

GOVERNMENT'S OBSESSIVE PENALISATION OF PUBLIC SERVICE WORKERS CONTINUES

The Chief Secretary to the Treasury has written to the Chairs of the Public Sector Pay Review Bodies. Unfortunately, nothing in the letter comes as a surprise. Its contents simply confirm the Chancellor's budget statement and the Government's continuing obsessive financial penalisation of public sector workers, including teachers, who perform essential services on which the public relies and which are fundamental to the economic prosperity of the country.

The letter from the Treasury imposes on Review Bodies further unjustified constraints on them, compromising their independence. The letter promotes even deeper cuts to teachers' pay, arrogantly ignoring the evidence of a recruitment and retention crisis in teaching, in which a key driving factor is the decline in teachers' pay in comparison to other graduate professions.

These continuing attacks on teachers are attacks on our children and young people whose entitlement to the highest standard of education is jeopardised when the profession is unable to attract good graduates as a result of Government policy that is rendering the profession unattractive and uncompetitive.



Nothing up my sleeve!

SCHOOL TEACHERS' PAY AND CONDITIONS OF SERVICE

- You are contracted and paid for working **1265** hours over **195** days of the school year. Your **School Calendar** is based on this number of days.
- 5 days are used for **School Development Days** (SDDs) and INSET for your Continuing Professional Development.
- Your Head teacher can reasonably "direct" what you do during the school day, **excluding your dinner break**, and must provide staff with a "**Directed Time Budget**" showing the hours you work.
- All teachers must have timetabled non-contact time with a minimum of **10% PPA** time shown on your timetable. Teacher trade union representatives are entitled to additional non-contact time to fulfil their roles.
- Teachers only **cover for absent colleagues** in exceptional circumstances. You should not be covering as a matter of routine.
- Teachers do not carry out **Examinations Invigilation**.
- In addition to your timetabled teaching time your Head teacher can require you to attend **ONE meeting** a week which must be time limited and have an agenda and published minutes. You cannot be required to take the minutes.
- You can be directed to attend up to **SIX Parent Consultation** meetings after school during a week when no other meetings should take place. You cannot be directed to attend any other types of events, e.g. Prize Evenings, Drama and Music Productions, etc. These are all voluntary activities.
- Meetings and all other school activities and trips during the Academic Year should be produced in advance in your annual **School Calendar**. You should have received your Directed Time Budget and School Calendar by now.
- **Annual Pay Notices** should be issued to all teachers this half term.

REMINDER: ACTION SHORT OF STRIKE ACTION is ongoing. If your school is not implementing any of the above contractual entitlements in full we can take further selective strike action in your school until they are. **Contact the Local Secretary, Neville Reilly, if this is the case by e-mail: wirral@nasuwt.net**



**MEETING
NOTICE!**

Local Executive Committee & School Reps
The first Local Association meeting of the year will be held on
Tuesday 8th September 2015
at the Leasowe Castle Hotel from 4.15 to 5.30 p.m.
Sandwiches and Refreshments will be provided.

2015 SUMMER GCSE RESULTS

Congratulations to the young people and their teachers who have worked tirelessly to deliver yet another year of excellent results. It is highly commendable that standards have been maintained across the board, despite the tremendous pressure our young people are under.

We must also recognise the hard work of our teachers, and the fact they have supported students to achieve these results despite the burden of excessive workload, year on year cuts to pay, constantly changing policies and ongoing budget cuts.

The results provide an opportunity to celebrate the commitment and achievement of the workforce and our children and young people which is a hallmark of our public education service. When the dust has settled on the celebrations, there is a legitimate debate to be had about the appropriateness of the comparable outcomes policy introduced by Ofqual.

What the Government will have to recognise is that if it wants a system which brings stability in outcomes year on year regardless of the performance of pupils, it cannot keep imposing on schools, through arbitrary targets, an expectation that results for all schools will always increase.



AND THE GCE RESULTS

The publication of this year's A-levels results was once again against a backdrop of uncertainty, not only from the impact of recent qualification reforms, but also amidst the now seemingly annual ritual of claims about inaccurate marking and questionable standards.

Every year young people and teachers who have worked hard throughout the course see their efforts undermined by those who wish to detract from the achievements of our public education system which delivers, year on year, world-class standards of education.

Teachers and pupils should be congratulated without reservation for what they have achieved. Our young people are working hard under tremendous pressure and despite poorly planned reforms, constant criticism, cuts to pay and a rising tide of excessive bureaucracy and workload, teachers are continuing to deliver the best for pupils.

The GCE results have been achieved despite the Government's reforms, not because of them.

SIXTH FORM FUNDING

The Sixth Form Colleges Association (SFCA) 'Funding Impact Survey 2015' has been published. Once again we see the stark reality of the Government's economic austerity policy and deregulation which is impacting adversely on the provision of vital public services.

The evidence published by the Sixth Form Colleges Association confirms that many colleges are facing a bleak future despite the excellent standards of education they provide. Investment in education and training for 16-19 year olds is vital to the country's economic future. If the UK is to compete in the global race, we simply cannot afford to see the scale of cuts to sixth form college provision that is predicted.

All young people, regardless of where they happen to study, should be entitled to have access to a broad curriculum offer. It is extremely disappointing that the range of courses on offer in sixth form colleges is being reduced and that opportunities available for young people are being narrowed as a result of the Government's policies for schools and colleges.

The Government has to recognise that a common funding system for schools and colleges requires there to be a level playing field. The report demonstrates the need for the Government to take steps urgently to address the additional cost pressures that exist in sixth form colleges.

Sixth form colleges provide study opportunities for thousands of young people, often where no other provision is available. The reduction of course provision in colleges will mean the loss of life-changing opportunities for students. It will also mean a loss of specialist teachers and lecturers to the service. This can only be damaging for our young people. Young people deserve better.

NASUWT

MEMBER SUPPORT ADVICE TEAM

The dedicated number for
all members to access
help and advice.

Calls are free from all
landlines and mobile
phone networks:

03330 145550

Members can also e-mail to:
advice@mail.nasuwt.org.uk



If any member would like to contribute to the **Wirral Association NASUWT NEWSLETTER**, please contact Mick Robinson. Tele: 0151 327 3277 or E-mail: mickrobinson@nasuwt.net
Previous issues of the **NEWSLETTER** can be viewed on our website.

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