileset Number>-StatutoryReturns-<Term and Year>_Fileset.mfs.

IMPORTANT If more than one MFS file is displayed in the **Open** dialog, care should be taken to select the correct file.

4. Highlight the file then click the **Open** button. Alternatively, double-click the required MFS file to return to the **Import Fileset** page.

NOTE The following graphics show example data only.

Details of the selected fileset are displayed, including the version **Number** of the fileset, the **Release Date** and the fileset description (**Title**).

5. Click the **Import Fileset** button to import the fileset into the DMS.

1 Fileset

Current Fileset Number is 3100

Choose Fileset: C:\3101-StatutoryReturns-Autumn2025_Fileset.mfs

Selected Fileset

Number: 3101 **Release Date** **Title:** Install files required for the Autumn 2025 Statutory Returns

Purpose:
Fileset containing all files required to produce the returns included in the Summer 2025 release.

Ready to import...

Import Fileset

When the import process is finished, **Import successful** is displayed at the bottom left-hand side of the **Fileset** panel and you are advised to restart SIMS. This ensures that the newly imported data will take effect.

6. Click the **OK** button, then restart SIMS.
7. Run the return in the usual way.

 **Completed**

Importing Lookup Files

Lookups that are defined by your LA or Local Support Team can be imported into SIMS for use with the staff-related functionality. If you are importing a file from your LA or Local Support Team, save the file and the matching signature file to an appropriate location on your computer before beginning the import process.

IMPORTANT It is no longer necessary to import the CCS_Base_Lookups because they are now updated automatically as part of the SIMS upgrade.

1. Select **Tools | Lookups | Import Lookups** to display the **Import Lookups** page.

Import Lookups

Import

1 Select File 2 Lookups present in the file 3 Lookup values present in the file 4 Exception Log

1 Select File

File Name  Select File

2 Lookups present in the file

Lookup Code	Lookup Description	Lookup Mode

3 Lookup values present in the file

Code	Description	Active	System	Display Order

2. Click the **Select File** button to display the **Open** dialog.

3. Navigate to the location of the .ZIP or .XML file, highlight it then click the **Open** button to populate the **Lookups present in the file** panel.

IMPORTANT Both the file and its matching signature file must be saved to the same location.

4. To view the lookup values present in the file, highlight the required lookup. The values are then displayed in the **Lookup values present in the file** panel.
5. To import the lookups, click the **Import** button.
If no problems are found, the lookups file will be imported into SIMS. These lookups are available for use once SIMS has been restarted.

NOTE This applies to all users in SIMS at the time that the lookups are imported.

Any errors in the .ZIP or .XML file that prevent it from being imported successfully are displayed in the **Exception Log** panel.

NOTE A faulty lookup does not prevent the other lookups from being imported, although other errors may.

6. To save a copy of the Exception Log in .TXT format, click the **Save** button to display the **Save** dialog. Select a location, enter the required filename and click the **Save** button.
7. To print a copy of the **Exception Log**, click the **Print** button.

IMPORTANT Any changes made are not visible until all users, including yourself, have restarted SIMS. If users proceed to run the School Workforce Census without restarting SIMS, an error message is displayed.

☐ Completed

Importing Service Term Definitions

If your LA or Local Support Team has provided you with a service term definitions file, which includes Superannuation Schemes, National Insurance Rates, service terms, etc., it should be imported into SIMS. The file may require editing after import.

1. Save the service term definitions file and the matching signature file sent by the LA or Local Support Team to an appropriate location on your computer.
2. Select **Tools | Staff | Pay Related Import** to display the **Import Service Terms** page.
3. Click the **Select File** button (adjacent to the **File Name** field) to display the **Open** dialog.

4. Navigate to the location of the .XML file, highlight it and then click the **Open** button to populate the **Service Terms** and **Superannuation Schemes** panels.

Import Service Terms

1 Select File 2 Service Terms 3 Superannuation Schemes 4 Exception Log

1 Select File

File Name: C:\temp\pay_related.xml

2 Service Terms

Code	Description
AB	P/T Admin Assistant
AR	Auto Reconciliation
AT	Advanced Skills Teacher
CB	Site Services
CC	Teaching Assistant
CD	Caretaker
DB	Community Worker
EB	Cleaner
EF	Class Assistant
EJ	Instructors

3 Superannuation Schemes

Code	Description
CARE	Caretaker
INST	Instructors
LD	Leaders Superannuation
LGSA	Local Authority Superannuation
NONE	none
SERO	SERPS
SNT	Spec Needs Teachers
TEAC	Teachers Superannuation
TU	Teachers Upper

4 Exception Log

Exception Message

5. To import the service term definitions, click the **Import** button.
If no issues are found, the lookups file is imported into SIMS and the lookups are available for use immediately.
Any errors in the .XML file that prevent it from being imported successfully into SIMS are displayed in the **Exception Log** panel.

NOTE If there is an error within a service term, that service term is not imported. This does not prevent other service terms in the same file from being imported.

6. To save a copy of the **Exception Log** in .TXT format, click the **Save** button to display the **Save** dialog. Select a location, enter the required filename and then click the **Save** button.
7. To print a copy of the **Exception Log**, click the **Print** button.

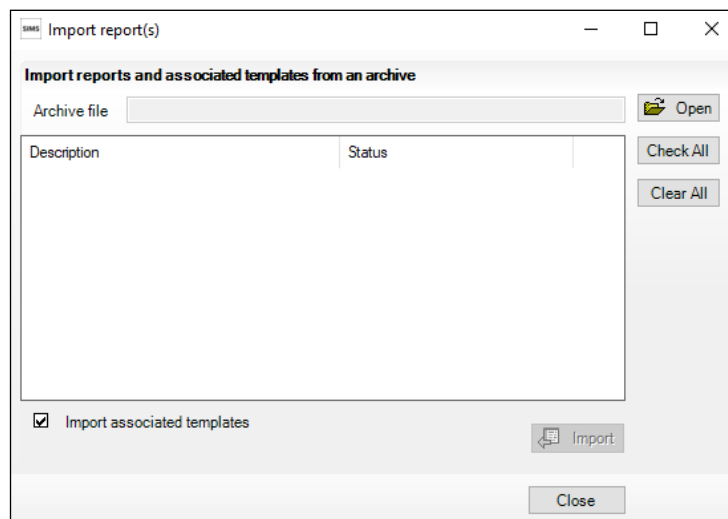
Completed

Importing Pre-Defined Report Definitions

A variety of predefined reports has been provided for use with this release of SIMS.

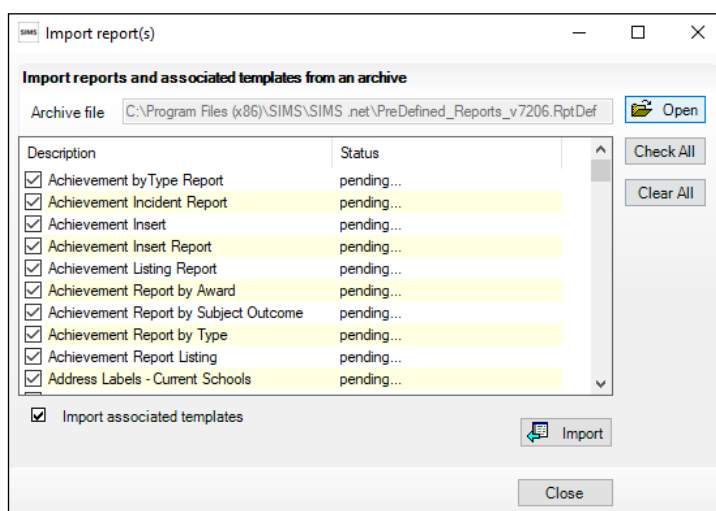
Where appropriate, you are given the option to import any documents associated with the report, e.g. Word templates, merged documents, etc. Once imported, these templates are stored, along with the actual report, on the Document Management Server (DMS). You can elect not to import these templates/merge documents, but you must ensure that a suitable alternative is available to ensure the report is produced correctly.

