

## TEACHER EXODUS CONTINUES

**The government's own figures** reveal that just under 40,000 teachers, or about 9% of the workforce, left in 2016. Currently there is a shortfall of 30,000 classroom teachers in England and at secondary level 20% of teacher training vacancies are unfilled. The situation is dire enough for over 1,000 head teachers to take a day, at the start of a new school year on Friday 28 September, to protest outside Downing Street against seven years of budget cuts, poor recruitment and retention of teachers, the reduction of special needs and mental health provision, larger class sizes and the narrowing of curriculum choice.

We have been saying, and the government has been ignoring, for a long time now that the unbearable pressures teachers are now facing are causing them to leave the profession in droves. Teaching has always been a stressful job but now it is different. Far more young teachers are escaping after only a few years. In subjects such as maths and physics more than half quit teaching after fewer than five years. Teachers are constantly feeling they are being observed, scrutinised and tested, as well as having to test the children. Over 25% of young teachers have left blaming schools' "data-led, assessment-heavy culture" as the reason they left.



Over the next decade the number of pupils is expected to grow by 11%. Schools are already spending more on temporary staff. No child, parent or school wants an endless round of supply teachers, however good they are. Unless schools can employ more recruits, current teachers' hours will have to increase, yet they are already the longest in the western world. Both the government and the opposition need to wake up - it's not the type of school (*see the Party Conferences reports below*) that will raise standards, if there aren't enough teachers children are not going to learn well anyway.

### THE LABOUR PARTY CONFERENCE

**The Shadow Education Secretary**, Angela Rayner's speech at the Labour Party Conference in Liverpool recognised that forced academisation of state schools does not raise educational standards and that the Government's academies programme has led to a loss of accountability to parents. An enhanced role for local authorities would help the Government to ensure that it has the levers it needs to ensure that all children and young people receive the high quality education to which they are entitled.



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### THE CONSERVATIVE PARTY CONFERENCE

**Damien Hinds, the Secretary of State for Education** replied by revealing he had a secret: "I like Angela Rayner. Whilst we have sparred at the despatch box, I respect her as a committed politician, and she has always struck me as kind, thoughtful, hard-working and engaging." Pictured right, he continued: "That's why I was so struck by the recklessness of her speech yesterday to the Labour Party conference. If the party gains power, she has now pledged "to start by immediately ending the Tories' academy and free schools programmes. They neither improve standards nor empower staff or parents." I'm sorry - but this is just plain wrong. The reforms of the last eight years show that autonomy and freedom in the hands of brilliant leaders and outstanding teachers can deliver an excellent education." Aaaargh!!



## RELENTLESS ATTACKS ON WORKERS' RIGHTS CONTINUE

The **NASUWT-The Teachers' Union** is an affiliated trade union to the TUC, the Trades Union Congress, which held its annual meeting in Manchester in September. At the Congress the NASUWT condemned the continuing and increasing number of attacks on trade unionists and on workers' rights across the globe. The Union has highlighted recent research by the ITUC (The International Trade Union Confederation) which found systematic violations of international recognised collective labour rights by governments and employers in countries around the world.



**Dr Patrick Roach NASUWT**  
Deputy General Secretary  
Addressed the TUC

The NASUWT has called on the UK Government to ratify and implement all conventions of the International Labour Organization (ILO) which enshrines rights around issues including pay, freedom of association, collective bargaining and workplace discrimination and to use its influence to press for these rights to be upheld abroad. The right to be treated fairly at work and to be able to join a trade union and collectively organise should be a basic human right for every worker. The increasing attacks on labour rights both at home and abroad are scandalous and unacceptable. Workers and trade unionists routinely are arrested beaten and even murdered, simply for standing up for their rights.

The UK Government needs to demonstrate its support for workers' rights by implementing the conventions of the ILO and also use its diplomatic pressure and influence to press foreign partners to do likewise. At home and abroad we need the TUC, together with the ILO and international partners to continue to show the courage, determination and leadership needed to defend workers' rights at home and abroad, challenge those governments guilty of the most serious violations of workers' rights and expose our own Government's hypocrisy and the empty rhetoric behind its promise of a country that works for everyone.

## PUBLIC ACCOUNTS COMMITTEE REPORT INTO OFSTED

The Public Accounts Committee (PAC) has just published its latest report on government spending in education. It looks into the effectiveness of the Ofsted finances. The NASUWT has always been clear that inspection has a critical role to play in a genuinely meaningful system of school accountability. Schools should be subject to inspection, but they should always be inspected on the right things in the right ways. To ensure that this is done it is critical that the inspectorate is given the resources and staff it needs to fulfil its functions effectively. However, the Government's policy in this area over the past decade has been entirely wrong, based on slashing Ofsted's budget without any reference whatsoever to the wide range of important responsibilities that it has to discharge.

