



GMB

U N I O N

THE UNION FOR SCHOOL SUPPORT STAFF

09/10/25

Dear ULT Member,

Re: United Learning Trust – Academy Support Staff Pay Offer 2025

United Learning Trust have now made their final offer for Academy Support Staff pay 2025. 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 2025 United Learning Academy Support Staff Annual Pay offer is for one year and is as follows:

- **With effect from 1st September 2025, a 3.2% increase** on all support staff salaries.
- The above increase would result in a minimum FTE pay rate of **£24,978** per annum (**£12.81** per hour) outside London, **£28,645** per annum (**£14.69** per hour) in Outer London, and **£30,239** per annum (**£15.50** per hour) in Inner London, with effect from 1st September 2025.
- The offer would result in an increase to the minimum FTE rate of pay for pupil-facing support staff to **£25,718** per annum (**£13.19** per hour) outside London, **£29,490** per annum (**£15.12** per hour) in Outer London and **£31,119** per annum (**£15.96** per hour) in Inner London, with effect from 1st September 2025.

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

Union Claim	Employer Response
A 2-hour reduction in the working week with no detriment.	Rejected.
The trust to agree to become a Living Wage accredited employer, and put a plan in place to ensure that all contracted-out workers at United learning are paid at least the Foundation Living Wage.	The proposed hourly rates are above the current NLW rates and ULT says they "will consult with procurement colleagues regarding the position for contracted-out workers and share further information on this in due course."
A clear plan to reach a minimum pay rate of £15 per hour in a maximum of 2 years, sooner if possible.	Rejected.
PPA time for classroom-based staff in line with the levels that teachers receive in ULT schools.	Rejected.
Limits to the amount of cover a teaching assistant is asked to undertake.	Rejected.

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.

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.

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GMB PAY BALLOT DETAILS

The ballot opens **Monday 13th October** and closes on **Friday 7th November at midday.**

Your GMB region is conducting the ballot please ensure your ballot paper is completed and returned to us by this time. 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 Friday 7th 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