



Stuart Fegan (GMB) and Jenny Mason (UNISON)  
(Sent via email [stuart.fegan@gmb.org.uk](mailto:stuart.fegan@gmb.org.uk) & [j.mason@unison.co.uk](mailto:j.mason@unison.co.uk))

25 May 2023

Dear Stuart and Jenny,

**Full and final offer regarding GLF Schools associate staff pay 2023**

Thank you for meeting with me on 19 May 2023 where we discussed associate staff pay. I acknowledge your emails confirming in writing the outcomes of the recent associate staff pay ballots each union has undertaken, which were as follows:

GMB: Turnout 56.8%, with an 85% mandate to reject the offer  
Unison: Turnout 16%, with a 67% mandate to reject the offer

I also understand that GMB members in our 3 London schools rejected our London weighting pay offer and that Unison did not conduct a ballot on this element of the pay award.

Thank you also for confirming your membership numbers, which are 262 (GMB) and 130 (Unison). Our associate workforce across GLF is currently 1539.

I am now writing to you formally to confirm our position on associate staff pay, having considered fully the representations you made at our meeting.

We appreciate the commitment UNISON and GMB have invested in representing the interests of our employees, and we have carefully considered the outcomes of the recent ballots. We acknowledge the current cost of living crisis which is affecting GLF Schools colleagues and as explained we are keen to implement a pay award for our associate staff as soon as possible in order to go some way to alleviating the financial challenges faced by our colleagues. This is why we have proposed bringing forward our pay award this year by 5 months, so that colleagues receive 5 additional months of pay at the increased rate.

We acknowledge your representations that members from both unions do not feel that the pay offer we have proposed goes far enough. Whilst we would ideally wish to be in a position to offer more to our colleagues, this is not something that is financially viable for us as a Trust at this time. As you are aware, GLF Schools has been operating under significant challenging financial circumstances, which are already likely to result in the need to restructure across the Trust in the coming months. It is the reality that where the pay award is unfunded by the government, if we were to increase it, the

only way we could afford that would be to look at additional job losses on top of those we are already having to consider. This is something we would wish to avoid and we therefore confirm to you that our previous associate staff pay offer remains our full and final offer.

As explained when we met, whilst we would ideally like to implement the pay award with your agreement, we have now concluded consultation requirements in line with the recognition agreement. Therefore, it is our intention to implement the pay aware as proposed in the July 2023 payroll.

We value the partnership we have with you and are committed to maintaining collaborative working relationships as well as continuing to work together with a view to reviewing and improving our pay structures for future years. Please feel free to contact me if you have any further questions.

Your sincerely,

A rectangular area containing a handwritten signature in dark ink, which appears to read 'Zoe Turnes'.

Zoe Turnes  
People Director