1. Select **Reports | Import** to display the **Import report(s)** dialog.



2. Click the **Open** button to display the **Select report file to import** dialog. Navigate to the application folder, typically C:\Program Files (or Program Files (x86))\SIMS\SIMS .net then highlight the Predefined_Reports_<version number>.RptDef file. The version number of the file name increments with each release of SIMS.
3. Click the **Open** button to return to the **Import report(s)** dialog. The file name and location are displayed in the **Archive file** field.

All pre-defined reports contained in the selected file are displayed in the dialog. However, you have the option to import selected reports only. If you do not wish to import a report, deselect its associated check box.



If you do not wish to import the associated templates, deselect the **Import associated templates** check box.

4. Click the **Import** button. The status of the selected report(s) changes to **Imported**.
5. Click the **Close** button to complete the process and close the dialog.



Additional Resources:

[Predefined Reports Catalogue](#)
[Designing and Running Reports handbook](#)

☐ **Completed**

Report Related Permissions

The availability of reports depends on the permissions assigned to you and whether report designs have been made public. Permissions can also be applied to specific data fields and it is therefore possible that some reports can be produced that have some blank columns.

Imported reports are stored automatically in the appropriate \Focus folder (e.g. Student, Staff, Class, etc.) in the DMS but can be copied to other folders provided you have sufficient permissions.

Pre-defined reports cannot be edited but users with appropriate permissions can delete reports.

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Checking Establishment Details

The establishment details should be checked to ensure that they are complete and accurate before running the School Workforce Census.

1. Select **Focus | School | School Details** to display the **School Details** page.
2. Check that the details displayed in the **Establishment** panel are correct.

1 Establishment	
School Name	WATERS EDGE PRIMARY SCHOOL
LA	823 Central Bedfordshire
Establishment Number	2999
Unique Reference Number	
School Phase	Primary
School Type	Infant and Junior School 5-11
School Governance	Community
Intake Type	Comprehensive
Previous School Name	
Previous Estab Number	
Previous URN Number	
Boarding Pupils	☐ Nursery Class ☒
Head Teacher	Mrs Gillian Grosvenor
Curriculum Years	N1 6
Pupil Genders	Coeducational
Gender on entry to school	Coeducational
NC Year Start Date (dd/mm)	1 / 9
Extended Services	☐ Before school childcare and/or activities for school-age children (term-time) ☐ After school childcare and/or activities for school-age children (term-time) ☐ Childcare and/or activities, for school-age children during school holidays ☐ Childcare integrated with a nursery education place for three and four year old...
No. of Childcare Places	0
No. of Childcare Nursery Places	0
Date Name Changed	
Earliest DOA	
Date Number Changed	
Special Class or Unit	☐
Main Contact	Mrs G Grosvenor

3. Ensure that the **School Name** and **School Type** have been entered correctly.

NOTE The **School Name**, **LA** number, **Establishment Number** and **School Phase** were set up when SIMS was installed. If these details are incorrect, please contact your Local Support Unit for assistance.

Information for Academies:

Academies should ensure that the following information is recorded, if applicable:

- The **School Type** and **School Governance**.
Select **Academies** from both drop-down lists.
- The **Previous School Name** and **Date Name Changed**.
- The **Previous Estab Number** and **Earliest DOA** (date of admission).
If the DfE establishment number has changed for sponsor-led Academies, the Academy should record the previous establishment number and the earliest date of admission. This date is collected in the School Census return.
- The **Previous URN Number** and **Date Number Changed**.

IMPORTANT These data items must be entered for all Academies because the date the URN changed is interpreted as the date the Academy opened. If this date is not entered, some of the historical information from before that date will be included in the School Workforce Census incorrectly, e.g. a member of staff who left before the academy opened.

4. Click the **Save** button to save any changes, if applicable.

☐ **Completed**

Checking School Telephone and Email Information

The following school contact details are collected for the return and therefore need to be checked to ensure that they are up-to-date and correctly recorded in SIMS:

- School **Email** Address
 - School **Telephone** Number.
1. Select **Focus | School | School Details** to display the **School Details** page.
 2. Click the **Contact Details** hyperlink to display the **Contact Details** panel.

3 Contact Details			
Telephone	852015	Fax	857898
Email	school@we.com 	Website	

3. Ensure that a **Telephone** number has been recorded (including the STD code).

4. Ensure that the school's official communications **Email** address has been recorded correctly (it must include the @ character together with a minimum of one full stop).
The email address must be the account used on a regular basis. It must also be accessible to the Head Teacher as it might be used for future DfE correspondence.
5. Click the **Save** button if changes have been made.



Completed

Checking Support Unit Details

The details entered in the **Support Unit Details** panel are not collected in the census. However, a link to your school's support unit website is available from the **Census Return** browser, provided it has been recorded in this panel.

1. Select **Focus | School | School Details**, then navigate to the **Support Unit Details** panel.

Support Unit Details			
Telephone	00000 123456	Main Contact	M Smith
Email	support.unit@details.com 	Website	SupportUnitWebsiteHere 

2. Ensure that your school's support unit **Website** address is entered correctly. To check that the address is correct, click the **View Website** button adjacent to the **Website** field.
3. Check that the **Telephone** number (including the STD code) and **Email** address is entered correctly.
4. Check that the name of the **Main Contact** for your support unit is up to date.
5. Click the **Save** button, if changes have been made.



Completed

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Checking/Editing Personal Details

Before beginning the School Workforce Census return, ensure that all current staff are recorded in SIMS and that the information is up-to-date and accurate.

Ensure that:

- new staff have been added. For more information please refer to the *Adding Staff Details* chapter of the [Managing Staff handbook](#).
- any leavers/contract end dates have been recorded (please see *Editing Contract Details - Pay Scales* on page 30).
- any duplicated or unwanted staff records have been amended (please see *Excluding Teacher/Support Staff Records from the Return* on page 37).
- part-time details have been checked/updated for all applicable members of staff.

Basic staff information and contract information is included in the return for all teachers and support staff with contracts of one month or greater on census day. Minimal information is collected regarding occasional staff (staff with service of one month or less).

NOTES Schools may find that a Teacher Number of eight digits is truncated to seven digits and this may affect the teacher's record adversely.

The current `RptDef` file must be imported after upgrading to the latest version of SIMS. This file contains all the up-to-date user-defined report definitions provided by SIMS (please see *Importing Pre-Defined Report Definitions* on page 12).

Checking Basic Details

1. Select **Focus | Person | Staff**.
2. Search for and highlight the required person, then click the **Open** button to display the **Employee Details** page.

3. Select the **Personal Details** tab to display the **Basic Details** panel.

4. Ensure that the **Legal Forename** and **Legal Surname** are up-to-date and accurate.
5. Ensure that the correct **Sex** is selected from the drop-down list.

NOTES To assist schools with the government requirement that companies with more than 250 employees be able to provide evidence of the gender pay gap, the employee's sex has been added to the Salary Information report (via **Reports | Personnel | Salary Information**).

