

Concerns about outsourcing and cuts to support staff roles

The NASUWT has been deeply concerned about Academies Enterprise Trust (AET) intentions regarding the outsourcing and cuts to support staff roles, which involve most roles, excluding teaching assistants. It includes the outsourcing of IT roles, centralisation of HR and finance functions and significant redesign of support staff roles in London AET academies. All these are likely to lead to job losses.

The NASUWT is specifically concerned that the work that support staff currently undertake will ultimately be transferred to teachers, unacceptably increasing teacher workload as well as having a negative impact on teachers' ability to teach.

Additionally, the NASUWT has concerns regarding AET's failure to tackle teacher workload and its very poor pay progression figures, which show little more than 50% of eligible teachers granted progression, and even less for certain groups. The NASUWT has been pressurising AET into addressing these two issues as well.

Although AET has made some movement regarding our concerns, it is not yet sufficient. More seriously, AET has not responded at all adequately to the support concerns around restructuring/outsourcing of support staff, and has breached the recognition agreement, which states that the status quo should be honoured where a failure to agree exists, by going through with the outsourcing of IT roles.

The NASUWT is surveying members as to their opinions around AET's actions. The survey will only take two minutes to complete and all responses will be treated in the strictest confidence. The survey can be accessed at: <https://www.surveymonkey.com/r/AcademiesET>.

All NASUWT members are encouraged to complete this survey. Members will be kept updated as the process develops.



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