

# GMB@ACADEMIES

**GMB**

**GMB@WORK**

**GMB HELPLINE  
FOR MEMBERS  
WORKING IN  
ACADEMIES:**

**0800 035 6406**

**SAVE THIS NUMBER FOR  
WHEN YOU NEED TO CALL  
GMB AND PUT IT ON YOUR  
STAFF NOTICEBOARD**

**GMB is the largest trade union for school support staff, and we are conscious that with the government's rapid academisation of our school system we need more than ever before to ensure you have access to all the services of GMB to protect your conditions of work. Our dedicated freephone number for academy staff provides that.**

GMB officers who understand the pressure you are under working in an academy staff the helpline, and they can make sure you get the help you need.



**DO NOT HESITATE TO CALL THE HELPLINE IF:**

- You have a problem at work that you would like help or advice over—GMB reps and officers are experts in solving all kinds of employment issues. Whether it's to do with pay and conditions, accusations, allegations, bullying or harassment, or unsafe conditions, we're here to help.
- You would like to arrange for GMB to visit the academy you work in—if there is a problem that affects you and your colleagues collectively, or you think your colleagues would benefit from finding out more about GMB, our officers will be happy to visit your academy.
- You would like to become a GMB contact in your academy—as a contact for GMB you will be sent regular GMB academies newsletters and other correspondence, so you can bring them to the attention of your colleagues, by distribution or putting them on the staff notice board. GMB contacts also ask any new members of support staff to join GMB.

**GMB—STANDING UP FOR ACADEMY SUPPORT STAFF**

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# YOUR VOICE ON THE NATIONAL STAGE

GMB believes school support staff are a hidden army of education professionals, providing much of the contact students need to progress in school, but all too often ignored by the politicians and policy makers. As the biggest trade union for school support staff GMB is always fighting to make sure the supposed experts hear the reality of the issues and problems you face working on the education frontline. As a national trade union of over 600,000 members, we have a loud collective voice, and we are not afraid to shout when necessary.

The Department for Education is looking into the deployment of support staff in schools, following their recent review of efficiency in the school system. We already know that Michael Gove insultingly thinks support staff are a “mums’ army”, so we’re making sure his department doesn’t ignore the mass of evidence from schools up and down the country that shows you are an essential part of the modern education system.

As the academy programme rumbles on, the House of Commons’ influential Education Select Committee has launched an inquiry into academies. GMB are convinced that school support staff numbers are being cut under the radar because of academisation, and that academy trusts are pushing pay down even further by hiring support staff at lower grades than is appropriate for the job they do. We are working closely with the Committee—which is independent of government—to make sure the real implications of Michael Gove’s pet project are brought to light.

In all these discussions with politicians and experts, the biggest challenge is providing hard evidence of your experience in academies. Sadly, not many politicians are prepared to take the time to come and spend a day in your shoes. **You can help by filling in the survey on the next page. It will only take a few minutes, and will arm GMB officers with the facts they need to fight your corner.**

## GMB RECOGNISED BY A GROWING NUMBER OF ACADEMY TRUSTS

GMB has secured recognition agreements with 20 of the trusts that run academies. That means if you work in an academy run by one of these trusts your employers have committed at a national level to working with GMB to resolve any problems in the workplace, so if you have any problems at all in your academy we are in a stronger position to get them sorted out.

- **Absolute Return for Kids (ARK)**
- **Academies Enterprise Trust (AET)**
- **Academy Transformation Trust (ATT)**
- **David Ross Education Trust**
- **E-ACT**
- **Elliott Foundation**
- **Focus Trust**
- **Greenwood Dale Foundation Trust**
- **Harris Federation of South London Schools Trust**
- **Navigate Academy Trust**
- **Northern Education Trust**
- **Oasis Community Learning Trust**
- **Outwood Grange Academies**
- **Prospects Academies Trust**
- **REAch2**
- **School Partnership Trust**
- **The Cooperative Schools Trust**
- **The Kemnal Academies Trust**
- **The Ormiston Trust**
- **Woodard Academies Trust**

Negotiations are also well under way to secure recognition for GMB with Active Learning Trust, Griffin Schools Trust, and United Learning.

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# HELP US TO HELP YOU

Please complete the following survey and return your response to FREEPOST RSTL-ULCH-JBET, GMB, 22 Stephenson Way London NW1 2HD. If you are not a member of the GMB please complete the application form overleaf or join online at [www.gmb.org.uk](http://www.gmb.org.uk).

All information given below will be in total confidence to GMB and we will not share it with employers or any other third party. We will use these responses to ensure we are making informed representation with your employer at local, regional and national level.