Personal **Pronoun(s)** are not collected in any statutory returns at present, there is no requirement to report this information to the DfE.

6. If the staff member is to be included in the Schools Workforce Census Return, ensure that the **Eligible for SWR** check box is selected.
7. If **Previous Name** is applicable to this member of staff, ensure that the details are entered correctly. Click the **New** button to create a new **Previous Name** record. Alternatively, highlight an existing record then click the **Open** button (located adjacent to the **Previous Name** table) to display the **Edit Previous Name** dialog. Edit the details, as required.

 **Completed**

Editing Personal Information

NOTE From November 2025, Disability will now be collected in the SWC return instead of 'Are day-to-day activities substantially affected by physical or mental impairment?'

1. Select **Focus | Person | Staff**.
2. Search for and highlight the required person, then click the **Open** button to display the **Employee Details** page.
3. Select the **Personal Details** tab then navigate to the **Personal Information** panel.

The following graphic shows an example of the panel as seen in Primary phase schools.

2 Personal Information

Date of Birth	01/05/1994	NI Number	GA-78-96-54-A
Ethnicity	Asian or Asian British, Bangladeshi	Qualification/Letters	
Religion/Faith	Not Collected	Disability Number	
Marital Status		Building Society Roll Number	
Account Number		Sort Code	
Bank Name		Bank Account Name	
Are day to day activities substantially affected by physical or mental impairment		Disability	No

4. Ensure that the **Date of Birth** is correct. Enter the correct date or click the **Calendar** buttons and select the correct dates, if required.
5. Check that the National Insurance Number (**NI Number**) is entered using the correct format, e.g. MW-23-75-16-C.
6. Ensure that the staff member's **Ethnicity** is selected from the drop-down list.
7. Ensure that the correct value is selected from the **Disability** drop-down list.

☐ **Completed**

Editing Absences Information

Absence information is not required for centrally employed staff. Details are collected for teaching contracted teachers and teaching assistants only.

1. Select **Focus | Person | Staff**.
2. Search for and highlight the required person, then click the **Open** button to display the **Employee Details** page.
3. Select the **Personal Details** tab then navigate to the **Absences** panel.

3 Absences

Start Date	End Date	Working Days Lost	Type	Input	
01/10/2020	01/10/2020	1.00000	Sickness	Absenc	New Open Delete ☒ Training
02/10/2019	27/10/2019	20.00000	Sickness	Absenc	
01/09/2018	01/09/2018	1.00000	Sickness	Absenc	

IMPORTANT Ensure that the **Training** check box is deselected. This removes training absence records from the list, making it easier to locate non-training absence records.

4. To edit an absence record, highlight the record and then click the **Open** button to display the **Edit Absence** dialog.

5. Check the **Start Date** and **End Date** of the absence. Enter the correct date or click the **Calendar** buttons and select the correct dates, if required.
6. Ensure that the total number of **Working Days Lost** is entered in the correct format, e.g. 1.5000, if applicable.
7. Ensure that the correct **Type/Reason** for the absence is selected from the drop-down list, e.g. **Sickness**, **Secondment**, **Pregnancy Related**, etc.

IMPORTANT For annual leave and certificated sick leave to be reported correctly in the absence reports, ensure that annual leave is recorded by selecting the **Annual Leave** check box.

8. Click the **OK** button to return to the **Absences** panel.

 **Completed**

Editing Address Details

1. Select **Focus | Person | Staff**.
2. Search for and highlight the required person, then click the **Open** button to display the **Employee Details** page.

3. Select the **Personal Details** tab then navigate to the **Addresses** panel.

4. Check that the **Post Code** and **House Number/Name** exist and that they are valid. These details can be checked by clicking the **Address** button to launch the selected mapping website (specified via **Tools | Setups | User Options**), where a map of the area surrounding the address is displayed.

NOTE British Forces Post Office numbers can be added as post codes.

5. If you have edited the address, click the **Save** button.
6. If the staff member has an additional current address, i.e. a **Second Home**, enter the additional address and then click the **Continue** button (adjacent to the **Country** field) to display the **New Address Details** panel.
7. Enter the remaining address details and the **Address Type**, then click the **Save** button to refresh the display.

☐ Completed

Checking/Editing Professional Details

1. Select **Focus | Person | Staff**.
2. Search for and highlight the required person, then click the **Open** button to display the **Employee Details** page.

3. Select the **Professional Details** tab to display the **Professional** panel.

1 Professional

HLTA Status ☐ TA Status ☐ QT Status ☒ QTLS Status ☐ EYT Status ☐

HLTA Date QTS Route

SBP ☐ LNT ☐ NQT Status

Training

Title	Start Date	End Date	Completed
Handling Covid in Schools	01/03/2021	01/03/2021	Yes
Outstanding Teaching and Learning	08/01/2021	08/05/2021	Yes
Safeguarding and Child Protection	08/01/2021	08/01/2021	Yes
Behaviour for Learning	04/09/2020	04/09/2020	Yes

Qualifications

Qualification	Title	Date Awarded	Level
---------------	-------	--------------	-------

Actions: New, Open, Delete, Create

4. If the staff member is a Higher-Level Teaching Assistant, ensure that the **HLTA Status** check box is selected.

NOTE Required for contracted teachers and contracted teaching assistants and other contracted support staff who are aged 18 or over.

5. If the **HLTA Status** check box has been selected, enter the date that the HLTA status was achieved (dd/mm/yyyy). Alternatively, select the required date from the Calendar.
6. If the member of staff is a Teaching Assistant, ensure that the **TA Status** check box is selected.
7. Select the **QT Status** (Qualified Teacher), **QTLS Status** (Qualified Teacher Learning and Skills) and/or **EYT Status** (Early Years Teacher) check boxes, if applicable. Members of staff can hold more than one teacher status.
8. If the staff member has Qualified Teacher Status, ensure that applicable route is selected from the **QTS Route** drop-down list, e.g. **Graduate Teacher Programme, Flexible Routes**, etc. (Mandatory for all teachers, including those working towards QTS.)
9. If the member of staff is a School Business Professional, ensure that the SBP check box is selected.
10. If the member of staff is a Leadership Non-Teacher, ensure that the LNT check box is selected.
11. Provided the **QT Status** check box is selected, it is possible to specify which induction year a newly qualified teacher is in by selecting from the **NQT Status** drop-down list.
 - **Year 1 of QT Status Induction**
 - **Year 2 of QT Status Induction**
 - **Not in Year 1 or 2 of QT Status Induction.**

If the **QT Status** check box is deselected, the **NQT Status** field is inactive.

NOTES The **NQT Status** functionality applies to newly qualified teachers in Year 1 or 2 of their induction. After the end of the induction, the value must be changed to **Not in Year 1 or 2 of QT Status Induction**.

The NQT Status must be updated each year to the value you want to report in the School Workforce Census.

Newly Qualified Teacher (NQT) is also known as Early Career Teacher (ECT). Please refer to the DfE document Induction for early career teachers (England) (<https://www.gov.uk/government/publications/induction-for-early-career-teachers-england>).

12. Ensure that the **Qualifications** record is correct and up-to-date.
 - a. Click the **New** button adjacent to the **Qualifications** field or highlight an existing qualification, then click the **Open** button to display the **Add** (or **Edit**) **Qualifications** dialog.

- b. Ensure that the **Qualification** description is correct.
- c. Ensure that the applicable **Class of Degree**, e.g. **First class honours**, is selected from the drop-down list.

IMPORTANT Class of Degree is collected for new teachers where their employment start date is 1 August onwards.

