

WELCOME BACK TO ANOTHER NEW SCHOOL YEAR

The **Summer Holidays** have flown by and you are back to the new Academic Year and it all starts again. Towards the end of last year we were hearing from members that they were being asked to do work over and above their contractual obligations. This included being asked to do cover for absent colleagues, doing lunchtime supervision, attending several meetings a week and invigilating examinations. School Managers often cite budget problems as the reason for getting teachers to do the work that other people should be employed to do while they are making them redundant. This is unacceptable and we must not allow it to happen. *See your contractual rights below.*

Teaching Assistants and other Support Staff are losing their jobs and this is increasing the workload of classroom teachers while class sizes are also increasing. If any of this is happening in your school we urge you to come along to our meetings and share your concerns and worries with us. We are here to help protect our members' conditions of service which we fought hard to gain in the 1980s and 1990s. Some of us are old enough to remember that and do not want to see us return to the times when teachers did all the work that did not require a teacher's skills and expertise to do. Stand up for your rights before it is too late!



SCHOOL TEACHERS' PAY AND CONDITIONS OF SERVICE: ESSENTIAL REMINDERS

- 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 (CPD). Pupils are in school for 190 days.
- 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. *Lunchtime Supervisors are employed to oversee pupils at the dinner break.*
- 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.*
- You should not be covering** as a matter of routine. *Cover Supervisors and Supply Teachers are employed to do this. Teachers only cover for absent colleagues in exceptional circumstances.*
 - Teachers do not carry out **Examination Invigilation**. *Exam Invigilators are employed to do this.*
 - 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. Annual Pay Progression up the pay scales is automatic on successful completion of Performance Management targets. *This should be explained in your Whole School Pay Policy.*



ACTION SHORT OF STRIKE ACTION is still ongoing. This means that all members should be strictly adhering to the terms and conditions of employment outlined above. If your school is not implementing any of the above contractual entitlements in full we can take further action, including selective strike action, in your school until they are. Contact Anne Rycroft, the Local Secretary, if this is the case in your school by e-mail: annerycroft@gmail.com

Anne and the Local Officers work very closely with our National Executive Members (NEMs) in negotiations with school management to ensure they follow Teachers' Terms and Conditions of Employment and that members receive their full entitlements. The NEMs have the union's authority to sanction Action, including strike action, in individual schools following them carrying out an "*Indicative Ballot*" before a Strike Ballot of members in the school is carried out. Reasonable Headteachers usually see sense and acquiesce to NASUWT requests before strike action is taken. *Pictured: Damian McNulty NEM in action on Wirral*



THOUSANDS IN SCHOOLS COULD HAVE BEEN EXPOSED TO ASBESTOS IN SCIENCE EXPERIMENTS

The NASUWT – The Teachers' Union is warning that tens of thousands of pupils and teachers and other staff could have been exposed to asbestos in science labs, after it was revealed by the Health and Safety Executive (HSE) that two companies have been supplying equipment containing the deadly material to UK schools. The disturbing revelation potentially means that thousands of metal gauzes used in experiments involving Bunsen burners contain asbestos and may have been supplied to schools from as far back as 1976. Schools would have no indication that the materials were unsafe and potentially deadly.

The NASUWT has acted immediately to advise its workplace and health and safety representatives on the actions to take including:

1. ensure the Headteacher/Principal and Head of Science Department(s) are aware of both the HSE and CLEAPSS (Consortium of Local Education Authorities for the Provision of Science Services) guidance.
2. any gauze purchased after 1976 should be considered suspect unless the supplier can provide the certificate from a **UK based, UK Accreditation Service (UKAS) accredited testing organisation** that the gauzes are free of asbestos.
3. suspect, uncertified gauzes must not be used.
4. teachers must not be required to carry out the removal of suspect gauzes. In line with CLEAPSS advice, if there are no competent person(s) on site then a specialist asbestos removals contractor should be used.

It is shocking that suppliers, clearly it seems only interested in profit not

people, have distributed such life-threatening equipment to schools putting children and teachers and other staff at risk. It beggars belief that this situation has been allowed to happen for so long, possibly as far back as 1976.

The fact that the HSE has told these suppliers to immediately stop sending the gauze to schools, highlights the seriousness of this issue. If schools had the names of the suppliers the

anxiety and distress could be alleviated as they could confirm that they had not used these suppliers.

There are serious questions to be asked and answered about this appalling situation, including why it has taken so long to identify that suppliers are using such hazardous materials and what action the Government intends to take to support schools in the light of this revelation, including the costs that may be incurred as a result of the disposal of this material.

The NASUWT has written to Damien Hinds, the Secretary of State for Education to ask these questions. Locally we will be seeking clarification of the extent of the problem in Wirral from the Local Authority.

Welcome Back! From the Local Secretary

As we start 2018-19 it will come as no surprise to some that we are still engaged in discussions and disputes concerning Performance Management and Pay Policies from 2017-18. This illustrates NASUWT's commitment to securing appropriate conditions of service for all of our members. Obviously, we can only do this with your support. It is vital that members are aware of NASUWT guidance and contact us if they believe their school or academy has non-compliant policies. Policy advice and checklists can be found on the NASUWT website in the Advice Section labelled "Pay and Pensions." A little bit of reading now could save you a lot of anxiety and money in the future! I thank all members who came to us for assistance last year for standing up for teachers' professional status.



Anne Rycroft

NASUWT
The Teachers' Union

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.

GENERAL MEETING

Tuesday 13th November 2018

The Chimneys

Hooton Green CH66 5ND
Just off M53 J5 A41



Travel & Carer Expenses paid
and a meal from Pub Menu

4.00 - 6.00 p.m.

Meeting starts at 4.30 p.m.

ALL MEMBERS ARE WELCOME

to the new informal style of General Meetings. Business to be covered inc.
National Conference
Nominations for Local Executive
Budget for 2018-19 and
Nominations for National
Executive Committee
and local issues raised
by members

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

Visit the Wirral NASUWT website
www.wirralassociationnasuwt.org