



2024-0027774

**The Rt Hon Bridget Phillipson MP  
Secretary of State for Education**

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9 November 2024

*Dec Sharon & Stacey,*

Thank you so much for your correspondence of 30 August, regarding school support staff pay and high needs funding.

I can respond on school support staff but the Secretary of State for Housing, Communities and Local Government is best placed to respond on other local government staff.

I am hugely grateful to all school staff, including your members, for their commitment to delivering the best education for all pupils.

As you are aware, most school support staff are currently employed in accordance with the National Joint Council for Local Government Services National Agreement for pay and conditions. The National Joint Council has now confirmed a final 2024 support staff pay award, which matches the earlier offer that the department used in calculating funding for support staff pay.

The government will value and recognise the professionalism of the entire school workforce and address recruitment and retention challenges by reinstating the School Support Staff Negotiating Body (SSSNB). The body will be tasked with establishing a national terms and conditions handbook, training, career progression routes, and fair pay rates for support staff. Support staff play a vital role in schools across the country, and this reform will ensure that schools can recruit and retain the staff needed to deliver high quality, inclusive education.

My officials will consider the merits of collecting information on school support staff vacancies during the setup of the SSSNB.

As you are aware, on 29 July we announced that we are providing schools with almost £1.1 billion of additional funding in 2024-25, through the new Core Schools Budget Grant, to support them with overall costs. This matches what we have calculated is needed to fully fund, at a national level, the support staff pay award, and the teacher pay award in financial year 2024-25, after accounting for the overall available headroom in schools' existing budgets; we recognise that the picture will be different for individual schools.

On 30 October in the Budget the government announced an additional £2.3 billion for schools and young people with high needs in 2025-26. Part of this funding will be used to cover the remaining costs of the 2024 teacher pay award, so that the full twelve months of salary costs are fully funded at a national level.

This extra funding brings my department's total budget for schools to almost £63.9 billion in 2025-26, including £11.9 billion for children and young people with complex special education needs and disabilities.

Thank you for writing to me.

Best wishes,

A handwritten signature in blue ink, appearing to read 'Bridget'.

**The Rt Hon Bridget Phillipson MP**  
**Secretary of State for Education**