- d. Ensure that the correct **First Subject, Qualified** and the **Second Subject, Qualified** are selected from the drop-down lists.
- e. If the qualification has been verified, e.g. the paper certificate has been checked, select the **Verified** check box.
- f. Click the **OK** button to return to the **Professional Details** page.

☐ Completed

Checking/Editing Employment Details

1. Select **Focus | Person | Staff**.

04 | Preparing Staff Level Information

2. Search for and highlight the required person, then click the **Open** button to display the **Employee Details** page.
3. Select the **Employment Details** tab to display the **Employment Details** panel.

1 Employment Details

Teaching Staff ☒
Teacher Category Qualified Teacher
Staff Code HG

Teacher Number 92/34041
Qualified Teacher Status Qualified
Employee/Payroll No.

Employment Dates

Employment Start	Leaving Date	Cont Service Start	LA Start	Previous Employer	Next
01/09/1996			01/09/1996	NHS	

New
Open
Delete

Check

Check	Clearance Date	Clearance Level
List 99	14/06/2004	List 99 Cleared
CRB Check	10/03/2002	CRB Enhanced Clearance

New
Open
Delete

Contract

Status	Start Date	Post	Service Term	Point/Salary
	01/09/2002	Teacher	Teachers	6.0

New
Open
Delete
Clone

Service Agreement

Start Date	End Date	Agreement Hours/Week
01/06/2000		1.0000

New
Open
Delete

4. If the staff member is employed primarily in a teaching capacity, select the **Teaching Staff** check box.
5. Ensure that a **Teacher Number** is entered using the correct format, e.g. 12/34567.
An identifying teacher number is allocated to teachers on an individual basis by the DfE. A teacher number is required for all members of staff, including non-teachers.
6. If a **Teacher Number** has been entered, a **Qualified Teacher Status** must be selected from the drop-down list.

☐ **Completed**

Editing Employment Dates

The employment dates must be checked for all teachers, contracted teaching assistants and other contracted support staff.

1. Select **Focus | Person | Staff**.
2. Search for and highlight the required person, then click the **Open** button to display the **Employee Details** page.

3. Select the **Employment Details** tab, then navigate to the **Employment Dates** table.

Employment Dates	Employment Start	Leaving Date	Cont Service Start	LA Start	Previous Employer	Next	New	Open	Delete
	01/09/1996			01/09/1996	NHS				

4. Click the **New** button or highlight an existing **Employment Dates** record and then click the **Open** button to display the **Add (or Edit) Employment History** dialog.

Edit Employment History for Helen Green

Details

Employment Start Date: 01/09/1996

Date of Leaving:

Continuous Service Start Date: 01/09/1996

Local Authority Start Date: 01/09/1996

Previous Employer: NHS

Next Employer:

Notes:

OK Cancel

5. Ensure that the **Employment Start Date** is entered in the correct format (dd/mm/yyyy).
6. Check all other details to ensure they are accurate.
7. Click the **OK** button to return to the **Employment Details** panel.

☐ Completed

Editing Contract Details - Salary Ranges

The following contract details related to salary ranges should be checked to ensure that the correct values are collected in the return.

1. Select **Focus | Person | Staff**.
2. Search for and highlight the required person, then click the **Open** button to display the **Employee Details** page.
3. Select the **Employment Details** tab then navigate to the **Contract** table.

Contract	Status	Start Date	Post	Service Term	Point/Salary	New	Open	Delete	Clone
		01/09/2016	TEACHER	Teachers Upper	1.0				
	X	01/09/2009	Teacher	Teachers	6.0				

04| Preparing Staff Level Information

- Click the **New** button or highlight an existing record and then click the **Open** button to display the **Edit Contract** dialog.

Edit Contract for Belinda Bates

Save Undo Help Close

1 Contract Details 2 Pay Pattern

1 Contract Details

Service Term	Teachers Union	Employment Type	Permanent
Post Reference	TEACHER	Post Category / SW/R Post / Payroll Post	Teacher, Other/ Classroom Teacher, upper pay range/
Post Reason		Financial Subgroup	
Contract Start Date	01/09/2016	Contract/Payroll Number	PR234123
Superannuation	Teachers	NI Contracted	In ☐ Out ☒
Increment Date	01/09	Leave Entitlement	0.0000
Contract End Date		Contract Termination Reason	
Post Offered Date		Post Accepted Date	
Contract Issued Date		Service Term Weeks/Year	52.1430
Service Term Hours/Week	32.5000	Weeks/Year	52.1430
Hours/Week	32.5000	Pro Rata	1.0000
FTE	1.0000	Pay Factor	1.0000
Safeguarded Salary	☐	Latest Pay Review Date	10/09/2020
Origin	Not applicable - change of contract	Reason for Leaving	
Destination			
Is an Apprentice	☐		

Scale/Range	Start Date	End Date	Point/Salary	Actual Salary
Upper Pay Spine	01/09/2016		1.0	

New Open Delete

Allowance	Start Date	End Date	Type
Teaching and Learning Respon...	22/11/2021	17/04/2023	Permanent

New Open Delete

Role	Start Date	End Date
Classroom Teacher	01/09/2016	

New Open Delete

Suspensions Starts on	Suspensions Ends on	Reason
-----------------------	---------------------	--------

New Open

5. Click the **New** button adjacent to the **Salary Records** or highlight an existing record and then click the **Open** button to display the **Add** (or **Edit**) **Contract Salary** dialog.

6. Select the appropriate **Range Type** from the drop-down list.
7. Select the **Start Date** for the pay range by clicking the **Calendar** button and selecting the dates. Alternatively, enter the date in dd/mm/yyyy format.

NOTE The first time that a pay range is added to a staff member's contract, the **Start Date** defaults to the **Employment Start Date**. If any subsequent contracts are added, the **Start Date** defaults to the **Contract Start Date**.

A range will be terminated automatically when you apply a new range, when you enter a contract end date or when you enter a date of leaving.

The **Minimum** and **Maximum** salary are populated automatically according to the service term selected.

8. Enter the staff member's **Annual Salary**. This must be within the stated range. The **Actual Salary** is calculated automatically, based on the annual salary, full-time equivalent and weeks worked per year pro rata.
9. If the superannuation scheme is to be applied to this contract, select the **Superannuation** check box.

NOTE If the check box is selected, it is assumed that the employer makes superannuation contributions at the relevant rate. If it is deselected, no superannuation contributions are made.

10. If the pay is subject to National Insurance contributions, select the **NI Status** check box.

NOTE When salary commitment is calculated in FMS, these check boxes are not considered. National Insurance and superannuation are always calculated for a pay scale.

The **Pay Scale** and **Regional Pay Spine** default from the service term selected and are not editable here.

11. Any **Notes** can be entered, as required. If the salary has been converted from a pay scale, the details are entered here.

NOTE On saving the changes, the username, date and time of any updates to the salary are recorded in the **Notes** field. Any changes made to the salary via **Tools | Staff | Salary Update** are also recorded here.

12. If you wish to view the history of changes to the annual salary, click the **Annual Salary Change History** button. The annual salary change history can be printed, if required.

IMPORTANT The annual salary change history will not display any changes made to the salary by B2B:Personnel.

13. Click the **OK** button to return to the **Edit Contract** dialog.
14. Click the **Save** button to return to the **Employment Details** page.



Completed

Editing Contract Details - Pay Scales

The following contract details related to pay scales should be checked to ensure that the correct values are collected in the return.

