

NASUWT Special Educational Needs (SEN) Survey Report

The NASUWT carried out its survey in September and October 2017. It covered the identification of SEN and support for learners and teachers, SEN related professional development and training, SEN performance management, the experiences of both SENCOs and of SEN teachers in mainstream, special and alternative settings. The Survey conclusions are quite startling and we would recommend the report to all members involved in any way with SEN provision. The full report is available to all members at: www.nasuw.org.uk/senreport2018 and further information about SEN can be found at: www.nasuw.org.uk/specialneeds

We would like to arrange to meet the new Director of Children's Services to discuss the report and its implications but would like to have a more local perspective and a focus on SEN provision in Wirral schools and a greater input from Wirral SENCOs and SEN teacher members would be appreciated. Your observations, experiences or opinions can be passed to the Wirral Local Secretary, Anne Rycroft, by a telephone call or email, or why not attend our meeting in October next term and discuss any issues you think we might find useful in our discussions with the Local Authority.

PUBLIC SECTOR WORKERS ALLOWED PAY RISES!

On the last day of Parliament, Tuesday 24th July, the government announced that the 1% pay limit for nurses, the Armed Forces and teachers among other Public Sector workers can be broken for the first time since 2013. Before that the public sector workers were subject to the Pay Freeze as part of the Conservative Government's 2010 "Austerity" programme under George Osborne, then Chancellor of the Exchequer. There will be no new money to fund the pay rises.

SOME TEACHERS TO GET UPTO 3½% PAY RISES

The pay increases will be backdated to April 2018 and be funded from the DfE's existing budget from what they have been starving schools of over recent years! Secretaries of State for the government departments have been bounced into agreeing to pay the increases. Wonder why Damian Hinds looks so happy in the smug shot below?

COVER IS NOT CONTRACTUAL

Teachers should not be covering or invigilating. It is not an appropriate use of a teacher's skills but it is still being reported to us. Members cite pressure being exerted on them to do it in their gained time because of budgetary problems in their schools. This is unacceptable and members must report it to us. **REMEMBER** every lesson covered internally is a lesson that a supply teacher should be doing and you have better things to do in your gained time than covering!

REFORMS TO ACADEMY REGULATION ARE NOT ENOUGH

Damian Hinds, the Secretary of State for Education, gave a speech to the National Governance Association Conference on the 9th June on the regulation of academies and multi academy



trusts. The NASUWT has raised concerns consistently about the lack of accountability of academy trusts and the often unacceptable ways in which they make use of public money. While the Secretary of State's speech represents a long overdue recognition by the Government of these critical issues, it is not at all clear that the steps set out in the speech will go far enough to address the many problems that the lack of transparency in the academy sector generates.

The extent and scale of related party transactions in some academy trusts has been nothing short of scandalous. Imposing a requirement on trusts to seek permission for such transactions is a step in the right direction, but many inappropriate deals involve sums lower than the Government's proposed £20,000 threshold. If the public is to have confidence in the way in which taxpayers' money is being spent, then the threshold must be set at a lower level.

It is right for the DfE to investigate the extent to which some of the very large salaries earned by senior staff in academy trusts are paid to individuals who have no direct and sustained involvement in teaching and learning. However, true transparency will only be secured when top salaries in academy trusts are put into the public domain. Mere reporting of these salaries to the DfE will not shine a bright enough light on unacceptable practices.

All those with power and responsibility over pupils and staff in the state education system should be held accountable for the decisions they take. It makes no sense for schools and local authorities to be subject to extensive external scrutiny while decision-makers in most academy trusts can operate without any meaningful oversight of their activities. The NASUWT remains clear that these profound problems will only be tackled effectively when the Government establishes clear, national criteria and standards for all organisations involved in sponsoring and providing state education.



SCHOOL WORKFORCE STATISTICS

The DfE released the School Workforce in England statistics on 28th June rather quietly near the end of term. With fewer teachers coming into the profession compared with the number of teachers leaving, there is yet further damning evidence that the Government's policies are not delivering and are putting at risk children's education. Parents will also be concerned by the evidence of increasing class sizes in schools which mean that fewer children will receive the individual attention they need.

