

Our ref: JB/IG/LG

Your ref:

When telephoning please ask for: Johanna Baxter



John Swinney MSP
Deputy First Minister and Cabinet Secretary for Education and Skills
The Scottish Government
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8th August 2018

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Dear Mr Swinney,

Education: It's One Team, who all deserve fair pay

I write in response to your letter dated 30th July 2018 to Johanna Baxter, UNISON Head of Local Government (Bargaining), responding to our "It's One Team" pay campaign.

You refer to the pay bargaining arrangements for teachers and Education Support staff being separate and that the Government are not involved in the negotiations for Education Support Staff and while UNISON recognises that the bargaining arrangements differ that does not mean that the Scottish Government who contribute to the funding of local councils can ignore its responsibility to ensure that Education Support Staff are properly rewarded and that they should be treated fairly.

I would remind you that in every Education Establishment across the country both teachers and Education Support Staff work alongside one another and all contribute to the delivery of high quality education.

You appear to acknowledge this fact in your response however then go on to describe our members as 'non-teachers'. Describing thousands of workers by something they are not gives every indication that you do not value what they actually are.

UNISON is proud of our Education Support Staff members and the contribution they make to the education of Scotland's children. 'Education Support Staff' describes our members collective roles and what they contribute, the use of "non-teachers" is not acceptable - and this has been pointed out on several occasions when we have engaged with the Scottish Government.

A decent pay rise is what our members are looking for. It is for you to justify why they should not be entitled to parity with teachers they work alongside when they have both suffered a real terms drop in income of some 15% since 2010 as a consequence of austerity.

If you truly value the contribution of the whole workforce, and you are minded to give a higher pay award to the teaching workforce, you should equally be minded to do the same for Local Authority Education Support Staff.

Yours sincerely,

Carol Ball
Chair, UNISON Education Issues Group

General Secretary Dave Prentis *Scottish Secretary* Mike J Kirby