



Q: Why are we balloting again?

A: The Department for Education told the School Teachers' Review Body (STRB) a 2.8 per cent pay award "would be appropriate" for 2025-26, but that most schools would have to find efficiencies to fund it.

A: The suggestion that an unfunded pay award can be paid for by making 'efficiencies' is an insult to a profession who have already endured 14 years of austerity. No teacher or leader will be able to identify efficiencies without cutting staff or resources or both.

A: The union has estimated that the proposed unfunded pay award would lead to 76% of primary schools and 94% of secondary schools making cuts next year. **What staff can you afford to lose?**

A: One in four new teachers are lasting less than three years. Last year's school census data showed that for the first time nearly as many teachers left the profession in England as entered it.

Q: But 2.8% isn't bad shouldn't we be happy with that?

A: 2.8 per cent is already below the UK annual inflation rate, as measured by the Consumer Prices Index (CPI), which was 3.0% in January 2025. So once again this is a real-terms pay cut.

A: The IfS has estimated that even after this year's pay rise, pay of experienced teachers will be around 9 per cent lower in real-terms than in 2010, with earlier career teachers less affected because of recent large increases to starting salaries

A: Unfortunately, we cannot ballot on Funding alone. We have to ballot on pay but can then require it to be fully funded.

Q: If I vote yes in the indicative ballot do I then have to strike?

A: The simple answer is no you can vote in the indicative ballot and later in the postal ballot to strike but then you can decide not to. The most important thing is that you actually vote.

Q: What can I do?

A: Scan the QR code below for the Hull NEU page. Ensure your details are up to date. Vote in the indicative and the paper ballot. Talk to your colleagues about why it is important that we stand up for Education.



Indicative ballot opens on the 1st March make sure you vote!