

Pay award 2021/22



United Learning Trust has issued the following pay award for teachers working in its academies and independent schools for 2021/22:

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

For those teachers who have transferred into United Learning Trust schools on their existing terms and conditions, the 2021/22 pay award reflects the decision of the Government to a pay freeze for all qualified teachers. Only unqualified teachers earning less than £24,000 (with adjustments for the [London pay scales](#)) will receive a consolidated award of £250.

- **Teachers on the United Learning contract**

For teachers employed on a United Learning contract in one of its academies, the Trust has implemented a pay award ranging from between 0.5% to 4.0% for those on the main pay range (PT 1-PT6) and upper pay range (EPT1-EPT3).

For teachers working in inner London, the pay award ranges from just 0.2% to 6%, whereas for those teachers working in outer London the pay award ranges from 0.3% to 4.5% for those on the main pay range and upper pay range.

- **Teachers in United Learning independent schools**

For those teachers employed in a United Learning independent school, the Trust has implemented a pay award ranging from between 0% to 7% for those on the main pay range and upper pay range, depending on the grouping or cluster of independent schools a teacher is working in.

In addition, the Trust intends to make the following awards for those employed on a United Learning contract in either of its academies or an independent school:

- leadership teachers: 1%;
- lead practitioners: 1%;
- unqualified teachers: consolidated £250 award for those earning below £24,000 (with adjustments for the [London pay scales](#)); and
- 1% on all other unqualified teacher salaries.

Whilst acknowledging receipt of this award, particularly at a time when pay in the maintained sector is frozen, the NASUWT has concerns over a number of aspects, including:

1. the failure to apply a uniform pay award for all teachers working in United Learning academies and independent schools, as the awards implemented by the Trust are differentiated between staff and, in some cases, between schools;

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2. the fact that some of the pay awards implemented are significantly below inflation and equate to a real-terms pay cut for hardworking and dedicated teachers;
3. that a number of the lower pay awards implemented by United Learning appear to be more prevalent for more experienced teachers, despite what the School Teachers' Review Body (STRB) has previously stated about the importance of retaining experienced teachers.

The Trust has stated that teachers who are subject to the pay freeze imposed by the Government are able to transfer onto a United Learning contract.

In considering whether or not to do so, the Union believes that members should be fully aware of the consequences of such a decision and the impact it would have on the terms and conditions of employment.

With this in mind, the Union has produced this table to enable a comparison between the two contracts.

Teachers employed on a United Learning contract	Teachers employed under the STPCD
Professional Duties Requirements	
<ul style="list-style-type: none"> • Set out in United Hub/HR Policies. Precise duties determined by line manager. 	<ul style="list-style-type: none"> • Clearly sets out the role and professional duties of a teacher.
Working Time	
<ul style="list-style-type: none"> • 37.5-hour working week (1,462.5 hours over 39 weeks). • 195 days – 9 INSET days. • All other duties outside 37.5 hours (planning, preparation, report, assessment, emails, data etc). • A break of at least 30 minutes around the middle of each working day. • 20% of the working week as PPA (this is not necessarily timetabled and can be before or after school). To be used individually or collaboratively. • Can be required to cover for an absent colleague in supervising students. This will not normally extend beyond a commitment of one hour per week on average. • No undertaking of exam invigilation, except in an emergency. Time will be given back in this event. • No commitment to not being asked to work on a Saturday, Sunday or Bank Holiday. 	<ul style="list-style-type: none"> • 1,265 hours over 195 days to be allocated reasonably. • 195 days – 5 INSET days. • All other duties outside 1,265 hours (planning, preparation, reports, assessment, emails, data etc). • A reasonable break between the hours of 12 and 2pm. • 10% of the timetabled week as PPA. Self-directed by the teacher and cannot be directed. • Teachers can only be required to cover 'rarely' and only in circumstances which are not foreseeable. • The right not to invigilate external exams. • No teacher will be required to work on a Saturday, Sunday, or Bank Holiday.
Other Working Conditions	
<ul style="list-style-type: none"> • Silent on teachers being required to carry out lunchtime supervision. • Silent on Leadership and Management Time. 	<ul style="list-style-type: none"> • 'No teacher may be required to undertake midday supervision'. This includes headteachers. • Right to Leadership and Management Time for all those with a TLR and leadership responsibility.

