



*Anne, Mick and the Local Executive Committee send their Seasonal Greetings to all of the 1,600+ Full, Part-Time, Peripatetic and Supply Teacher Members of the Wirral Association NASUWT*

## THE USE OF CRUDE DATA TARGETS IN TEACHERS' PERFORMANCE MANAGEMENT MUST STOP NOW

The DfE has published the **Independent Workload Advisory Group Report** into teachers' workload. The Advisory Group was Chaired by **Professor Becky Allen**, Director of the Centre for Education Improvement Science, UCL Institute of Education, pictured right. The report was discussed at our November General Meeting. It confirms the NASUWT's longstanding concerns about the unacceptable way in which too many schools use pupil performance data in teachers' performance management. While pupil assessment data has an important role to play in teaching and learning, the Advisory Group is correct in its finding that its use by schools in their performance management systems is often poor. Teaching is a complex and multifaceted activity that cannot be reduced to crude targets based on pupils' testing or assessment outcomes.



The Advisory Group's message is clear: schools must stop using assessment data to deny pay progression to teachers or to call their competence into question. This data is simply not valid or reliable enough to be used for highly consequential decisions about teachers' performance or their pay. The report notes rightly that when data is used for this purpose, it often results in teacher burnout, pictured left, and the current mass exodus from the profession.



There is no excuse for persisting with this debilitating and entirely irrational practice. The NASUWT will continue to challenge those

schools and employers that choose to do so. The Union will also press the DfE to take effective action to ensure that the report's findings are implemented in full in every school. A copy of the report and the government's response is on the: [www.wirralassociationnasuwt.org](http://www.wirralassociationnasuwt.org) website in the School Teachers' Pay and Conditions of Service page.

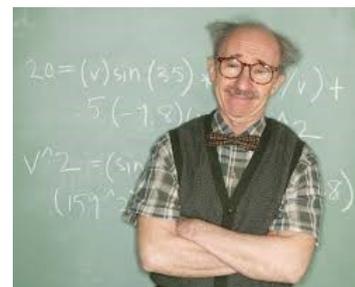
## TEACHERS WORKING LONGER REVIEW-A WASTED OPPORTUNITY

The DfE originally intended that its **Teachers Working Longer Review** would have reported by October 2016, so that its conclusions influenced the Government's decision as to whether to maintain the link between the state pension age and the teachers' normal pension age. The DfE Review has over-run by two years and it has therefore not contributed to the Government's review of the future of the pension age which took place in 2017. The final report is silent on the issue of an unacceptable and unrealistic teachers' current pension age.

The Review has taken place against a backdrop of continued, year-on-year increases in teachers leaving the profession, leading to the greatest teacher shortage crisis for decades. This crisis in teacher retention affects the whole profession, but is particularly acute in respect of teachers in the first five years of their careers. The evidence is that younger teachers are not prepared to stay in the profession until they are thirty, let alone a state pension age of 68 plus.

The Report has made several recommendations on working practices such as the increased availability of flexible working. Even though these recommendations are not in themselves unhelpful, without any meaningful strategy to bring about positive change within schools the DfE's final report has to be seen as a wasted opportunity.

The DfE's final report does not address the teaching profession's concerns about an unrealistic pension age and the pressures associated with working longer. No one should be expected to work until they drop. The NASUWT will continue to press the Government for the changes to teachers pay, pensions and other conditions of service needed to end the recruitment and retention crisis.



*'I'm 30 next year and packing it in!'*

## THE LOCAL SECRETARY'S REPORT

On 13<sup>th</sup> November 2018 we held our General Meeting at the Chimneys, Hooton Green, for the first time. It was a well attended meeting and the venue allowed for a quick formal session before we relaxed and enjoyed a bar meal together. I am pleased to say that the Chimneys was the perfect venue. All members present were served a meal and drink of their choice during the informal part of the meeting when they discussed issues they were facing with each other, the local officers and our new National Executive Member, Geoff Smith. Geoff's contributions were much appreciated and he has given us lots of ideas to move the Wirral Association forward. We know how busy our National Executive Members are and we are grateful to Geoff for making the time to join us.

All members are welcome at the General and Annual General Meetings. We will have our AGM on Tuesday 5<sup>th</sup> February. Remember nominations can be made for Wirral Local Executive Committee positions until 8<sup>th</sup> January 2019.

In other news I am pleased to have two new School Representatives. The role of School Rep is vital in making sure that information flows between the local team and schools. The support offered is vast and our Reps enjoy keeping in contact with each other through our social media groups and local meetings. They are never alone!



Our Membership Secretary, Dave Hepworth pictured here with a coat hanger, is busy undertaking membership checks, please look out for his emails if you are in a school with no Rep and get in touch with him or I if you are interested in assuming the role. We have developed a Wirral factsheet you can look at and our existing Reps will be happy to talk to you about their experiences. The Rep Network continues to grow.

On the pay front, our pay scales are available on both the national and the Wirral NASUWT websites. I am happy to say that academies we have met with seem to be in line with our expectations. There is at least one academy that is not and we will be contacting members at that school in the new year to explain their options. Those of you who are part of the NW Facebook Group will know there is currently discussion about naming these academies and I will keep you posted on this issue. I will tell you that the M6 differential is now £685 a year. Not only will this leave you on lower pay than colleagues in other schools but, with average salary pensions, this will cost you for years to come.



*Anne Rycroft Wirral NASUWT Local Secretary.*



## SPRING TERM 2019 MEETINGS

### Annual General Meeting

Tuesday 5th February 2019  
4.00pm Free Bar Meal  
Meeting 4.30 - 6.00pm  
The Chimneys, Hooton Green,  
CH66 5ND

### Local Executive Committee and School Representatives

Wednesday 13th March 2019  
4.15 - 5.30pm  
Clare Mount Sports College  
Fender Lane, Moreton,  
CH46 9PA

### National Annual Conference

Friday 19th - Monday 22nd April  
Belfast



## 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](mailto: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](mailto:mickrobinson@nasuwt.net)

**Thursday & Friday call Anne Rycroft**  
07910 026695

[annerycroft@gmail.co.uk](mailto: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](mailto: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)