

# A *new deal* for school support staff ✓



## Negotiating school support staff pay July 2025

UNISON is at the forefront of work to reinstate the School Support Staff Negotiating Body, which will decide pay, terms and conditions for school support staff in England, as well as taking a new approach to staff training and development. UNISON members across England are shaping the future of the new negotiating body.

### How have UNISON members been involved this term?

#### Job duties

A key task for the SSSNB will be reviewing the model role profiles. These haven't been updated since 2013, and no longer accurately reflect the work being carried out in schools. This spring, over 2,000 UNISON members took part in a pilot survey to compare their actual duties with those in the existing profiles.

The survey findings are helping to build a picture of the reality of support staff roles today, and will be used to inform further research about support staff roles and responsibilities, as part of the preparation for the SSSNB.

#### Public consultation

The Department for Education launched a public consultation to gather views on who should be covered by the new negotiating body, and evidence on current pay and conditions.

This is a major opportunity for school support staff to influence the future, and your input matters. The consultation is open until 18 July 2025, so don't miss out on your chance to [take part](#). UNISON guidance on responding to the consultation is available [here](#).

### School Support Staff Champions

There are now nearly 1000 School Support Staff Champions in schools across the UK. These are UNISON members who are building union strength in their schools and helping to win a new deal for support staff.

Champions are kept updated about the progress of the SSSNB at regional network meetings, and complete a small task each term to help achieve the best possible deal for school support staff.

You can join the movement to make a difference – [sign up here!](#)

### What's happening in parliament?

The legislation needed to reinstate the School Support Staff Negotiating Body (SSSNB) is included in the Employment Rights Bill, currently being debated in Parliament.

Around 3000 UNISON members have written to their MPs urging them to vote in favour of this legislation. We expect the vote to take place this autumn, so [write to your MP](#) now and tell them why the SSSNB will make a difference to you.