



# UNISON – the union for support staff in academies

[www.unison.org.uk/education](http://www.unison.org.uk/education)

# UNISON in academies

As a member of the support staff in an academy school you deserve recognition for your professionalism and dedication.

But we know that in some academies support staff face some difficult issues:

- you may be working in an unfair two-tier workforce of transferred and new staff on different pay and conditions
- it may be hard to make progress in your role because you don't have sufficient access to training
- being treated equally and with respect can seem like an uphill struggle.

UNISON is the biggest union for school support and professional staff in the country. We already have recognition agreements with several academy sponsors and are building these relationships to support our members.

We want to see your work properly recognised and we are fighting:

- for decent pay and conditions
- to ensure that all staff with the same academy sponsor have a national pay structure
- for a career structure that recognises increasing responsibilities
- to ensure support staff are included in planning for training
- to ensure training budgets for support staff are properly allocated at the planning stage and are not an afterthought
- to see all our members treated with respect and valued in the same way as teachers
- to ensure that equality is embedded within the organisation.

As a member of UNISON you will be part of collective bargaining for pay and conditions. This means trained representatives will negotiate on your behalf to ensure the best possible results for you. The representatives are supported by full-time UNISON officers.

We also provide advice and representation should you experience any difficulties with your employer, as well as training courses to improve your skills.



## In UNISON we:

- make sure the voice of staff is heard at all levels
- work to improve pay, terms and conditions at national, regional and local level
- are a serious union that knows when to take action and when to reach a deal
- have a large network of experienced representatives, with access to specialised information, training and professional support
- have a network of health and safety and equality specialists
- have UNISONdirect, the telephone helpline that enables you to get advice in and outside of working hours.

# Join UNISON today

Membership subscriptions are based on earnings and start at as little as 30p a week (£1.30 a month).

## Benefits of membership

As a UNISON member you are entitled to:

- free initial legal advice on any matter
- free legal advice and representation on employment issues
- competitive rates on home, travel and pet insurance through UIA insurance
- discounts on tour operator holidays through the UNISON Travel Club
- Special rates on both mortgages and savings with Britannia building society
- access to UNISON's own Croyde Bay Holiday Village in north Devon.

To join UNISON just complete the attached application form and return it to:

**UNISON**  
**Education Workforce Unit**  
**Freepost WC56552/13**  
**London**  
**WC1H 9BR**

**To find out more call 0845 355 0845**

**0800 0 967 968 (textphone)**

**Lines are open 6am to midnight, Monday to Friday, and 9am-4pm  
on Saturdays**

**[www.unison.org.uk/education](http://www.unison.org.uk/education)**

# Join UNISON — your friend at work

PLEASE FILL IN THIS FORM IN BLOCK CAPITALS USING BLACK INK AND GIVE IT TO YOUR UNISON REP OR SEND TO **UNISON EDUCATION WORKFORCE UNIT, FREEPOST WC56552/13, LONDON WC1H 9BR**

## 1. YOUR PERSONAL DETAILS

Please tick or fill in the boxes below

Mrs	Ms	Miss	Mr	Other
-----	----	------	----	-------

First name	Other initial(s)
------------	------------------

Surname/Family name	Date of birth / /
---------------------	----------------------

Home address
Postcode

National insurance number (from your payslip)
<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>

<input type="checkbox"/> Please tick this box if you require materials in a different format (eg large print or Braille) – be sure to supply contact details below
--

### How would you describe your ethnic origin?

<input type="checkbox"/> Bangladeshi	<input type="checkbox"/> Asian Other	<input type="checkbox"/> Black UK
<input type="checkbox"/> Chinese	<input type="checkbox"/> Black African	<input type="checkbox"/> Black Other
<input type="checkbox"/> Indian	<input type="checkbox"/> Black Caribbean	<input type="checkbox"/> White UK
<input type="checkbox"/> Pakistani	<input type="checkbox"/> Irish	<input type="checkbox"/> White Other
<input type="checkbox"/> Asian UK		

Please give a telephone number/voice/text/email address for UNISON to contact you – indicate if work or home

Contact tel/voice/text/email
------------------------------

## 2. YOUR EMPLOYMENT DETAILS

Employer's name
-----------------

Your job title/occupation
---------------------------

Department/section
--------------------

Workplace name and address

Postcode	Payroll number (from your payslip)
----------	------------------------------------

### 3. WHAT YOU WILL PAY – FROM 1 October 2003

Please tick the appropriate box for your earnings before deductions.

