EDUCATION AUTHORITY BILL 2026

Plain-Language Summary of the Government's Amendments

The Government will move a package of **17 amendments to the Education Authority Bill 2026** at the resumed Committee Stage in the House of Assembly on Friday, 20 November 2026.

The amendments reflect further consideration of the Bill following engagement with education stakeholders, members of the public and parliamentarians. They include substantive changes that strengthen the Bill, together with technical and consequential amendments arising from further review and drafting by the Attorney-General's Chambers.

The **core architecture of the Bill remains unchanged**. The amendments strengthen the legislation without pre-empting the detailed design and diagnostic work that the Education Authority is being established to undertake.

What the amendments do

1. Technical and drafting improvements

Several of the 17 amendments make technical, transitional and consequential improvements to the Bill.

These include:

- correcting internal cross-references;
- clarifying statutory language and minimum notice periods;
- standardising references to**"trade unions"**;
- strengthening provisions governing the first appointments to the Authority;
- ensuring the confidentiality provisions work with the new publication and protected-reporting provisions; and
- renumbering provisions following the insertion of new clauses.

These amendments improve the clarity and internal consistency of the legislation.

2. Student outcomes are expressly placed at the centre of the Authority's work

The Bill will expressly state that the Authority's **primary objective** is the continuous improvement of student learning, student progress and educational outcomes in Bermuda's maintained and aided schools.

3. Earlier identification and support for children facing barriers

The Authority will be required to design a framework for the early identification of, and timely support for, students experiencing barriers to their learning, educational development, wellbeing or regular school attendance.

4. Independent assessment of schools and system performance

As part of designing the new accountability framework, the Authority will be required to consider mechanisms for the independent assessment of school and system performance.

5. Clearer, merit-based selection of the initial Board

The process for selecting the initial members of the Authority's Board is made clearer.

The Board of Education will:

- publicly advertise vacancies;
- invite applications from the general public;
- review applications and interview candidates; and
- select candidates who meet the statutory criteria for the Minister's consideration.

The recruitment process will therefore be open from the outset, with vacancies publicly advertised and applications invited from the general public.

6. Chief Executive Officer appointed using the Schedule 3 merit process

The first Chief Executive Officer will be appointed by the Minister, after consultation with the Board of Education, using the criteria and procedure set out in Schedule 3.

Future Chief Executive Officers will be appointed by the Authority's Board, following consultation with the Minister, with the Schedule 3 merit criteria and procedure expressly applying to the selection process.

7. Greater publication and public transparency

The Authority will be required to publish:

- reports made under the Act;
- general directions given by the Minister;
- the Authority's responses to those directions; and

- generic school-level educational performance information.

Before publication, information that must remain confidential, including personal data and commercially sensitive information, will be appropriately protected.

8. Clearer financial reporting and greater Parliamentary oversight

The Authority's annual budget will separately identify estimated expenditure relating to specified facilities and health service-level agreements and matters undertaken by the Transition Advisory Committee.

In addition, the Authority's reports for the second and fourth quarters of each financial year will be laid before the Legislature, providing Parliament with information during the year in addition to the annual reporting process.

9. Formal complaints and protected-reporting procedures

The Authority will be required to establish, maintain and publish formal complaints procedures, including arrangements for receiving, investigating and resolving complaints and reviewing decisions affecting a complainant's rights or interests.

Existing rights of complaint, appeal and review under other legislation are preserved.

The Authority must also establish confidential procedures allowing officers, employees and secondees to report concerns involving:

- unlawful conduct;
- serious misconduct or maladministration; or
- risks to the safety or welfare of students or others.

The Bill's confidentiality requirements will not prevent a person from making a report through this protected process.

10. Evidence-based primary-school governance

In addition, when considering future governance arrangements for maintained primary schools, the Authority will be required to **consider and record evidence** on whether individual school-level Boards of Governors or clustered zonal Boards of Governors would best serve students, educators and the wider public interest.

This does not decide the model in advance. It requires the Authority to examine the options and the evidence during its design work.

What the amendments do not change

The amendments **do not change the fundamental architecture of the Education Authority Bill**.

The Bill continues to provide for:

- establishment of an **autonomous Education Authority**;
- an **18-month design and diagnostic phase**;
- continued delivery of education by the Department of Education during that phase;
- the Commissioner of Education remaining in post during the design and diagnostic phase;
- continued application of the Education Act 1996 during that period; and
- the Authority's recommendations returning to the House of Assembly for Phase Two decisions based on the evidence.

The amendments strengthen the Bill in specific and considered ways without pre-empting the work the Authority is being established to undertake.