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Teachers employed on a United Learning contract	Teachers employed under the STPCD
Pension	
<ul style="list-style-type: none"> Auto-enrolment in Teachers' Pension Scheme. 	<ul style="list-style-type: none"> Auto-enrolment in Teachers' Pension Scheme.
Resignation/Notice	
<ul style="list-style-type: none"> Two calendar months' notice to leave on 31 December or 30 April. 3 months' calendar notice to leave on 31 August (same as STPCD). 	<ul style="list-style-type: none"> To leave on 31 December, notice by 31 October. To leave on 30 April, notice by 28 February. To leave on 31 August, notice by 31 May.
Other terms and conditions	
<ul style="list-style-type: none"> 2 years' pay protection in the event of a restructure 	<ul style="list-style-type: none"> 3 years' pay protection in the event of a restructure
Maternity Pay (maternity leave and pay are mostly governed by law but there are some differences)	
<ul style="list-style-type: none"> 6 weeks at 100% salary, 12 weeks' half pay + SMP, 21 weeks' statutory. 8 weeks' notice required of return date. Must return for 13 weeks or pay back 12 weeks' half pay. 	<ul style="list-style-type: none"> 4 weeks' full pay, 2 weeks' 90% salary, 12 weeks' half pay + SMP, 21 weeks' statutory. 21 days' notice required of return date. Must return for 13 weeks or pay back 12 weeks' half pay.
Sick Pay	
<ul style="list-style-type: none"> 1st year service – Full pay for 25 working days, half pay for 50 working days. 2nd year service – Full pay for 50 working days, half pay for 50 working days. 3rd year service – Full pay for 75 working days, half pay for 75 working days. 4th year service – Full pay for 100 working days, half pay for 100 working days. Sick year runs 1 April to 31 March. If absent on 31 March, New Year's entitlement doesn't begin until you have returned for 10 days. <p>The above are calculated on continuing service.</p>	<ul style="list-style-type: none"> 1st year service – Full pay for 25 working days, half pay for 50 working days. 2nd year service – Full pay for 50 working days, half pay for 50 working days. 3rd year service – Full pay for 75 working days, half pay for 75 working days. 4th year service – Full pay for 100 working days, half pay for 100 working days. Sick year runs 1 April to 31 March. If absent on 31 March, New Year's entitlement starts on your return. Entitlement to full pay if required to isolate because of an infectious disease in your household. <p>The above are calculated on aggregated service.</p>

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Revised United Learning Trust COVID-19 advice

The NASUWT has raised a number of concerns in regards to the revised COVID-19 advice issued to its academies and independent schools. This includes:

- reference to academies and independent schools having discretion on key safety measures during the ongoing pandemic;
- the position of the Trust for those who are not vaccinated and the decision to just pay Statutory Sick Pay (SSP) if they are required to self-isolate, given that vaccination is not mandatory for teachers and is not a substitute for appropriate workplace COVID-secure measures; and
- the fact that since the easing of restrictions the Trust has been including COVID-19 related absences in the triggers for absence management procedures.

You can access comprehensive advice, health and safety checklists and other associated guidance produced by the Union in regards to COVID-19 on our [Covid-19 Advice \(England\)](#) page.

Alternatively, you can contact the Union at advice@mail.nasuwt.org.uk or call 03330 145550.

Directed Time

Your school should have provided you with a directed time budget. Please note that due to the extra Bank Holiday for the Queen's Platinum Jubilee, directed time is 1,258.5 hours this year (2021-22) rather than the usual 1,265 for those employed under the terms of the STPCD. It is important to note that the 1,258.5 hours is a limit, not an objective. Teachers on a United Learning contract should seek to confirm the arrangements in their schools.

For guidance on Directed Time, please see the link below:

[NASUWT | Directed Time \(England\)](#)

Does your Academy have an NASUWT Representative?

We would like to build up a network of representatives across United Learning Trust schools. Training and support will be provided for our representatives.

If you would like to become the NASUWT Representative, or if you would like to find out more about it, please get in touch with advice@mail.nasuwt.org.uk or call 03330 145550.

Advice for members

If you would like any specific advice about the current situation or any other workplace issue, email us on advice@mail.nasuwt.org.uk. All correspondence will be confidential.

