

WOMEN TEACHERS UNDERVALUED, UNDERPAID AND UNDER PRESSURE

A third (32%) of women teachers believe there is a negative culture within their school which acts as a deterrent to women, a women's conference organised by the **NASUWT - the teachers' union**, has heard. Sexist behaviour, combined with crushing workloads and attacks on their pay and working conditions, are driving women out of the profession. Hundreds of women teachers from across the country gathered in Birmingham on 6 October for the NASUWT's annual Women Teachers' Consultation Conference to discuss the challenges they face and to participate in professional development workshops.

A real-time electronic poll of attendees at the Conference found that:

- Two in 10 have experienced or witnessed unwelcome and inappropriate touching, hugging or kissing, or experienced or witnessed sexual harassment or bullying;
- One in 10 have experienced or witnessed sexual harassment or bullying;
- One in twenty have experienced or witnessed threatening or other hostile sexual behaviour;
- 10% have experienced most or all of the above.

Over half (55%) of teachers affected did not report these issues because they did not think it would be dealt with satisfactorily or felt unable to report it. Of the 45% who did report it, only 16% were happy with how it was dealt with. When asked about the barriers to women in progressing in teaching, 32% said childcare or carer's responsibilities; 34% said being overlooked by senior management; and 8% said discrimination on the grounds of their gender.

Chris Keates, General Secretary of the NASUWT, said:

"The unacceptable practices of too many employers are creating a culture where discrimination, inequality and sexism are flourishing in the workplace. As deeply disturbing as the incidence of sexual harassment is the failure of employers to act when it is reported. Women teachers have a right to work in a safe environment, free from this unacceptable behaviour. The NASUWT will have no hesitation in using all appropriate means including legal and industrial action in workplaces where sexual harassment and bullying occur and employers fail to operate a zero-tolerance approach. Women make up the majority of the teaching profession, yet it is clear that too many are still facing unacceptable barriers and inequality in terms of their careers and professionalism. The number of women saying they feel pessimistic about their future in the profession and the number identifying numerous barriers preventing women from progressing in their career, should make Government and employers hang their heads in shame. The current teacher supply crisis is because teachers are undervalued, underpaid and under unacceptable pressure."



WELCOME REFORMS TO THE OFSTED INSPECTION FRAMEWORK

Ofsted is to refocus inspections on what children are being taught rather than exam grades. The NASUWT has for some time been concerned that the current Ofsted framework is too narrowly focused on performance data and does not fully recognise and allow schools to demonstrate the full breadth of their contribution to the lives of their pupils.

Teachers will no doubt welcome the comments from Amanda Spielman, the Chief Inspector pictured right, that she wants to shift the focus of inspection and treat teachers as experts, rather than data managers. Data collection, often for the purposes of inspection, is one of the biggest contributors to excessive teacher workload and if implemented effectively, the NASUWT would expect these reforms to help address the problem of excessive bureaucracy which is diverting teachers from focusing on teaching and learning. However, the changes, if they are to genuinely support schools to continue to improve and succeed, will need to be carefully developed in close consultation with the school workforce and those that represent them. Classroom teachers need to stand up for what they believe in.



SCHOOLS MINISTER IN DENIAL

Nick Gibb, the Schools Minister pictured below, is still insisting that teacher-training bursaries for graduates are helping to attract "the right candidates" despite overwhelming evidence



that recipients never get a job teaching. The government has just published figures of the destinations of bursary-funded trainee teachers. At least £44 million was spent to attract graduates who never went on to set foot in a state school. The figure could be much higher as this was based on the lowest bursary of

£4,000 but many were more than six times as much. The government is now considering if the bursaries should be delayed until trainees complete a time in teaching and phasing payments until they have completed five years in a state school.

CRUMBLING CLASSROOMS

Data from the Institute for Fiscal Studies shows that government spending on school buildings will fall by £3.5 billion by the end of this academic year. Around 60% of schools were built more than 40 years ago and problems are getting worse. These include crumbling buildings, leaky roofs, mould and vermin. It is calculated that the Chancellor needs to find more than £1 billion in the next year alone, including £250 million to meet the commitments on teachers' pay. A further £1.7 billion is needed in 2019-20 to reverse cuts since 2015.