1. Select **Focus | Person | Staff**.
2. Search for and highlight the required person, then click the **Open** button to display the **Employee Details** page.
3. Select the **Employment Details** tab, then navigate to the **Contract** table.

Contract					New Open Delete Clone
Status	Start Date	Post	Service Term	Point/Salary	
	01/09/2016	TEACHER	Teachers Upper	1.0	
X	01/09/2009	Teacher	Teachers	6.0	

- Highlight an existing **Contract** record, then click the **Open** button to display the **Edit Contract for** dialog.

Edit Contract for Belinda Bates

Save Undo Help Close

1 Contract Details 2 Pay Pattern

1 Contract Details

Service Term	Teacher Union	Employment Type	Permanent
Post Reference	TEACHER	Post Category / SW/R Post / Payroll Post	Teacher, Other/ Classroom Teacher, upper pay range/
Post Reason		Financial Subgroup	
Contract Start Date	01/09/2016	Contract/Payroll Number	PR234123
Superannuation	Teachers	NI Contracted	In ☐ Out ☒
Increment Date	01/09	Leave Entitlement	0.0000
Contract End Date		Contract Termination Reason	
Post Offered Date		Post Accepted Date	
Contract Issued Date		Service Term Weeks/Year	52.1430
Service Term Hours/Week	32.5000	Weeks/Year	52.1430
Hours/Week	32.5000	Pro Rata	1.0000
FTE	1.0000	Pay Factor	1.0000
Safeguarded Salary	☐	Latest Pay Review Date	10/09/2020
Origin	Not applicable - change of contract	Reason for Leaving	
Destination			
Is an Apprentice	☐		

Scale/Range	Start Date	End Date	Point/Salary	Actual Salary
Upper Pay Spine	01/09/2016		1.0	

Allowance	Start Date	End Date	Type
Teaching and Learning Respon...	22/11/2021	17/04/2023	Permanent

Role	Start Date	End Date
Classroom Teacher	01/09/2016	

Suspensions Starts on	Suspensions Ends on	Reason
-----------------------	---------------------	--------

New Open Delete

New Open Delete

New Open Delete

New Open

Some read-only fields are populated automatically, including the **Post Category/SWR Post/Payroll Post** and **Service Term Hours/Week**.

- Ensure that the applicable **Post Reference** and **Post Reason** are selected from the drop-down lists.
- Ensure that the correct **Employment Type** is selected from the drop-down list, e.g. **Permanent**.
- When the first contract is entered for a member of staff, the **Contract Start Date** defaults to the **Employment Start Date**. This can be edited by clicking the **Calendar** button and selecting the date, if required.
- If the contract has ended, ensure that a **Contract End Date** is entered.

9. Ensure that the number of hours per week the member of staff works is entered in the **Hours/Week** field. The actual amounts paid are calculated using the number of hours worked and the pay rates applicable to the employee.
10. Ensure that the number of weeks per year the member of staff works is entered in the **Weeks/Year** field.
11. If the employee has protected rights in their salary, select the **Safeguarded Salary** check box. (Applicable to contracted teachers only.)
12. If a **Contract End Date** has been entered ensure that:
 - the leaver's **Destination** (e.g. **Remaining in the same LA - primary school**) has been selected from the drop-down list.
 - a **Reason for Leaving** (e.g. **Left for other teaching post**) has been selected from the drop-down list.

It is advisable to enter the reason for leaving when entering the leaver's destination because a blank **Reason for Leaving** field will trigger a validation error when completing the School Workforce Census.

13. Ensure that the employee's employment prior to joining the school is selected from the **Origin** drop-down list.
14. Enter the **Latest Pay Review Date** (in dd/mm/yyyy format) or select the required date from the **Calendar** button. This date is collected in the School Workforce Census and applies to for all teachers with contracts or service agreements.
15. Click the **Save** button.



Editing Contract Salary Records

In the **Edit Contract for** dialog, navigate to the **Salary Records** table.

1. Highlight an existing **Pay Scale** record, then click the **Open** button to display the **Edit Contract Scale** dialog.

2. Ensure that the following details are correct:

- **Scale Point**
Select the correct value from the drop-down list, if required.
- **Pay Scale and Regional Pay Spine**
These read-only fields are populated automatically. If incorrect values are displayed:
 - a. Select **Tools | Staff | Pay Related**, then search for and select the applicable service term to display the **Service Term Details** page.
 - b. In the **Pay Awards** panel, highlight the required **Scales** record, then click the **Open** button to display the **Edit Scale for** dialog.
 - c. Select the applicable **Pay Scale** from the drop-down list.
 - d. Indicate which regional variation the pay scale is for by selecting from the **Regional Pay Spine** drop-down list.

NOTE Regional pay spine (range) is no longer collected for the return. However, it is advisable to ensure that records are up-to-date.

- e. Click the **OK** button to return to the **Service Term Details** page.
 - f. Click the **Save** button.
 - g. Select **Focus | Person | Staff – Employment Details** tab – **Contract**, then open the relevant entry in the **Salary Records**.
 - h. Ensure that the correct **Pay Scale** and **Regional Pay Spine** values are now displayed.
 - i. Click the **OK** button to return to the **Edit Contract for** dialog.
3. Click the **Save** button.



Editing Contract Allowances

1. In the **Edit Contract for** dialog, highlight an existing **Allowances** record, then click the **Open** button to display the **Edit Contract Allowance** dialog.

2. Ensure that the following details are recorded correctly:
 - **Allowance**
select from the drop-down list, if required.
 - all other allowance details are current and complete.
3. Click the **OK** button to return to the **Edit Contract for** dialog.
4. Click the **Save** button.

☐ Completed

Editing Contract Roles

1. In the **Edit Contract for** dialog, highlight an existing **Role**, then click the **Open** button to display the **Edit Contract Role** dialog.

2. Ensure that the following details are recorded correctly:
 - **Role**
Select from the drop-down list, if required.
 - **Start Date** for this role (in dd/mm/yyyy format).
3. Click the **OK** button to return to the **Edit Contract for** dialog.
4. Click the **Save** button.

☐ Completed

Editing Service Agreement Information

Not applicable to third party support staff

A person can have more than one role in the school, e.g. Teaching Assistant and Midday Supervisor, or can have more than one simultaneous contract with the same school. Multiple contracts/service agreements or roles (as well as old and current contracts) will be included in the return.

The following service agreement details should be checked to ensure that the correct values are collected in the return.

1. Select **Focus | Person | Staff**.
2. Search for and highlight the required person, then click the **Open** button to display the **Employee Details** page.

3. Select the **Employment Details** tab, then navigate to the **Service Agreement** table.

Contract	Status	Start Date	Post	Service Term	Point/Salary	
		01/09/2016	TEACHER	Teachers Upper	1.0	
	X	01/09/2009	Teacher	Teachers	6.0	

New
 Open
 Delete
 Clone

4. Click the **New** button or highlight an existing service agreement record and then click the **Open** button to display the **Add (or Edit) Service Agreement** dialog.

