



VOTE 'YES' TO STAY IN THE TPS

GDST is threatening to pull out of the Teacher Pension Scheme (TPS) in a bitter blow to teaching staff who worked tirelessly and selflessly throughout the pandemic to deliver high-quality education for students and support for GDST families.



#StopFireAndRehire

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Why take action?

1. The financial arguments don't hold up

- ✗ Income has outstripped expenditure at the Trust over the past five years
- ✗ Current reserves stand above the appropriate range determined by Trustees
- ✗ Covid's impact on income was largely offset by government furlough money
- ✗ The pandemic was an extraordinary event - the cost is unlikely to be repeated

2. The Rationale for Change is based on speculation, not facts

- ✗ There is no evidence that Employer contributions will rise to 30% and no changes can be implemented before April 2024 at the earliest (if at all)
- ✗ There is no evidence that the TPS is likely to collapse
- ✗ There is no evidence business rate relief will be withdrawn in April 2024

3. Leaving TPS will disproportionately harm women

The Trust claims 'empowering women' is a guiding principle. Yet withdrawing from the TPS will disadvantage women who are more likely to have breaks in contributions because of maternity leave and childcare. This gender gap **could rise to a whopping 56%** if the Trust moves to a pension market scheme.

4. Education will suffer as teachers leave

Teachers will leave - disrupting children's education and making it difficult to attract high quality teaching staff. Pay and conditions will be worse for teachers at GDST schools than for teachers at local maintained schools.

5. Fire and rehire is an unacceptable tactic

ACAS slammed fire and rehire as 'extreme' and even **Boris Johnson** agrees it's 'unacceptable.'

What can you do?

- ✗ **Vote 'yes'** in the indicative ballot to send a strong, united message to the Trust to value its staff and stay in the TPS
#23Together #23Strong
- ✗ **Tweet** and write to your MP here bit.ly/GDSTMP
#HandsOffOurTPS #StopFireAndRehire
- ✗ **Share this flyer** with your colleagues and encourage them to vote 'yes'