As the figures show, many teachers are also being asked to teach lessons for which they don't have a relevant qualification. In areas such as Computing, Physics, Engineering, languages, RE and Art and Design, this is particularly acute. Despite the Government's own data, and the overwhelming evidence provided by the NASUWT and others, the Government is failing to provide any effective solutions to address the underlying causes of the recruitment and retention crisis in schools.



To add insult to injury, the statistics published also confirm the appalling deterioration of teachers' pay, with teachers' salaries increasing on average by a miserly 0.7% last year, well short of the Government's 1% public sector pay policy. Ministers must stop being complacent in the face of the evidence of teachers facing a toll of high workload, burnout and stress who are being driven out of the profession and considering a career elsewhere.

The Government's delay in publishing the latest recommendations of the School Teachers' Review Body sends a further worrying signal to an already beleaguered profession. If teachers' pay and working conditions do not recognise them as professionals then it will not be possible to recruit and retain a high-quality teaching workforce. Without urgent action to address teachers' workload concerns and provide every teacher with a significant across the board pay award from this September, the current crisis affecting schools and children's education is set to get even worse.

SECRETARY'S REPORT - END OF YEAR 2017-18

I have been asked me to give an uplifting end of year report! Initially I struggled to be positive with so many of our members in Wirral having faced some very difficult situations over the year. On reflection though we have had a number of notable successes this year.



As many of you know we are a lay led union. That means that you are represented locally by serving teachers who work in your schools and understand the issues that you face. Their time out of school is funded by all schools signing up to a local agreement which recognises Trade Unions and funds our release time to attend meetings at which we represent you. This includes policy negotiation, redundancy consultations and disciplinary hearings. Local authority schools sign up to this agreement as a group whereas individual academies and MATs have to opt in. We have worked hard to secure these agreements in academies and moving forward believe we will have only 4 schools in Wirral who do not recognise the importance of good relationships with professional associations. Many schools have benefitted from our intervention this year. We have a record number of Reps in schools who are the first point of contact for members. I would like to take this opportunity to thank all of our school reps for the hard work they undertake on

your behalf. We are always looking for school rep teams so if you are interested then please get in touch.

We held a successful flexible working seminar which enabled those taking advantage of their right to request a different pattern of work discuss their rights with a member of the legal team from our regional centre in Wigan. This was the first seminar of this kind offered in Wirral and I am keen to deliver more sessions of this nature. If there are any aspects of employment you would like covered then let us know.

NASUWT North West is currently putting a lot of resources into promoting well being of school staff. Our reps will have sight of the Roadshow at our July training day and we will be rolling these out into schools in September. Locally we are considering a Menopause support group and hope to give you more details in the autumn term

In March we were faced with a number of schools with deficit budgets proposing teacher and support staff redundancies. This is becoming more of an issue in education but with negotiation and sharing of ideas the impact of this was much less than we had originally anticipated. I would like to thank all of the Headteachers involved for the efforts they made and for working with NASUWT and other school unions to find solutions and maintain staffing levels which will benefit our pupils in Wirral.

Perhaps 2018-19 wasn't as bad as I originally thought! I wish all our members a restful and healthy summer and look forward to addressing you in September when we will do it all again, but this time with a league football club on our wonderful peninsula! P.S. Well done England. A Wonderful World Cup!



NASUWT

The Teachers' Union

**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

Wirral Association NASUWT LOCAL OFFICERS

If members need to call for local help and advice you can contact the Local Secretary or the Assistant Secretary on the following days:

**Monday, Tuesday &
Wednesday call
Mick Robinson**

07739 422 181

mickrobinson@nasuwt.net

**Thursday & Friday call
Anne Rycroft**

07910 026695

annerycroft@gmail.co.uk

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If any member would like to contribute to the **Wirral Association NASUWT NEWSLETTER**, please contact Mick Robinson. Mob: 07739422181 or E-mail: mickrobinson@nasuwt.net
Previous recent issues of the **NEWSLETTER** can be viewed on our website.

Visit the Wirral NASUWT website
www.wirralassociationnasuwt.org