Edit Contract for Belinda Bates

Save Undo Help Close

1 Contract Details 2 Pay Pattern

1 Contract Details

Service Term	Teachers Upper	Employment Type	Permanent
Post Reference	TEACHER	Post Category / SWR Post / Payroll Post	Teacher, Other/ Classroom Teacher, upper pay range/
Post Reason		Financial Subgroup	
Contract Start Date	01/09/2016	Contract/Payroll Number	PR234123
Superannuation	Teachers	NI Contracted	In ☐ Out ☒
Increment Date	01/09	Leave Entitlement	0.0000
Contract End Date		Contract Termination Reason	
Post Offered Date		Post Accepted Date	
Contract Issued Date		Service Term Weeks/Year	52.1430
Service Term Hours/Week	32.5000	Weeks/Year	52.1430
Hours/Week	32.5000	Pro Rata	1.0000
FTE	1.0000	Pay Factor	1.0000
Safeguarded Salary	☐	Latest Pay Review Date	10/09/2020
Origin	Not applicable - change of contract	Reason for Leaving	
Destination			
Is an Apprentice	☐		

Salary Records

Scale/Range	Start Date	End Date	Point/Salary	Actual Salary
Upper Pay Spine	01/09/2016		1.0	

Allowances

Allowance	Start Date	End Date	Type
Teaching and Learning Respon...	22/11/2021	17/04/2023	Permanent

Role

Role	Start Date	End Date
Classroom Teacher	01/09/2016	

Suspensions

Suspensions Starts on	Suspensions Ends on	Reason
-----------------------	---------------------	--------

New
 Open
 Delete

5. Ensure that the **Service Start Date** is entered in the correct format (dd/mm/yyyy). (Not required for centrally employed staff.)

6. Ensure that the **Service End Date** is entered in the correct format (dd/mm/yyyy). (Required for all current members of staff on a fixed term contract and Leavers.)
7. Check that the correct School Workforce Post has been selected from the **SWC Post** drop-down list.

IMPORTANT To avoid the validation error 4410 (post is missing or invalid) being triggered during the Create and Validate process, the correct **SWC Post** must be selected.

8. Check that the correct **Service Type** has been selected from the drop-down list. (Required for teachers with service agreements.)
9. If applicable, ensure that the full-time equivalent has been entered in the **FTE Hours/Week** field.
10. Enter the number of weeks worked per year, as stated in the service agreement, in the **Weeks/Year** field. (Required for all members of staff except agency/service agreement teachers who are on a Daily Rate.)
11. Enter the number of hour worked per weeks as stated in the service agreement in the **Agreement Hours/Week** in the field. (Required for all members of staff except agency/service agreement teachers who are on a Daily Rate.)
12. For members of staff who are not paid a daily rate, enter the pre-tax annual salary of the staff member in the **SWC Base Pay (annual salary equivalent)** field. This is not mandatory if the member of staff is an Agency/SA teacher who is on a **Daily Rate**.
13. If the person is on a daily rate of pay, select the **Daily Rate** check box. (Required for agency/service agreement teachers. Not required for centrally employed staff.)

NOTE Those providing a service for which there is no charge should not have the **Daily Rate** check box selected, e.g. governors and volunteers.

14. For staff members who are not paid a daily rate, enter any additional payment amount in the **SWC Additional Payment Amount** field.
15. Enter the **Latest Pay Review Date** (in dd/mm/yyyy format) or select required date from the **Calendar** button. This date is collected in the School Workforce Census and applies to for all teachers with contracts or service agreements.
16. Click the **New** button to add a **Role**.
Alternatively, highlight an existing **Role** then click the **Open** button to display the **Edit Service Agreement Role** dialog.
 - a. Ensure that the applicable **Role** is selected from the drop-down list.
 - b. Ensure that **Start Date** is entered in the correct format (dd/mm/yyyy).
 - c. Click the **OK** button to return to the **Edit Service Agreement** dialog.
17. Click the **Save** button.

☐ **Completed**

Excluding Teacher/Support Staff Records from the Return

If there are teachers or support staff who have been entered in error (such as duplicates) or records that are not required to be collected for the return, it is recommended that you carry out the following action to ensure that these records are not included in the School Workforce Census return.

1. Select **Focus | Person | Staff**.
2. Search for and then select the required person to display the **Employee Details** page.
3. Ensure that the **Personal Details** tab is selected.
4. In the **Basic Details** panel, ensure that the **Eligible for SWR** check box is deselected. This removes the member of staff from the return.

1 Basic Details

Title: Miss
 Legal Forename: Belinda
 Middle Name(s): Elisabeth
 Legal Surname: Bates
 Preferred Forename: Belinda
 Preferred Surname: Bates
 Sex: Female
 Pronoun(s):
 Eligible for SWR: ☐
 Previous Name:

Preferred Surname	Preferred Forename	Middle Name	Date of Change
-------------------	--------------------	-------------	----------------

Photograph: 

Buttons: New, Open, Delete

5. Click the **Save** button.

☐ **Completed**

Reviewing Service Term Definitions

A service term helps to define a staff contract. It contains generic information including the number of hours worked per week, weeks worked per year, etc. Some service terms have scales defined within them, which determine the annual salary or hourly rate payable and allow spinal progression, where an employee's salary increments annually.

Service term information can be imported from a file provided by your LA or Local Support Unit (please see *Importing Service Term Definitions* on page 10), or it can be entered manually.



Additional Resources:

Defining Superannuation, Service Terms and Training Event Details chapter in the [Managing Staff handbook](#)

04 | Preparing Staff Level Information

Four reports are available in SIMS to facilitate the preparation for the School Workforce Census.

Ensure that the up-to-date pre-defined reports have been imported (please see *Importing Pre-Defined Reports* on page 40).

1. Select **Reports | Run Report** to display the **Report Browse**.
2. In the report navigation tree, select **Focus | Service Term**.

The names of the four service term reports are displayed in the right-hand panel.

Report Browse						
	Name	Focus	Owner	Supplier	Updated	Category
Agent	ST Allowances	Service ...	Imported	CES Reporting Services	28/03/2019	Public
Achievement Incidents	ST Definition	Service ...	Imported	CES Reporting Services	28/03/2019	Public
Behaviour Incidents	ST Pay Scale Definitions	Service ...	Imported	CES Reporting Services	28/03/2019	Public
Detention	ST Post Definitions	Service ...	Imported	CES Reporting Services	28/03/2019	Public
Detained Student						
Learnwise User						
Service Term						
Application						
Admission Groups						
Admission Enquiry						
Current & Previous School						
Course Classification						
Courses For Student						

3. Double-click the required report name to generate the report, which is displayed in Microsoft Word.

ST Allowances Report

WATERS EDGE PRIMARY SCHOOL		
Service Term Allowance Definitions		
AT: Advanced Skills Teacher		
Allowance	Allowance	Category
LD: Leadership		
Allowance	Allowance	Category
MW: Manual Staff		
Allowance	Allowance	Category
NJ: NJC - APT & C Staff		
Allowance	Allowance	Category
TE: Teachers		
Allowance	Allowance	Category
MGT1	Management 1	Management Allowances
MGT2	Management 2	Management Allowances
MGT3	Management 3	Management Allowances
MGT4	Management 4	Management Allowances
TL1B	Teacher Learning 1B	Teaching and Learning Responsibility Payments

The default **Category** of **Other** is displayed in the report if a category has not been allocated to the allowance.

To allocate **Categories** to **Allowances**:

- a. Select **Tools | Staff | Pay Related** to display the **Find Service Term** browser.
- b. Search for, then select the required service term.
- c. In the **Allowances** panel, highlight an allowance then click the **Open** button to display the **Edit Allowance for Teachers** dialog, where a category can be allocated to an allowance.

