

GMB

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THE UNION FOR SCHOOL SUPPORT STAFF

07/10/24

Dear ULT Member,

Re: 2024 United Learning Trust – Academy Support Staff Pay Offer 2024

United Learning Trust have now made their final offer on the Academy Support Staff pay offer for 2024. GMB will now be balloting all eligible GMB members. GMB regions will be coordinating the ballots across United Learning academies.

This offer is for those members directly employed on a United Learning Contract. If you are on a TUPE contract this offer does not apply to you.

The 2024 United Learning Academy Support Staff Annual Pay offer is for one year and is as follows:

- With effect from **1 September 2024, an increase of £1,290** (pro rata for part-time employees) or **5.5% whichever is greater** to all United Learning support staff salaries. Uplifts in Outer London will be **£1,489** per annum and Inner London **£1,572**, per annum as per the GLPC methodology.
- The increases detailed above will result in new FTE minimum rates of pay of **£24,203** per annum (**£12.41** per hour) out of London, **£27,756** per annum (**£14.23** per hour) in Outer London and **£29,301** per annum (**£15.02** per hour) in inner London, with effect from 1st September 2024.
- With effect from **1st September 2024** in addition to the **£1,290, £1,489** or **£1,572** per annum a further increase to the minimum FTE rate of pay for pupil-facing support staff to **£24,921** per annum (**£12.78** per hour) outside London, **£28,576** per annum (**£14.65**) in Outer London, and **£30,154** per annum (**£15.46** per hour) in Inner London.

The Trust also responded to the other parts of the pay claim as follows:

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Union Claim	Employer Response
Reviews of the gender, ethnicity and disability pay gaps in local government	“We will continue to review our gender pay gap data annually and perform in-depth analysis to examine the reasons for the pay gap across different groups of staff. This enables us to put in place targeted actions to reduce the gap, whilst recognising that societal and sectoral factors beyond the control of any single employer contribute to the gap. We are working to develop our reporting and analysis of ethnicity pay gap data and improve the quality of our disability data, which will include encouraging staff to disclose any disability data, to ensure that we can effectively analyse this data and take appropriate actions to address any pay gaps that exist.”
A 2-hour reduction in the working week with no detriment	The trust has rejected this part of the pay claim.
Action on Workload	“We are committed to ensuring that all staff have a manageable workload and work/life balance and that they feel their school and United Learning take workload and wellbeing seriously. We identified from our staff survey in 2023/24 the schools that scored lower in workload/wellbeing questions and

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	conducted deep dive reviews in these schools and roundtable meetings with different staff groups. The messages from these reviews will inform our continued focus on this area in 2024/25. Another priority this year is to ensure that every member of staff has experience of excellent line management and as part of regular one-to-one discussions staff should be discussing their workload and wellbeing.”
An additional day of annual leave for personal or well-being purposes (with term time only staff receiving a full day rather than a pro rata amount, that they can use at any time, including term time)	The trust has rejected the request for an additional day of contractual leave entitlement, they have instead introduced one personal leave day from 1 st September 2024. The personal leave day can be used for any reason i.e. to celebrate a birthday or pursue a personal interest/hobby.
A phased approach to reaching a minimum pay rate of £15 an hour in a maximum of two years, sooner if possible.	The trust has rejected this part of the pay claim.
An implementation date of 1 st April 2024 for the cost of living pay award	The trust has rejected this part of the pay claim.

GMB have now concluded negotiations with the trust which resulted in an improved offer to members. It is felt that this final offer is the best that can be achieved through negotiation and this offer will now be put directly to members to vote on.

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This ballot offers a chance to ensure all our **members *have a say on their pay*** and for members to notify GMB of their position. It's now time to get the vote out.

GMB PAY BALLOT DETAILS

The ballot opens **Monday 7th October 2024** and closes on **Friday 25th October at midday.**

Your GMB region is conducting the ballot. Please ensure your ballot paper is completed and returned to your region by the 25th. Ballot papers received after this time will not be counted.

Our strength is in our numbers. If your work colleague is not a union member, ask them to join the GMB. If you are currently a GMB contact and are interested in becoming a GMB rep, then please contact your local GMB branch or schools@gmb.org.uk.

BALLOT RESULT AND NEXT STEPS

The ballot closes at Midday on 25th October 2024. Once the ballot is closed all the results will be collated and GMB will issue a member communication setting out the result to accept or reject the pay offer.

Yours Sincerely,

Stacey Booth
National Schools and Academies Officer