

United Learning Trust

Pay award 2023/24

United Learning Trust has currently proposed, as part of its ongoing negotiations with NASUWT and other recognised trade unions, the following pay award for teachers working in academies and independent schools for 2023/24:

- **Teachers covered by the School Teachers' Pay and Conditions Document (STPCD)**
For those teachers who have transferred into United Learning Trust schools on their existing terms and conditions, the 2023/24 pay award reflects the decision of the Government to adopt the recommendations of the School Teachers' Review Body (STRB) and apply the following:
 - o a 6.5% uplift to all pay points and allowances for both teachers and leaders; and
 - o a higher uplift (up to 7.1%) to M1 pay points to reach the Government's commitment of £30,000 starting salaries.

Further details of the pay scales for 2023/24 can be found at

- www.nasuwt.org.uk/PayScalesEngland and
- www.nasuwt.org.uk/PayScalesFringeAndLondon.

- **Teachers on the United Learning contract**

For teachers employed on a United Learning contract in one of its academies, the Trust has now proposed a flat cash award of £2,850 to all teachers on the main pay range (PT1 – PT6), as well as those teachers on the upper pay range (EPT1 – EPT3).

For teachers working in inner London, the Trust has now proposed a flat cash award of £3,200 for those on the main pay range (PT1 – PT6) and between £3,300 to £3,500 for those on the upper pay range (EPT1 – EPT3).

For teachers working in outer London, United Learning has now proposed a flat cash award of £3,125 to all teachers on the main pay range (PT1 – PT6) and the upper pay range (EPT1 – EPT6).

Depending on where you work, the current proposal would equate to a differentiated pay award ranging from 9.5% at the bottom end of the pay scale (e.g. PT1) to 6.3% for those on the top of the upper pay range (e.g. EPT3), despite the Trust asserting that the overall value of the award for staff on United Learning contracts will be 7.3%.

- **Teachers in United Learning independent schools**

For those teachers employed in a United Learning independent school, the Trust has implemented a pay award ranging from between 5% to 8.5% for those on the main pay range and upper pay range, depending on the grouping or cluster of independent schools a teacher is working in.

Whilst acknowledging the current proposals put forward by United Learning as part of our ongoing negotiations, NASUWT has concerns over a number of aspects, including:

1. the failure to propose a uniform pay award for all teachers working in United Learning academies and independent schools, as the current proposals put forward by the Trust are differentiated between staff and, in some cases, differentiated between schools;
2. the fact that some of the pay awards proposed by the Trust would see some teachers receive below the 6.5% recommended by the STRB, which would be significantly below inflation and equate to a real-terms pay cut for hard-working and dedicated teachers; and
3. that a number of the lower pay awards currently proposed by the Trust appear to be more prevalent for more experienced teachers, despite what the STRB has previously stated about the importance of retaining experienced teachers.

Disappointingly, the Union has been made aware of a recent communication from the Trust to staff with wording which could be seen to imply that the proposals outlined above are, in fact, a 'done deal'.

For the avoidance of doubt, NASUWT is still negotiating in good faith with the Trust on behalf of its members and will keep you updated accordingly.



E-mail: advice@mail.nasuwt.org.uk

Website: www.nasuwt.org.uk