ST Definition Report

WATERS EDGE PRIMARY SCHOOL				
AT: Advanced Skills Teacher				
Spinal Progression:	F	Salaried:	T	
Increment Mth:	0	Teacher:	T	
Hrs / Wk:	27.5000	Term Time Only:	F	
Wks / Yr:	52.14300	Hidden:	F	
Points, Min:	1.0	Single Pay Spine:	T	
Points, Max:	27.0	Interval:	1.0	
Superannuation:				
TEAC	Teachers		8.05	
Financial Sub-groups				
LD: Leadership				
Spinal Progression:	F	Salaried:	T	
Increment Mth:	0	Teacher:	T	
Hrs / Wk:	26.2500	Term Time Only:	F	
Wks / Yr:	52.14300	Hidden:	F	
Points, Min:	1.0	Single Pay Spine:	T	
Points, Max:	43.0	Interval:	1.0	
Superannuation:				
TEAC	Teachers		8.05	
Financial Sub-groups				
MW: Manual Staff				
Spinal Progression:	F	Salaried:	F	
Increment Mth:		Teacher:	F	
Hrs / Wk:	37.5000	Term Time Only:	F	
Wks / Yr:	52.14300	Hidden:	F	
Points, Min:	1.0	Single Pay Spine:	F	
Points, Max:	1.0	Interval:	1.0	

ST Pay Scale Definitions Report

WATERS EDGE PRIMARY SCHOOL				
Pay Scale Definitions				
AT: Advanced Skills Teacher				
Scale		Points	Region	National Scale
AST	Advanced Skills Teacher	1.0 - 27.0	Rest of England	Advanced Skills Teachers
LD: Leadership				
Scale		Points	Region	National Scale
HTG4	Headteacher Group 4	14.0 - 25.0	Rest of England	Leadership
HTG5	Headteacher Group 5	18.0 - 29.0	Rest of England	Leadership
MW: Manual Staff				
Scale		Points	Region	National Scale
GR 1	Grade 1	1.0 - 1.0	Rest of England	Other
GR 2	Grade 2	1.0 - 1.0	Rest of England	Other
GR 3	Grade 3	1.0 - 1.0	Rest of England	Other
GR 4	Grade 4	1.0 - 1.0	Rest of England	Other
NJ: NJC - APT & C Staff				
Scale		Points	Region	National Scale
SC 2	Scale 2	11.0 - 13.0	Rest of England	National Joint Council (Local Government Services)
SC 3	Scale 3	14.0 - 17.0	Rest of England	National Joint Council (Local Government Services)

ST Post Definitions Report

WATERS EDGE PRIMARY SCHOOL			
Service Term Post Definitions			
AT: Advanced Skills Teacher			
Post		Category	SWR Post
AST	ADVANCED SKILLS TEACHER	Teacher, Other	Excellent Teacher
LD: Leadership			
Post		Category	SWR Post
HT	Headteacher	HT Headteacher	Head Teacher
DH	Deputy Head	Teacher, Other	Head Teacher
MW: Manual Staff			
Post		Category	SWR Post
CARE	Caretaker	Not inc on Form 7/PLASC	Support Staff
KITC	Kitchen Staff	Not inc on Form 7/PLASC	Support Staff
MID	Midday Supervisor	Not inc on Form 7/PLASC	Support Staff
ASCK	Assistant Cook	Not inc on Form 7/PLASC	Support Staff
ASCA	Assistant Caretaker	Not inc on Form 7/PLASC	Support Staff
HDCK	Head Cook	Not inc on Form 7/PLASC	Support Staff
CLEA	Cleaner	Not inc on Form 7/PLASC	Support Staff
NJ: NJC - APT & C Staff			
Post		Category	SWR Post
ADMN	Admin Clerk	AC Other Admin/Clerical	Support Staff
LAB	Lab Assistant	TE Laboratory Assistant/Tech	Support Staff
TECH	Technology Technician	TE Laboratory Assistant/Tech	Support Staff



Additional Resources:

[SIMS Pre-Defined Reports Catalogue](#)

☐ Completed

Importing Pre-Defined Reports

NOTE The availability of reports depends on your permissions.

1. Select **Reports | Import** to display the **Import report(s)** dialog.
2. Click the **Open** button and then locate the predefined reports. The location might vary but is usually C:\Program Files\SIMS (x86)\SIMS .net.
3. Highlight the required file, which is named according to the version of SIMS, e.g. PreDefined_Reports_v7206.RptDef, then click the **Open** button to return to the **Import report(s)** dialog. The file name and location you have specified are displayed in the **Archive file** field.
4. Where the specified file contains more than one report, you have the option to import selected reports only. If you do not wish to import a report, deselect the check box adjacent to the description.

IMPORTANT If you are re-importing a report, the existing report is overwritten and, therefore, any changes made to the original are lost.

5. If you do not wish to import the associated templates (e.g. Word templates), deselect the **Import associated templates** check box.
6. Click the **Import** button.
7. When the import is complete, click the **Close** button.



Additional Resources:

[Designing and Running Reports handbook](#)

☐ Completed

Checking/Editing the SWC Post

To avoid the validation error 4410 (post is missing or invalid) being triggered during the Create and Validate process, ensure that the **SWC Post** (SWR Post) is specified.

☐ Completed

Checking the Current School Workforce Census Post Value

1. Select **Focus | Person | Staff**.
2. Search for and highlight the required person, then click the **Open** button to display the **Employee Details** page.
3. Select the **Employment Details** tab, then navigate to the **Contract** table.

Contract	Status	Start Date	Post	Service Term	Point/Salary		New
		01/09/2002	Teacher	Teachers	6.0		Open
							Delete
							Clone

4. Highlight the applicable **Contract**, then click the **Open** button to display the **Edit Contract** dialog.

Edit Contract for Helen Green

Save Undo Help Close

1 Contract Details 2 Pay Pattern

1 Contract Details

Service Term	Teachers	Employment Type	Permanent
Post Reference	Teacher	Post Category / SWR Post / Payroll Post	Teacher, Other/ Classroom Teacher, main pay range/
Post Reason			
Contract Start Date	01/09/2017	Financial Subgroup	

5. Check that a **Post Reference** has been selected from the drop-down list. It might be necessary to add an applicable **Service Term** if it does not already exist.
6. Click the **Save** button to return to the **Employee Details** page.
7. Re-open the contract, then check the read-only entry in the **Post Category/SWR Post/Payroll Post** field.

☐ Completed

Changing the School Workforce Census Post

If the School Workforce Census Post needs to be changed:

1. Ensure that all staff (including yourself) have closed the **Employees Details** page.
2. Select **Tools | Staff | Pay Related** to display the **Find Service Term** browser.
3. Search for and highlight the required service term, then click the **Open** button to display the **Service Term Details** page.
4. Navigate to the **Posts** panel.

5 Posts

Code	Description	Category Description	SWC Post	Payroll Post
AH	Assistant Head	Teacher, Other	Assistant Head	
DH	Deputy Head	Teacher, Other	Deputy Head	
FD	Finance Director	Bursars	Leadership - Non ...	
HT	Headteacher	Teacher, Other	Head Teacher	

New Open Delete

5. Highlight the applicable record then click the **Open** button to display the **Edit Post** dialog.

Edit Post for Leadership

Detail

Post Reference: AH

Post Description: Assistant Head

Post Category: Teacher, Other

Payroll Post:

SWC Post: Assistant Head

OK Cancel

6. Select the applicable value from the **SWC Post** drop-down list, i.e. **Classroom Teacher, main pay range, Classroom Teacher, upper pay range**, etc.
7. Click the **OK** button to return to the **Service Term Details** page.
8. Click the **Save** button.

