

BULLETIN

UNITED LEARNING TRUST (ULT)

PAY AWARD 2026/27

Following negotiations with NASUWT and other recognised trade unions, ULT has proposed the following pay award for teachers working in its academies 2026/27:

- **Teachers covered by the School Teachers' Pay and Conditions Document (STPCD)**
For those teachers who have transferred into ULT schools on their existing terms and conditions, the 2026/27 pay award reflects the decision of the Government to adopt the recommendations of the School Teachers' Review Body (STRB) and apply the following:
 - a 3.5% uplift to all pay points and allowances for teachers in England from 1 September 2026, except for the minimum of the Unqualified Teacher Pay Range (rest of England) where a 5% increase will be applied.

Further details of the pay scales for 2026/27 can be found at:

[Pay scales – England](#) and [Pay Scales – Fringe, Outer London and Inner London](#)

- **Teachers on the United Learning contract**
United Learning proposes to award teachers employed on a United Learning contract in one of its academies the same 3.5% pay award as that recommended above from the STRB process.

The Trust continues to reference the fact that the pay scales for teachers employed in its academies are still higher than in the maintained sector for those covered by the STPCD, though it cannot go unnoticed that recent pay awards that adhere to the recommendations of the STRB have seen this pay differential eroded in recent years.

In addition, trade unions raised concerns over the historic front-loading of pay awards and the fact that this impacts detrimentally on more experienced teachers.

For example, a teacher employed on PT1 enjoys a 10.6% advantage over the STPCD, whereas a teacher employed on EPT3 enjoys only a 3.9% advantage over the STPCD.

On the issue of the 5% increase to the minimum of the Unqualified Teacher Pay Range, United Learning noted that it had already removed its lowest point on the Unqualified Teacher Pay Range to address concerns over adherence to the National Minimum Wage.

NASUWT asked about the level of engagement with staff and local trade union representatives in each academy in regards to schools being encouraged to develop their own workload and wellbeing charters, as this would represent good practice. Please do get in touch if this is not the case at UnitedLearningMAT@mail.nasuwt.org.uk

Finally, NASUWT and other recognised trade unions continue to make the case for the removal of the link between pay and performance management, particularly as this makes United Learning an outlier amongst the majority of other multi-academy trusts.