**National Society for Education in Art & Design**

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The Rt Hon Gillian Keegan MP

Secretary of State for Education

Department for Education

Sanctuary Buildings

Great Smith Street

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5 April 2023

Dear Gillian,

I am writing in response to the government’s pay offer, presented to members of the NEU, NASUWT, NAHT and ASCL trade unions last month, and rejected by the NEU, NAHT and ASCL this week. My members have not been invited to consider the package that includes a £1000 one-off payment and 4.3% rise for most teachers from September. I request again that NSEAD be included in dispute resolution negotiations that affect our members, whether that be in direct talks, or response to our correspondence. Although we represent the interests of a minority group, NSEAD members are of course impacted by the ongoing failure to agree a fully funded pay award.

A priority for my members is for any pay offer to be fully funded. Headteachers are telling us that they will be forced to make cuts to their curriculum offer and that the jobs of specialist teachers in foundation subjects are at risk. In 2021, the Department for Education reported that there were 1,040 fewer art and design teachers in 2020 than there had been in 2010. This equated to a decline of about 8%. Ours is a subject already at risk, and the pressure on school budgets of an unfunded pay offer only increases the risk to my members’ jobs, and to the entitlement of children to have a broad and balanced education.

NSEAD members did not approve a ballot for industrial action when consulted in October but are fully in support of our colleagues from other trade unions who are taking strike action in protest at the lack of progress in dispute resolution negotiations. I will be meeting with the NSEAD Executive later this month to discuss our next steps.

I would appreciate confirmation that NSEAD members are recognised as having an interest in these negotiations, that you have concern for their interests and that their voice will not be ignored.

Yours sincerely

Michele Gregson, General Secretary National Society of Education in Art and Design Education