



17 April 2023

Dear Colleagues

GLF Associate Pay Offer 2023

I am writing to update you in regard to the work we have been undertaking in relation to associate staff pay for individuals paid on GLF Associate Pay Scales. Leisa Sleat, Business and Operations Director, and I met with representatives from Unison and GMB ahead of the Easter break to discuss our pay offer for September 2023 and we would now like to update colleagues on the details of this offer and the next steps.

There are two elements to the proposed pay award for 2023.

1. Inflationary increase for all staff on GLF Associate Pay
2. Introduction of a London Weighting to the GLF Associate Pay Scale for our schools based in London

GLF Associate Pay Inflationary Increase

It is proposed that for 2023, in recognition of the current cost of living crisis, the inflationary pay award for colleagues on GLF Associate Pay, will be brought forward to 1 April 2023. Colleagues eligible for incremental increases will continue to receive this in September 2023 as usual. Inflationary increases will return to September from 2024.

The proposed inflationary increase for colleagues on GLF Associate Pay is as follows:

- £1,182pa FTE or 4%, whichever is greater

In effect this means that colleagues will receive a percentage increase ranging from 6.04%, for those on Associate 1, up to a maximum of 4%. The percentage increase is on a sliding scale from Associate 1 up to the maximum point of the Specialist band. All colleagues on the Senior Specialist band up to Leadership 3 will receive a 4% increase.

GLF Associate Pay London Weighting

It is proposed that with effect from 1 April 2023 a London weighting will be introduced for all associate staff paid on GLF associate pay grades who are based within our London schools. These schools are Floreat Wandsworth (Inner London), Chestnut Park (Outer London), and Meridian (Outer London). The London weighting will be an annual allowance in addition to base salary which be paid in 12 equal instalments. The full-time equivalent values for this proposed allowance are as follows:

- Inner London - £900pa
- Outer London - £643pa

These allowances will be pro-rated based on hours and weeks worked.

Next Steps

We are currently consulting with our recognised unions, GMB and Unison, who are currently a balloting their members in relation to the pay offer. We are due to meet with them to discuss the outcome of their ballots on 26th April 2023 and will update colleagues further after this date. In the

meantime, if you have any queries, please contact your GMB or Unison representative. Alternatively, please contact your School's People Partner in the first instance. People Partner contact details can be found on the Staff Portal [here](#).

For associate colleagues on other pay arrangements, please note that pay awards will be processed in line with the relevant agreements.

With Best Wishes

A handwritten signature in dark ink, appearing to read 'Zoe Turnes', is written on a light-colored rectangular background.

Zoe Turnes
People Director

Copy. GMB
Unison