Last year the National Audit Office estimated that it would cost £13.8 billion to return all school buildings to a good condition this will only have risen since then. In the Budget on 29th October the Chancellor only gave schools £400 million while spending £29 billion on our motorways as investment in our future. (See next page)

BUDGET ADDS INSULT TO INJURY FOR SCHOOLS

For Philip Hammond, the Chancellor of the Exchequer, to suggest that all schools need is a nominal sum to fund the 'little extras' when schools have faced years of real terms cuts to their budgets and teachers are thousands of pounds worse off from years of real terms pay cuts is deeply insulting and disingenuous.



Motorways this wide, honest!

A modest one-off capital payment to schools will not help schools continue to meet the increasingly complex needs of children and young people and ensure that pupils have the resources they need to learn. By failing to address the issue of teachers' pay, many more teachers will be lost to the profession and the education of children and young people will continue to suffer. How will having new mental health units in every school help?

It is clear that this Government still has its head in the sand over the crisis it has created in education. 'Austerity is coming to an end' the Chancellor claimed, echoing Theresa May. Tell that to the pupils and the schools' workforce for whom the Budget only added insult to injury.

NASUWT - The Teachers' Union

The NASUWT is a lay organisation dedicated to, and run by, teachers. Local affairs are dealt with by Local Officers elected by members in a Local Association. We are the Wirral LA. Paid Regional Officials are employed by the union at a Regional Centre to look after members. We're part of the North West Regional Centre. Delegates to National Conference, which determines union policy, are elected locally. We could send 16 Delegates. National Executive Members are teachers elected by members in the District they represent. We have 2 NEMs in District 6 covering Merseyside and Cheshire. The National Executive Committee (NEC) meets monthly at our HQ in Rednal, Birmingham, pictured right. Our National Officers are employed to carry out the policies of the union and to represent members nationally in negotiations with the government. Chris Keates, the NASUWT General Secretary, was once a serving teacher. The union employs a specialised administrative and clerical staff all managed by the GS and the teacher members on the National Executive Committee. We truly are the teachers' lay organisation.



A LAY ORGANISATION NEEDS ITS MEMBERS TO BE INVOLVED AND TO ATTEND LOCAL MEETINGS AND NATIONAL CONFERENCES, TO CONTRIBUTE TO ITS POLICIES AND HELP CARRY THEM OUT.

IT IS YOUR UNION AND IT NEEDS YOU.

THE NEXT GENERAL MEETING IS AT THE CHIMNEYS, HOOTON GREEN, CH66 5ND, ON TUESDAY 13th NOVEMBER AT 4.00pm. A FREE BAR MEAL IS AVAILABLE.

ARE YOU COMING? LET ANNE KNOW IF YOU ARE AT annerycroft@gmail.co.uk

ANNE RYCROFT'S SECRETARY'S REPORT

Does your school have an email policy? As workload increases we are getting more complaints about both the volume of emails and the time they are sent. You should not be expected to be checking emails outside of the school day. Given this there should be no expectation that you respond to an email sent on a Sunday evening in time for Monday morning! We are all employed as teachers and should not, therefore, be expected to respond to emails during our teaching time when we are engaged with our primary function of delivering lessons to pupils. I often reminisce about the pre-email era when staff communicated verbally with the occasional note sent round. In conversations with Headteachers I am raising the issue of email over-use and would urge you all to raise it in your schools.



NASUWT is proud to represent a large number of school leaders employed on the leadership pay scales. This takes them outside of some of the protections of main scale and upper pay range with regards to working time but they are still entitled to a work-life balance with a reasonable start and finish time and appropriate breaks during the day. If you are a leadership member who is under pressure please get in touch.



Anne Rycroft

If you look at the side banner of this newsletter you will see the various methods of contacting us. You will notice that my dedicated NASUWT days are Thursday and Friday. On other days I am working in a school as a head of department and balancing both roles with family life. If you email, text or call I will respond but please be mindful that if your need is urgent the membership advice line may be a better starting point. Mick is also available Mon-Wed to answer queries when I am teaching.

In your August pack you will have received a nominations form for the Local Executive elections in February. May I remind you that nominations have to be sent to the President, Nancy Boyle, via the Regional Centre: rc-northwest@mail.nasuw.org.uk by 8th January 2019. I hope more of you will get involved in our local association and enjoy the benefit of support it brings.

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.nasuw.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@nasuw.org.uk

**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@nasuw.org.uk
Previous recent issues of the **NEWSLETTER** can be viewed on our website.

Visit the Wirral NASUWT website
www.wirralassociationnasuw.org