### OFSTED FAILING TO MEET ITS OWN TARGETS - Oh the irony!

Ofsted's budget for carrying out inspections has been cut in real terms by 52% between 1999 and 2017. An unacceptable number of schools have not been inspected for six years or more. Hundreds of schools have not been inspected for ten years or more. Some pupils do not know what an inspection is! In fact 579,000 pupils are at schools that have not been inspected since at least 2010.



Amanda Speilman  
Ofsted Chief Inspector

The inspection framework is due to be revised in the autumn of 2019. This presents a valuable opportunity to consider the fundamental objectives of inspection and adopt a new conception of inspection and accountability which recognises the full breadth of a school's contribution to the lives of its pupils and which genuinely supports schools to continue to improve and succeed. Ofsted must be able to do its job.

However, for this process of revision to be meaningful, the Government must also give a commitment that it will make sufficient resources available to Ofsted so that its activities in future can be guided by the principles of effective inspection rather than by the limits of an inadequate budget. As the PAC has made clear in its report, this is vital to ensuring the inspectorate can retain the confidence of parents, the school workforce and the wider public.

## ANNE RYCROFT'S WIRRAL SECRETARY REPORT

I am writing this with only 2 weeks left until half term, I cannot believe how fast the term has gone, or how early the half term break is but that is for discussion another time! When I visit schools I am often asked if this half term is a quiet time of year. The answer to this question usually manifests in something like a death stare!

Many of you have been in touch about the cost of living pay rise. Head office has been emailing all members (if your email contact is up to date) with details of what it means to you in terms of a rise and how, for the first time ever, a Secretary of State has gone against the STRB. The Wirral Pay Policy was consulted on at the end of September and schools will now be implementing this and instructing their payroll providers to make the necessary payments. As the rise was announced so late we are behind on when we will see the increase in our pay packets. Remember when you do get the rise it will be backdated to the 1<sup>st</sup> September. Pay scales can be found on the **NASUWT - The Teachers Union** website (search pay scales). If your increase does not match the tables there you need to call and let us know so we can follow it up. This is particularly important if you work in an academy that may not purchase Wirral HR support.

A second common question is around pay progression. All staff eligible should receive pay progression unless they are already aware of concerns around their performance. If this is the case myself, Mick or the Regional Centre should already be working with you. Remember there should be no surprises. All schools should set a budget on the assumption that every eligible member of staff progresses so cost should not be an issue. If you don't progress get in touch to discuss the appeals process.

Unfortunately we are already working with schools in financial difficulties and redundancies are being proposed. In most of the schools teacher and support staff unions have been consulted at an early stage. This consultation is an important part of the process. Should you ever be issued with a "First Notice" you should ask if Wirral NASUWT has been consulted. We take the view that every staffing review should include **NASUWT - The Teachers' Union** despite some HR providers believing they can exclude us if the review will touch support staff only. I truly hate the assumption that teachers should not be involved when support staff, who are so important in our children's education, are under threat. It is also against every policy NASUWT has agreed.

On Friday 5<sup>th</sup> October we will be meeting Wirral NQTs at the Local Authority "Welcome to Wirral" event. This is an opportunity for NQTs to meet the Unions and key staff within the authority and to receive some excellent CPD from a respected Wirral Head Teacher. Some schools have their own training programmes and where these schools have Reps they will receive their NQT pack and goody bag from NASUWT. If you are an NQT and do not receive the pack please email me and we will get one to you.



Anne Rycroft  
Wirral Local Secretary

We told you but you didn't believe it.

**Yes, for the next General Meeting** there is a meal from the Pub Menu at The Chimneys for all members that attend. You can also claim your travelling and carer expenses if you incur them. A date for your diaries:

**Tuesday 13th November 2018**

From 4.00 - 6.00 p.m.

Meeting starts at 4.30 p.m.

### The Chimneys

Hooton Green, CH66 5ND

Easily accessible from M53 J5

Next to the traffic lights on A41



We plan to make these meetings less formal as we want more members to attend and share their concerns with Local Officers but there is business we must do during the meeting like sorting out this year's budget!

## 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

**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.

Visit the Wirral NASUWT website  
[www.wirralassociationnasuwt.org](http://www.wirralassociationnasuwt.org)