



STOP FORCED ACADEMISATION

Protect school support staff!

We, the undersigned, are concerned about the government's proposal, set out in Every Child Achieving and Thriving, to move all maintained schools into academy trusts.

This policy represents a further move towards academisation and the privatisation of public education. Evidence does not show that school trusts consistently deliver better educational outcomes for children. What academisation has led to is fragmented employment practices, inconsistent contracts, and terms and conditions for school support staff that fall below those negotiated through the National Joint Council (NJC). If the current government proposals to have a 'floor and no ceiling' model in the School Support Staff Negotiating Body (SSSNB) continue, this will fragment the sector further and allow a "free for all" for academies to spend public money with no oversight or transparency. If employers can choose to pay above nationally agreed rates of pay with no agreed model in how to do this, GMB believe this will lead to inconsistencies and potentially unfair application of pay, terms and conditions. The SSSNB was meant to deliver fairness for school support staff through an agreed pay framework, underpinned by job role profiles and a job evaluation scheme to ensure equity and equality across the workforce. Due to the influence of the Confederation of Schools Trusts, who represent academies, this is not currently happening.

School support staff play a vital role in the education, wellbeing, and safety of children and young people. They deserve fair, nationally agreed pay, terms, and conditions, recognition of their professionalism and a meaningful voice in decisions that affect their work and livelihoods.

This petition, organised by GMB union, calls on the government to:

- **Halt plans** to require all remaining maintained schools to be part of school trusts
- **Protect nationally negotiated NJC terms and conditions** for school support staff whilst we transition into the SSSNB
- **Ensure that the SSSNB delivers for school support staff** by commencing work now on an agreed pay framework underpinned by job role profiles and an agreed job evaluation scheme to **ensure equity and equality across the workforce.**
- Commit to **genuine consultation** with GMB and other recognised NJC trade unions who represent school support staff.



**scan to sign
GMB's petition**