**Name**

**Job title**

**Name & address of your academy**

**Is your academy a stand-alone academy or part of a Multi Academy Trust or Foundation? (please tick as appropriate)**

Stand Alone     Multi Academy Trust     Foundation

**If part of a Trust/Foundation what is their name**

**When did your school convert to academy status**

**Have your pay, hours or terms and conditions changed in any way since you have converted**

Yes     No

If yes give details to explain how:

**Has your academy cut any jobs or hours of staff since becoming an academy?**  Yes     No

If Yes please give details e.g. 3 Teaching Assistants, 1 Teacher, 15 hours cut from T.A's, 1 Admin etc.  
Please explain reason given for reduction e.g. reduced budget, budget deficit, falling rolls etc.

**How important are the following issues for you?**

1=better, 2=worse, 3=no change. Please ring your answer e.g. (1)

Job security:    1      2      3    Education received by pupils:      1      2      3

Staff morale:    1      2      3

**Did you receive your 1% pay increase backdated to April in August or September**

Yes     No

# GMB HELPLINE FOR MEMBERS WORKING IN ACADEMIES:

GMB

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Join now at [www.gmb.org.uk/join](http://www.gmb.org.uk/join) or fill in the form below

then hand the form to your local GMB representative, or post it to:

Freepost RSTL-ULCH-JBET GMB, 22 Stephenson Way, LONDON NW1 2HD (you do not need a stamp).

If you have any questions contact GMB: email [info@gmb.org.uk](mailto:info@gmb.org.uk) or visit our website [www.gmb.org.uk](http://www.gmb.org.uk)

FOR GMB USE ONLY

Section

Branch number

Membership number

Date of joining

## GMB membership application form PLEASE USE BLOCK CAPITALS

### 1 TELL US ABOUT YOU

Surname	<input type="text"/>	First name	<input type="text"/>	Title	Mrs/Miss/Ms/Mr	Date of birth	<input type="text"/>
Home address	<input type="text"/>		Home phone number	<input type="text"/>	Mobile number	<input type="text"/>	
	Postcode		Email	<input type="text"/>			
We ask for your ethnic origins as part of our equal opportunities policy of improving services to all members							
Bangladeshi <input type="checkbox"/> / Black African <input type="checkbox"/> / Black Caribbean <input type="checkbox"/> / Black British <input type="checkbox"/> / Chinese <input type="checkbox"/> / Indian <input type="checkbox"/> / Irish <input type="checkbox"/> / Pakistani <input type="checkbox"/> / White <input type="checkbox"/> / Other: <input type="text"/>							
National Insurance number	<input type="text"/>	I agree to abide by GMB rules	<input checked="" type="checkbox"/>	Signed	<input type="text"/>	Date	<input type="text"/>

### 2 TELL US ABOUT YOUR JOB

Employer	<input type="text"/>	Your job	<input type="text"/>
Address where you work	<input type="text"/>	How many hours a week do you work?	<input type="text"/>
	Postcode	Pay number	<input type="text"/>
		Work phone number	<input type="text"/>
		Pay date	<input type="text"/>

### CHOOSE EITHER 3 AUTHORISATION OF DEDUCTION OF YOUR UNION CONTRIBUTIONS FROM YOUR PAY

Section 68, Trade Union and Labour Relations (Consolidated) Act 1992 as amended

- I authorise my employer to deduct from my pay each week/month the sum of

£  or other amounts as may be fixed by GMB from time to time.

- Please start the deductions immediately and pay the amounts to GMB. Cash
- I note that this agreement may be cancelled by one month's notice in writing.
- I give permission to my employer to notify GMB of any future change of address.

Signed

Date

### OR 4 INSTRUCTION TO YOUR BANK OR BUILDING SOCIETY TO PAY BY DIRECT DEBIT



Please fill in the form below and send to: Freepost RSTL-ULCH-JBET, GMB, 22 Stephenson Way, LONDON NW1 2HD

Service User Number 9 7 4 3 3 0

Name and full postal address of your Bank or Building Society branch

To the Manager of	Bank/Building Society
Address	
	Postcode

Name(s) of account holder(s)

Bank/Building Society account number

Bank/Building Society Sort Code

Banks or Building Societies may not accept Direct Debit instructions for some types of account

Instructions to your Bank or Building Society: Please pay GMB Direct Debits from the account detailed in this Instruction subject to the safeguards assured by the Direct Debit Guarantee. I understand that this Instruction may remain with GMB and, if so, details will be passed electronically to my Bank/Building Society.

Signature(s)

Date

For GMB official use only. This is not part of the instruction to your Bank/Building Society. If your A/C number is not available fill in your address below.

Reference number (GMB use only)