

**GMB**

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# THE UNION FOR SCHOOL SUPPORT STAFF

07/11/25

Dear Ark Member,

## **Re: Ark Schools – Academy Support Staff Pay Offer 2025**

Ark Schools 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 Ark academies.

**This offer is for those members directly employed on an Ark contract. If you are on a TUPE contract this offer does not apply to you.**

The 2025 Ark Support Staff Annual Pay offer is for one year and is as follows:

- **With effect from 1<sup>st</sup> September 2025, a 3.2% increase** on all support staff salaries.
- The removal of spine point two from September 2026.

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

Union Claim	Employer Response
Reviews of any gender, ethnicity and disability pay gaps.	"We currently publish a Gender Pay Gap Report, as required by statutory regulations. In addition, we have piloted an Ethnicity Pay Gap Report, which enables us to begin reviewing relevant data. However, data relating to disability remains limited, which

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	currently restricts our ability to conduct a meaningful analysis in this area.” The trust says they will continue working towards improving their data and reporting capabilities.
A 2-hour reduction in the working week with no detriment.	Rejected.
An additional day of annual leave for personal or well-being purposes (with term time only staff also receiving a full day rather than a pro rata amount, that they can use at any time, including term time).	Rejected.
A clear plan to reach a minimum pay rate of £15 an hour in a maximum of two years, sooner if possible.	No response.
Improvements to ‘maternity pay’.	Rejected.
Negotiations on support staff ‘flexible working policy’.	“We are open to continuing conversations around the flexible working pilots currently underway.”

GMB have now concluded negotiations with the trust. 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.

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

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# **THE UNION FOR SCHOOL SUPPORT STAFF**

The ballot opens **Monday 10<sup>th</sup> November** and closes on **Friday 28<sup>th</sup> November at midday.**

Please ensure your ballot paper is completed and returned to us by this time. Ballot papers received after this time will not be counted. For ease regional ballot leads are as follows:

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](mailto:schools@gmb.org.uk).

## **BALLOT RESULT AND NEXT STEPS**

The ballot closes at midday on Friday 28<sup>th</sup> November. Once the ballot is closed all the results will be collated and GMB will issue a member communication announcing the result of the pay ballot.

Yours Sincerely,

Stacey Booth  
National Schools and Academies Officer