

# GMB@SCHOOL

## GMB

## GMB@WORK



# STOP THE BULLY

**ASK EVERYONE IN YOUR SCHOOL,  
INCLUDING TEACHERS & PARENTS,  
TO COMPLETE THE PETITION INSIDE**

GMB know that this government is planning to do away with teaching assistants, despite their retractions, denials and spin their intentions are very clear. The Tories have sought to attack and undermine the work of teaching assistants for the last decade.

**The first thing Gove did was to abolish the school support staff negotiating body, having the audacity to call it a QUANGO.** This malicious act denied nearly half a million, mainly female, hard working people the simple right to a national framework for their jobs, career structure and pay.

Now they are listening to and quoting their fan club's mantra. Apparently, according to them, you do not add value to Educational Outcomes. In fact, you can actually have a negative impact on pupils' results, despite all the credible research and reports in the public domain. For example the one by the Institute of Education that showed that the more Teaching Assistants a school has the better results its students achieve. Oh, no he won't pay attention to that—that would cost him money, not save him money.

**School Support Staff are not a 'mum's army' as Gove so insultingly called you.** You are Education's Hidden Professionals. You are a vital, integral part of our education system, and you deserve to be recognised as such. Even the Government's own inspectors (OFSTED) have identified and highlighted the professionalism of support staff in our schools and the positive difference you make to our children's education.

Many GMB members in schools have told us they do not want to become teachers, but more importantly, they certainly do not want to become teachers on the cheap. Schools employ support staff in a wide variety of important roles that do not require teaching qualifications, and you should be deployed in such a way that you enable qualified teachers to concentrate on teaching and learning.

It is despicable that whilst we are trying our best to eradicate bullying from children's lives this Government are acting like the biggest bullies we could have ever imagined and Gove is one of the ringleaders.

**GMB are clear that the best way we can challenge and respond to these scurrilous attacks is to organise and unite. If you or any one of your colleagues are not in GMB, please JOIN US TODAY.**

# Join online at [www.gmb.org.uk/join](http://www.gmb.org.uk/join)



# ACADEMY UPDATE

**AS YOU ARE AWARE, THE GOVERNMENT HAS MADE IT CLEAR THAT IT IS THEIR INTENTION TO HAVE EVERY SINGLE SCHOOL IN ENGLAND BECOME AN ACADEMY BY ANY MEANS.**

- First, they invited every outstanding school in the country to become an academy.
- Then they invited every school in the country to register their interest, enticing them with additional funding and a virtual guarantee that they would become more successful.
- Now they are in the process of forcing any school that is adequate or below to join a Multi Academy Trust.

There are currently around 37 Multi Academy Trusts nationally. These vary in size from some Trusts that have a portfolio as small as four to the largest, which is currently The Academies Enterprise Trust (AET), with 72 schools.

GMB is the largest trade union in England for school support staff, not only in maintained schools but in all academies, whether a Multi Academy Trust or a stand-alone academy.

All academies have to have their own policies for disciplinary, grievances, re-organisation, pay, appraisals, sickness absence and capability (to name but a few). GMB has agreed some policies with some trusts already, and we are currently in negotiations nationally with others. Before these are agreed they are disseminated to our regions in order that they can consult their relevant membership.

**GMB is clear that in every Multi Academy Trust where we have national trade union recognition any policies that are agreed are ONLY for new employees to the Trust. Anyone who is a TUPE transferee (i.e. who was working in the school before it became an academy) remains on the terms and conditions that they were on when working for the Local Authority.**

GMB advises that you should not agree to change your contract or terms and conditions in any way before you have spoken to your local GMB representative or regional officer.

## HELP US TO HELP YOU: BECOME A GMB CONTACT

GMB has a great network of school support staff representatives and contacts in schools and local authorities; we do however now need to put robust systems in place for Multi Academy Trusts. All Academy Trusts have agreed that GMB needs contacts or representatives in all their academies.

If you are interested in becoming the GMB contact or representative for your academy, or would like to find out more about the role please e-mail your national officer, Avril Chambers, or your regional schools officer direct, telling us your name, job title and which Academy Trust you work in. See contact details overleaf.

**Finally, if you work in any academy and you have not received your pay increase for this year (backdated to April 2013) can you please contact your Regional Officer as a matter of urgency (see contact details overleaf).**

# HOW TO GET IN TOUCH



**YOUR NATIONAL OFFICER**  
avril.chambers@gmb.org.uk

Birmingham Region: amanda.gearing@gmb.org.uk

Midlands Region: jed.purkis@gmb.org.uk

Northern Region: chris.jukes@gmb.org.uk

North West & Irish Region: maria.almond@gmb.org.uk

Wales and South West Region: martin.hird@gmb.org.uk

Yorkshire Region: bill.chard@gmb.org.uk

**YOUR REGIONAL SCHOOLS OFFICERS**

London Region: colin.greer@gmb.org.uk

Southern Region: nicola.nixon@gmb.org.uk

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 UNION USE ONLY** Section    Branch No     Membership No         Date of joining

## GMB membership application form PLEASE USE BLOCK CAPITALS

### 1 TELL US ABOUT YOU

Surname  First name  Title  Mrs/Miss/Ms/Mr Date of birth

Home address  Home Tel  Email

Postcode  Mobile  I agree to abide by GMB rules Signature

Date    We ask for your ethnic origins as part of our equal opportunities policy of improving services to all members  
Bangladeshi  Black African  Black Caribbean  Black British  Chinese  Indian  Irish  Pakistani  White  Other:

### 2 TELL US ABOUT YOUR JOB

Employer  Your job

Address where you work  Postcode

How many hours a week do you work?  Pay No

Work Tel  Pay Date

### 3 CHOOSE EITHER AUTHORISATION OF DEDUCTION OF YOUR TRADE 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 the GMB from time to time.

- Please start the deductions immediately and pay the amounts to the 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 the GMB of any future change of address.

Signed  Date

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



Please fill in the form and send to **GMB, 22-24 Worple Road, London SW19 4DD**

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

Reference number (Office use only)

Service User Number

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.

**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

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