



**GMB**

**UNION**

# THE UNION FOR SCHOOL SUPPORT STAFF

## “TERM TIME CONTRACTS ARE UNFAIR”

### GMB School Support Staff Demand Change in National Survey

**The results are in, and the message is loud and clear — term-time only contracts are pushing school support staff to breaking point.**

A recent national survey conducted by GMB has revealed the devastating impact of these contracts on the lives of thousands of dedicated workers.

A staggering 85% of respondents said they are worried about their financial security and pension due to being on term-time only contracts. This insecurity doesn't just affect their future—75% say these contracts cause them financial difficulties right now.

It's no wonder that 78% of respondents admitted they've considered leaving their roles because of the financial strain caused by term-time only contracts.

And the problem isn't just about pay—90% of staff believe term-time only contracts are fundamentally unfair.

Many School Support Staff are angry and frustrated at being undervalued and underpaid.

They report feeling anxious about the summer break as the low pay that comes with term time only contracts means that they worry about how they will make ends meet.

**This unfairness is driving skilled, dedicated workers out of the profession and threatening the stability of the school workforce.**

GMB Union is committed to tackling the low pay and insecurity that come with term-time only contracts.

We will continue to fight for better pay, fairer contracts, and a future where school support staff no longer have to sacrifice their financial well-being to do the jobs they love.



## INSIDE: GMB'S FIGHT FOR EQUAL PAY FOR SCHOOL STAFF IN BIRMINGHAM



## BIRMINGHAM & BEYOND: THE FIGHT FOR EQUAL PAY

GMB Union is at the forefront of the battle for equal pay for women workers – especially among school support staff who are often overworked and undervalued.

GMB has ongoing equal pay campaigns in more than 20 local authorities across the country, including in Dundee, Fife, Sheffield, Sunderland, Cumberland, Westmorland, Southampton, Brighton and Blaenau Gwent.

In these places, GMB has identified a glaring injustice: jobs predominantly done by women, such as school support staff and care workers, are consistently undervalued.

Despite the essential nature of their work, they are often paid less than those in comparable male-dominated roles, even when the work is of equal value.

In Birmingham, the fight for equal pay came to a head in May when GMB members who work as school support staff across 35 schools took a powerful stand against wage injustice.

These workers, predominantly women, took a day of strike action, demanding what they are owed after years of being underpaid. Their campaign for pay justice forced Birmingham City Council to admit that it may owe them up to a staggering £760 million in back pay—money that rightfully belongs to them.

But Birmingham is just one part of a much larger fight.

In schools across the country, we know that many support staff are regularly working above and beyond the duties in your job descriptions.

Your jobs have changed so much over the years, but your

job descriptions – and your pay – have not kept up.

**Ask yourself: Is your work being undervalued? Are you routinely stepping outside your job description without being paid the proper wage?**

Equal pay campaigns are about more than just your pay; they are about respect, recognition, and justice for women workers.

GMB believes that work done primarily by women should be recognised for its true worth.

If you feel your role has changed without proper acknowledgment, or if you suspect you're being underpaid, now is the time to speak up.

**If you don't think you're being paid what you deserve, speak to your GMB workplace rep or contact your local GMB Office.**

## NJC PAY: GMB STEPS UP THE CAMPAIGN FOR FAIR WAGES

Earlier this year, the three recognised unions representing local government workers – GMB, Unite and Unison – balloted our members over the employers' pay offer.

While GMB members voted to accept, Unison and Unite members voted to reject, and are now balloting for industrial action.

Under the National Joint Council (NJC) rules, an agreement on pay can only be reached if two out of the three unions accept the offer – so until the Unison and Unite ballots close in mid-October, nothing is settled.

In the meantime, we have seen workers in other parts of the public sector receiving better pay offers than that offered to local government and school support staff.

We understand that's frustrating and doesn't seem fair, and that's why GMB immediately called for fresh pay talks along with our fellow recognised NJC school support staff unions.

Unfortunately, employers have refused, claiming there's no extra funding for local government pay.

**But the fight isn't over.**

We've written to the Secretary of State for Education, Bridget Phillipson, calling for an increase in funding for local government and schools to fund the pay increase that you deserve.

**Scan the QR code below and add your name to GMB's letter – make sure your voice is heard!**

**Sign GMB's Letter to Bridget Phillipson**

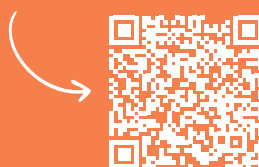


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## LABOUR IN POWER: A WIN FOR SCHOOL SUPPORT STAFF

**Following Labour's election win in July, GMB has wasted no time in pushing for real change for school support staff.**

In our last bulletin, we reported that Labour had agreed to establish a School Support Staff Negotiating Body (SSSNB) if elected to Government – meeting the demands of a longstanding GMB campaign.

This body would set national terms and conditions, create clear career progression routes and ensure fair rates of pay for school support staff across the country.

Since the election, GMB has already met with Bridget Phillipson MP, the new Secretary of State for Education, and emphasised the

urgent need for the SSSNB to ensure the voices of school support staff are heard by the Government.

The Secretary of State confirmed that the legislation to establish the School Support Staff Negotiating Body would be contained in the forthcoming Employment Rights Bill, and GMB will be engaging fully with this process to make sure this new framework delivers for you.

Our members have been undervalued for too long, but with this new framework, we're committed to securing a better, fairer working environment for all school support staff.

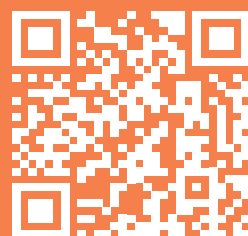
**Labour made a promise, and we will continue to hold them accountable for delivering it.**

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**Join GMB – the union  
for school support staff**

*Scan here!*





# MY DAY

## **When is a day off not a day off? When you work in a school!**

School support staff deserve the right to take a day off during term time, just like millions of other workers. Yet too many are forced to take holidays only when schools are closed.

GMB has heard heartbreaking stories from members who have had to beg for time off to attend funerals, weddings, and other important life events.

**It's simple: your school can manage without you for ONE day.**

Some Local Authorities and Multi-Academy Trusts already allow staff to book a day off during term time. So why can't this be the case everywhere?

If you're off sick, does your school close? Of course not!

Join GMB's **MY DAY** campaign to demand the right to take a day's holiday when your school is open.

**Scan the QR code to show your support and help us make this a reality for all school support staff!**

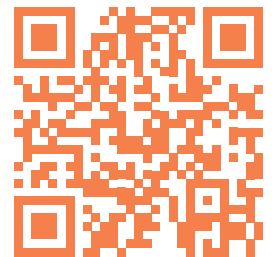


## CONTACT US

**Want to get involved in campaigns to make work better for school support staff?**

**Need to speak to a GMB representative?**

**Find your local GMB office by scanning the QR code.**



**[gmb.org.uk](https://gmb.org.uk)**

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