☐ Completed

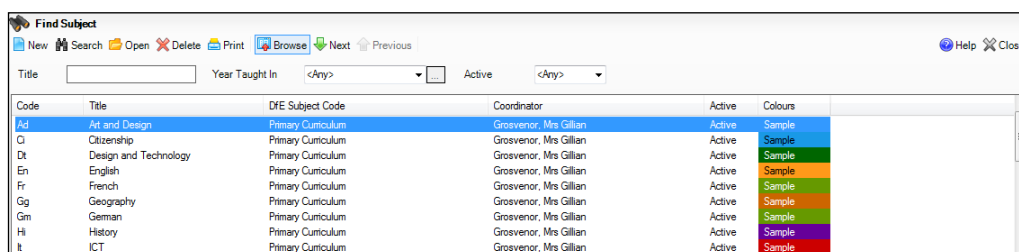
Mapping Subjects to DfE Subject Codes

Applicable to schools with Secondary phase

In the School Workforce Census, curriculum information is collected on the subjects taught by teachers in Secondary schools. This information is usually entered into SIMS via Academic Management or into Nova then transferred over into SIMS. To enable curriculum information to be recorded accurately, it is necessary to map all the subjects taught in school to DfE subject codes.

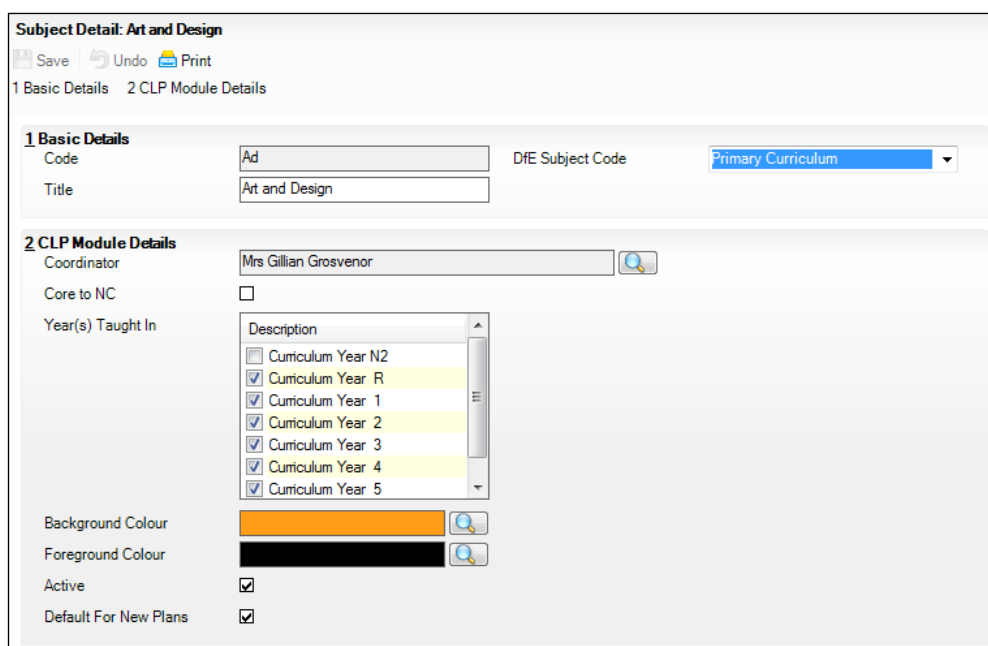
NOTE One curriculum record will be generated when more than one Nova subject is mapped to the same DfE subject.

1. Select **Tools | Setups | Subjects** to display the **Find Subject** browser. A combination of subject **Title**, **Year Taught In** and **Active** status can be used to refine the search for the required subject. Alternatively, the fields can be left blank to display a list of all subjects.
2. Click the **Search** button to display a list of subjects that match the search criteria.



Code	Title	DfE Subject Code	Coordinator	Active	Colours
Ad	Art and Design	Primary Curriculum	Grosvenor, Mrs Gillian	Active	Sample
O	Citizenship	Primary Curriculum	Grosvenor, Mrs Gillian	Active	Sample
Dt	Design and Technology	Primary Curriculum	Grosvenor, Mrs Gillian	Active	Sample
En	English	Primary Curriculum	Grosvenor, Mrs Gillian	Active	Sample
Fr	French	Primary Curriculum	Grosvenor, Mrs Gillian	Active	Sample
Gg	Geography	Primary Curriculum	Grosvenor, Mrs Gillian	Active	Sample
Gm	German	Primary Curriculum	Grosvenor, Mrs Gillian	Active	Sample
Hi	History	Primary Curriculum	Grosvenor, Mrs Gillian	Active	Sample
It	ICT	Primary Curriculum	Grosvenor, Mrs Gillian	Active	Sample

3. Highlight the required subject, then click the **Open** button to display the **Subject Detail** page.



Subject Detail: Art and Design

Save Undo Print

1 Basic Details 2 CLP Module Details

1 Basic Details

Code: Ad DfE Subject Code: Primary Curriculum

Title: Art and Design

2 CLP Module Details

Coordinator: Mrs Gillian Grosvenor

Core to NC: ☐

Year(s) Taught In: ☐ Curriculum Year N2 ☒ Curriculum Year R ☒ Curriculum Year 1 ☒ Curriculum Year 2 ☒ Curriculum Year 3 ☒ Curriculum Year 4 ☒ Curriculum Year 5

Background Colour:

Foreground Colour:

Active: ☒

Default For New Plans: ☒

4. Ensure that the applicable **DfE Subject Code** is selected from the drop-down list.
5. Check the other details displayed to ensure that they are correct.
6. Click the **Save** button.

IMPORTANT Schools are advised not to amend the subject **Code** and/or **Title**. Amendments to the **Code** and/or **Title** that change the meaning of a subject (previously in use) should be avoided because this would result in a conflict with the information held in the SIMS SQL database.

For example, changing **IT (Italian)** to **IT (Information Technology)** might render class and course data associated with Italian unusable. To resolve to this issue, a new subject for Information Technology should be added.

If schools need to edit subject details, they must do so using the normal procedures in Nova. For more information, please refer to the Maintaining Subjects section of the [Getting Started with Nova handbook](#).

☐ **Completed**

05 | What Next?

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Introduction

After carrying out the preparation routines documented in this guide, ensure that any subsequent changes at your school (e.g. changes to staff detail, service terms, etc.) are recorded accurately in SIMS.

You must upgrade to the latest SIMS Release before completing the School Workforce Census Return. However, it is advisable to check whether a later version of SIMS is available and then upgrade to the current release of SIMS, if required.

You should now be ready to produce the final School Workforce Census Return. For specific instructions, please refer to the [Producing the School Workforce Census Return handbook](#).

Where Can I Get More Information?

In addition to this preparation guide, the following information is also available:

- The [Producing the School Workforce Census Return handbook](#)
This handbook outlines how to produce the School Workforce Census in SIMS.
- The [Managing Staff handbook](#)
This handbook provides details about the processes that relate to Service Terms, etc.
- The [SIMS Newsfeed - School Workforce Census 2025 \(England\)](#)
Provides links to all the statutory returns related newsfeeds
- . These newsfeeds are updated regularly to provide the latest news and answers to enquiries, and provide a range of explanatory text, presentations, videos and spreadsheets that you may find useful.
- The School Workforce Census information provided by the DfE (<http://www.gov.uk/guidance/school-workforce-census>).

Online help can be accessed by pressing **F1** or clicking the applicable **Help** button in SIMS.

A wide range of documentation is available from the SIMS **Documentation Centre**, including handbooks, quick reference sheets and tutorials. Click the **Documentation** button located on the top right-hand side of the SIMS **Home Page**, select the required category, then select the document you require.

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