

UNITED LEARNING TRUST (ULT)

BULLETIN

Pay award 2024/25

Following negotiations with NASUWT and other recognised trade unions, ULT has proposed the following pay award for teachers working in its academies 2024/25:

- **Teachers covered by the School Teachers' Pay and Conditions Document (STPCD)**

For those teachers who have transferred into ULT schools on their existing terms and conditions, the 2024/25 pay award reflects the decision of the Government to adopt the recommendations of the School Teachers' Review Body (STRB) and apply the following:

- a 5.5% uplift to all pay points and allowances for teachers in England from 1 September 2024.

Further details of the pay scales for 2024/25 can be found at

Pay Scales (England) and **Pay Scales (Fringe, Outer London and Inner London)**.

- **Teachers on the United Learning contract**

Initially, United Learning proposed to teachers employed on a United Learning contract in one of its academies the same 5.5% pay award as that recommended above from the STRB process.

However, following further negotiation with NASUWT and other recognised trade unions, the Union was able to secure an improved offer which now represents a pay award from 5.8% to 6.5% for teachers.

Depending on where you work (e.g. inner London, outer London or elsewhere), the current proposal would equate to a differentiated pay award ranging from 6.5% at the bottom end of the pay scale (e.g. PT1) to 5.8% for those on the top of the Upper Pay Range (e.g. EPT3) in inner London.

- **Teachers in United Learning independent schools**

Following the funding of the additional employer's contribution to the Teachers' Pension Scheme (TPS), United Learning maintains that it is carefully considering its offer for those teachers working in its independent schools.

As such, NASUWT has been engaged in ongoing negotiation with the Trust on behalf of members in the independent sector and will keep you updated accordingly.

Whilst welcoming this improved offer, 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
2. 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.