

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 independent schools for 2026/27:

- a differentiated pay award ranging from between 2-3% to all pay points and salaries including Teaching and Learning Responsibility (TLR), lead practitioner, leadership, and unqualified teachers, depending on the grouping or cluster of independent schools a teacher is working in.

Whilst acknowledging receipt of this award, the Union is concerned that this represents yet another year where teachers working in a ULT independent school have received a pay award below that received by teachers working in ULT academies and those working in the maintained sector covered by the provisions of the School Teachers' Review Body (STRB) and the School Teachers' Pay and Conditions Document (STPCD) – both of which received 3.5%.

This compounds the situation for hard-working and dedicated teachers working in a ULT independent school during the ongoing situation with the cost-of-living crisis, something that will be even more acutely felt in those independent schools that are offered just 2%.

NASUWT continues to raise concerns over the implementation of a differentiated pay award based on geography (e.g. 3% for Guildford and Surbiton, and 2% for all other ULT independent schools).

As a result, many of the pay scales in its independent schools are below those offered in the maintained sector and represent a below-inflation, real-terms pay cut.

This is despite the significant savings that the Trust will be able to make from April 2027 when the employer contribution to the Teachers' Pension Scheme (TPS) drops from 28.6% to 17.6%.

NASUWT expressed disappointment that the Trust had not sought to offer anything in the way of non-pay conditions, or sought to have a re-opener clause from April 2027 when changes to TPS kick in.