Weekly pay		Annual pay	YOUR SUBSCRIPTION—WHAT YOU PAY		
			per week	per month	Band
Up to £38.47	<input type="checkbox"/>	Up to £2,000	£0.30	£1.30	A
£38.48–£96.16	<input type="checkbox"/>	£2,001–£5,000	£0.81	£3.50	B
£96.17–£153.84	<input type="checkbox"/>	£5,001–£8,000	£1.22	£5.30	C
£153.85–£211.53	<input type="checkbox"/>	£8,001–£11,000	£1.52	£6.60	D
£211.54–£269.23	<input type="checkbox"/>	£11,001–£14,000	£1.81	£7.85	E
£269.24–£326.92	<input type="checkbox"/>	£14,001–£17,000	£2.24	£9.70	F
£326.93–£384.61	<input type="checkbox"/>	£17,001–£20,000	£2.65	£11.50	G
£384.62–£480.76	<input type="checkbox"/>	£20,001–£25,000	£3.23	£14.00	H
£480.77–£576.92	<input type="checkbox"/>	£25,001–£30,000	£3.98	£17.25	I
£576.93–£673.08	<input type="checkbox"/>	£30,001–£35,000	£4.68	£20.30	J
£673.08+	<input type="checkbox"/>	over £35,000	£5.19	£22.50	K

Please tick the appropriate box to indicate how often you are paid

- Weekly  
 Fortnightly  
 Four Weekly  
 Monthly

Please tick this box if you are a student member in full-time education (including student nurses or Modern Apprentices).  
 Your subscription is £10 per year.

### 4. POLITICAL FUND

UNISON's Affiliated Political Fund (APF) is used to campaign for and promote UNISON policy and the need for quality public services within the Labour Party, locally and nationally, in Parliament and Europe. UNISON APF affiliates to the Labour Party.

UNISON's General Political Fund (GPF) is used to pay for campaigning at branch, regional and national levels of the union and for research and lobbying in Parliament and Europe. It is independent of support for any political party.

*It is important that you indicate a choice of fund by ticking one of the boxes below.*

*Your subscription shown above includes a political fund payment so you do not pay any more by being in one of the funds.*

### 5. YOUR AUTHORISATION

- I wish to join UNISON and accept its rules and constitution.
- I authorise deduction of UNISON subscriptions from my salary/wages at the rate determined by UNISON in accordance with its rules to be paid over to them on my behalf and I authorise my employer to provide information to UNISON to keep my records up to date
- I authorise deduction of the following Political Fund payment as part of my subscription: Tick one box only

Affiliated Political Fund       General Political Fund

**Now please sign and date below**

Signature

Date

#### OTHER WAYS TO PAY

direct debit   
 (please tick if appropriate)

cheque

If you have been a member of a trade union before, please state which one:

### DATA PROTECTION

**UNISON will process your membership information together with other information for administration, statistical analysis, conducting ballots and other statutory requirement purposes.**

We may also send you newsletters, journals and surveys and let you know about educational and campaigning matters. We will disclose your information to our service providers and agents for these purposes.

*If you do not want any mailings from UNISON besides those required by statute as shown in bold above, please tick this box.*

We may share your information with organisations with whom we have a business relationship for your benefit. We, or they, may contact you by mail, telephone, SMS, fax or e-mail to let you know about goods, services or promotions which we think may be of interest to you.

*If you do not wish to receive such information please tick this box.*