

The logo features the text 'GMB' in a large, bold, white sans-serif font, with 'UNION' in a smaller, white sans-serif font below it, all contained within a black rectangular box. This box is centered on an orange background. Above and below the box are several stylized hands of varying sizes, some black and some white, appearing to be raised in a gesture of support or protest.

**GMB**

**UNION**

# THE UNION FOR SCHOOL SUPPORT STAFF

Bulletin #4 • September 2025

## “FAIRNESS FOR ALL, OR A FREE FOR ALL?”

**GMB fights for fair pay and conditions for ALL school support staff**

School Support Staff know better than anyone about unfairness at work.

So many of the problems experienced come from the failures of previous governments to deliver a national set of pay scales, and terms and conditions of employment.

The current Labour government has pledged to act. Unlike unions who represent Teachers, GMB was central to getting a promise to re-establish the School Support Staff Negotiating Body (SSSNB) in Labour's manifesto.

The law to introduce the SSSNB is now making its way through Parliament. We are angry about moves by the government to change the legislation. GMB is clear – any attempt to water down commitments on ending the free for all in School Support Staff pay and conditions is unacceptable.

School Support Staff deserve nationally agreed rates of pay and job descriptions. The Government must deliver on its promise. The SSSNB must end the unfairness of what's happening right now – where two people doing identical jobs in two different schools, may get different rates of pay, simply because the schools are based in different local authorities or academy trusts. This is plain wrong.

**Let's help the Government make the right choice.**

Please scan the QR code below to take part in our poll and answer the question – do you believe in fairness for all or a free for all?



# MY DAY

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

GMB believes that 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.

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

That's why we launched our "My Day" campaign, calling for all school support staff to have the right to take a day's holiday when your school is open.

If you're off sick, does your school close? Of course not! It's simple - your school can manage without you for one day.

The "My Day" campaign is now gaining momentum. We're seeing more employers offering their school support staff a day's leave during term time - and it's clear the benefit is popular with staff.

United Learning, the largest multi academy trust in England, said:

*"At a recent meeting with trade unions, United Learning confirmed that the personal leave day will be offered to all school employees again in the new academic year (2025/26)."*

*"As a reminder, this enables school colleagues to request a day's leave during term time for any reason and is in addition to contractual holiday entitlement."*

*"This has proved to be a popular benefit with high take-up during the first year it was offered: colleagues used their personal day for things like birthdays, family celebrations, or to pursue other interests and hobbies."*

GMB is building a database of employers who have introduced a day's personal leave for school support staff during term time.

**If your school doesn't, get in touch and join the campaign!**



*"We've had them at our school for a few years now, and I know that all the staff really appreciate them."*

*"It means that we can use them for cheaper holidays if we tag them onto a half term or have long weekends away or use it to attend special family events."*

*"It makes the staff feel appreciated and when we have our well-being surveys, having a well-being day is always at the top of things that help the staff"*

**Jayne Teal**  
GMB Rep at Inmans Primary School  
Hedon East Riding of Yorkshire



## “97% of school support staff want the right to take time off”

We surveyed GMB members ahead of submitting our NJC pay claim this year, and a huge 97% of school support staff told us that they want the right to take a day off during term time.

GMB made sure this demand was included in the pay negotiations this year, but unfortunately it was rejected by the employers.

That was disappointing, but it has only strengthened our resolve to make a personal day available to every member of school support staff, and we will continue to highlight the employers who introduce the policy.

Some employers who do offer a personal leave day during term time are Glasgow City Council, Hull Collaborative Academy Trust, Horizon Academy Trust, Discovery Schools Academy Trust, and West Lothian Council.

**If your school offers a personal day, please do let us know so we can add them to the list.**

## GET IN TOUCH WITH **GMB UNION**

**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 MEMBERS ORGANISING, CAMPAIGNING & WINNING IN SCHOOLS

Following the summer break, support staff are back in schools and GMB is back doing what our union does best – listening to members and building campaigns to make work better.

Like our members at **St Luke's Primary School** in Tower Hamlets who were facing compulsory redundancies. The school support staff united and fought back, holding several days of strike action and forcing the school to drop the threat of redundancies.

GMB Reps Kabita and Louise said, *"We are so proud of the way all GMB members stuck together and won".*

Support staff at **Globe Primary School** in Tower Hamlets put management in a spin when they began to organise with GMB.

A health and safety survey of GMB members in the school identified that support staff weren't getting access to vital information about SEN children, which made it harder for the staff to do their jobs.

The GMB representative in the school, Linda Dreher, led a great campaign and won. Now staff have access to the information they need to ensure children are getting the right support in the classroom.

GMB members at **Felbridge School** in Surrey contacted their GMB office following notification of the school's intention to move over to an academy.

The staff were told by the academy that upon transfer their current terms and conditions were going to be slashed. GMB helped them to organise and recruit a representative, Olive, who helped increase the union membership to 95% density.

The members were balloted and they succeeded with a mandate for industrial action. Due to their efforts, the academy agreed that they would maintain the current rates of pay for a protracted period.

Olive said, *"It was a shock to me and my colleagues that not only did we face moving across to a new employer, but that the new employer was going to reduce our pay rates."*

*"GMB were so supportive in helping me and my colleagues with our first campaign."*

*"It was fantastic to see all my colleagues come together and fight for what was rightfully ours and even better, WIN!"*



GMB members at St Luke's Primary School fighting back against compulsory redundancies.