



The NEU Teachers Union have voted to take strike action to secure an increase in teachers' pay.

Days that the NEU have called for Industrial Action in England or in the London, South East, South West Regions are Wednesday 1st February, Thursday 2nd March, Wednesday 15th and Thursday 16th March.

GMB support staff members in schools whose pay follows the NJC Agreement voted previously to accept an average pay rise of 8.5% in October for 2022/23

GMB support staff members in Surrey and Kent schools have their pay negotiated by local agreement.

GMB members have not been balloted around teachers' pay and by law cannot be called upon to take part in industrial action on teachers' strike days.

THE NEU TEACHERS' UNION IS NOT RECOGNISED TO NEGOTIATE PAY FOR SUPPORT STAFF IN SCHOOLS

There's a picket at my workplace, what do I do?

GMB members should always prioritise student safety in accordance with your contractual duties, Therefore, unless you are informed not to attend school on the day of action, **you must** attend as normal even though your colleagues in the NEU Teachers' Union are striking.

If there is a picket line on the day, those picketing should be assured that GMB members will not undertake work that those on strike would have normally carried out.

If you cannot cross the picket line for a reason (for example health and safety or feeling intimidated), you **must** call your line manager/headteacher and make it clear that you are available for work and ask to be deployed elsewhere.

Undertaking alternative duties that do not require you to cross the picket may be an option, but for most GMB members who can only undertake duties where students are, this means attending your normal place of work. It may therefore be necessary for non-striking GMB members to cross a picket line if you are due to work.

You will not be legally protected if you get involved in the industrial action. You can show moral support any way you like provided it does not amount to taking industrial action yourself or participating to encourage others to take industrial action.

All staff and students who are not included in the dispute should not join or form any part of an official picket line. You can however visit the picket line, when not on duty, to provide logistical support such as food and refreshments.

You can show support by not obstructing or discouraging colleagues from pursuing their legitimate right to take industrial action. You may also take part in any demonstrations on the issue as long as this is in your own time and the demonstration is not designed to discourage people from working. Any support you provide must not compromise your own position as a professional and employee who is not directly part of the dispute.

What does 'work normally' on a strike day mean?

It means you should work in accordance with your contract of employment and your usual duties/responsibilities for that day. It means you should not take on any additional duties that arise directly as a result of the NEU teachers' industrial action.

Should I cover for a striking teacher?

If the cover is purely to cover striking teachers' classes, GMB encourages you to decline so as not to undermine your teaching colleagues on strike.

What do I do if the employer offers me voluntary overtime to do the work of those on strike?

GMB members will always prioritise student safety in accordance with your professional duties. Therefore, undertaking voluntary overtime should not be necessary for student care and would simply be the employer trying to reduce the impact of strike action. Undertaking this work would undermine the impact of other union members' action.

My headteacher has asked me to deliver work prepared by a colleague Teacher on a strike day what should I do?

If the headteacher or line manager asks you to deliver work prepared by a teacher colleague on a strike day, you should decline and contact your local rep, Branch, or Officer.

There is another scenario not covered by these FAQs - where can I get advice?

You can contact your local school's rep, Branch Secretary, or Officer if there is a scenario not covered by this FAQ. We will look to provide extra information to all members later this week if we receive a number of queries on a similar subject.

If you are unable to contact your local rep, Branch or Officer please email info@gmb.org.uk with your membership number, where a GMB colleague will respond to you.

We are of course aware that members are sympathetic to pupils' education, particularly those that are vulnerable but ultimately the government's lack of funding for state education and their distinct lack of care for the poorest children has unfortunately caused far more damage than what a few days of strike action may cause.

GMB wishes the NEU well in its dispute