NASUWT THE TEACHERS' UNION

UNITED LEARNING PAY AWARD 2026/27
AND ABSENCE MANAGEMENT PROPOSALS

BULLETIN

Dear Member,

Negotiations between NASUWT, other teacher trade unions and United Learning on the 2026/27 pay awards for teachers in academies and independent schools have now concluded.

Following a consultation with members working in United Learning independent schools, we have accepted the pay awards for 2026/27.

As such, the pay awards should be processed and paid in the November payroll, backdated to September 2026.

Absence Management proposals from United Learning

On another note, the Union has been made aware that some members may have heard about proposals put forward by the Trust to amend its Absence Management and Sick Pay policies, following feedback from school leaders.

Whilst the current draft proposes a number of changes that trade unions view as useful, such as the move to emphasise early intervention with supportive return-to-work meetings, the proposal to **only pay Statutory Sick Pay (SSP) in the first six months of employment** is something that NASUWT and other recognised trade unions cannot countenance.

NASUWT and other recognised trade unions have written to the Trust urging it in the strongest terms to reconsider its position on this. A copy of the letter can be found at:

NASUWT | United Learning Trust Academies

NASUWT | United Learning Trust Independent Schools

This is an evolving situation and we will keep you updated accordingly.

Yours sincerely,

Paul Watkins
NASUWT, National Negotiating Official