



GMB

UNION

THE UNION FOR SCHOOL SUPPORT STAFF

Bulletin #3 • May 2025

VOTE REJECT!

The employers' side have responded with the following offer on NJC pay 25/26.

- 3.2% on all spinal column points 2 – 43 inclusive and on all pay points above the maximum of the pay spine but graded below chief officer
- Deletion of Spinal Column point 2 from April 2026
- All other elements of the claim were rejected

The fight for the right to take a day off in term time continues with GMB's "My Day" Campaign – find out more on the back of this bulletin.

The employers have said this is a full and final offer and we now need your views.

Your National Schools Committee are recommending rejection of this offer, now it is time for you to decide, are you willing to fight for more?



ACCEPT ☐

REJECT ☒



GMB union will be conducting a ballot of members' views between the 12th of May and the 20th of June 2025.

If you would like GMB to visit your school to talk about the offer, contact us at schools@gmb.org.uk

“I FELT LIKE I WAS IN A GLADIATOR’S RING”

GMB MEMBER FINALLY WINS COMPENSATION FOR ATTACKS

Angie Kennedy worked at Bassett Green Primary School in Southampton as a Behaviour Specialist. Like many schools, it had children with complex and challenging needs. Supporting them was Angie’s vocation. For 24 years, she dedicated her career to helping children reach their potential.

Angie’s story is harrowing—but she’s sharing it so no other school support staff have to endure what she did.

While working with a dysregulated child, Angie was repeatedly assaulted. On one occasion, she was pushed to the floor and had her leg stamped on, requiring hospital treatment. She was signed off sick. When she returned, the school failed to carry out a back-to-work interview or risk assessment to ensure her safety.

The child’s behaviour deteriorated. Angie grew increasingly concerned for the child, her colleagues, and herself. She submitted numerous incident reports to the School Leadership Team. Instead of acting on them, the school told her they had removed the forms—she had completed “too many.” Angie raised concerns with the SENDCO and School Governors, but no action followed.

Despite the previous assaults, the child was again placed in Angie’s care. “I felt like I was in a gladiator’s ring,” she said. Her office was trashed, and she was attacked again.

In summer 2019, Angie’s life changed forever. The child was having a very bad day, and had assaulted several staff by 9:30 a.m.—yet the school failed to follow its policy to exclude them after the first assault. During another attack, Angie was knocked unconscious.

The school didn’t call an ambulance. Her family took her to A&E, where she was treated for a broken nose, broken tooth, and a cheekbone fractured in two places.

Angie tried to return to work but struggled. She was diagnosed with PTSD, and began suffering from a neurological condition which presented as panic attacks and severe migraines.

She kept the school informed over the summer, hoping they would put support in place. But the school did nothing. No adjustments were made, and dysregulated children continued to be sent to her office. Two days after her return, Angie was signed off on long-term sick leave.



Angie Kennedy (right) with her GMB Union rep, Nicky Nixon.

Feeling abandoned, Angie turned to her union, GMB. Her rep, Nicky Nixon, supported her in filing a grievance. The school rejected it—but Angie and Nicky were a formidable team and refused to give up. They took her case to Southampton City Council.

Meanwhile, the school and council attempted to dismiss Angie, including through redundancy. With GMB’s backing, she fought off each attempt. Eventually, she lodged claims for constructive dismissal and personal injury.

After five years, Angie received a substantial settlement. But no amount of compensation can restore the career she loved and lost.

As Angie says, “Thank God I was in GMB. I could not have carried on in this fight alone. I tell everyone to join GMB, as you never know when you will need them.”

Remember: if you are a victim of an assault or witness an assault, report it in writing immediately and contact your local or regional GMB representative.



“LONDON WEIGHTING NEEDS INFLATING”

GMB MEMBERS ARE FIGHTING FOR FAIRNESS IN MERTON

GMB members in the London Borough of Merton schools are currently campaigning for fair London Weighting for school support staff.

At present, teachers working in the same schools as GMB members receive Inner London Weighting and school support staff receive Outer London Weighting.

The difference is up to £1,400 per year – GMB members are angry at this injustice!

How can schools pay inner London weighting for teachers and outer London for support staff?

GMB members have launched a campaign to end this disgraceful treatment.

The GMB Merton branch have organised a collective grievance which was signed by nearly a thousand members.

The grievance was hand delivered to the leader of the council in January at a demonstration they organised themselves outside of the full council meeting attended by hundreds of school support staff.

Marzena Zborowska-Huggett from GMB Union's Merton Branch said "This inequity has gone on for too long. GMB members feel strongly about this injustice and are determined to see it resolved.

"We're currently awaiting a formal response from the council, but if progress isn't made soon, members are prepared to escalate the campaign."

The campaign will continue until GMB members get justice.

Do you have a story about a campaign in your school that has made work better for you and your colleagues?

Want to share it with more than 100,000 GMB members in schools up and down the country?

Send us your stories and your pictures to schools@gmb.org.uk and we'll pick the best ones for the next bulletin.

MY DAY

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

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.

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

It's simple – your school can manage without you for ONE day.

Some local authorities and multi-academy trusts already allow staff to book a day off during term time, so why can't this be the case everywhere?

If you're off sick, does your school close? Of course not!

Join GMB's My Day campaign to demand the right to take a day's holiday when your school is open.

Scan the QR code to show your support and help us make this a reality for all school support staff!

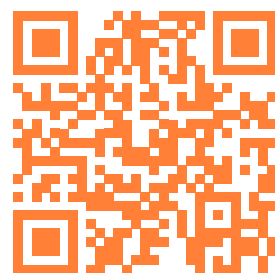


GET IN TOUCH WITH GMB UNION

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.org.uk

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