

LIVES ARE BEING RUINED BY WORKPLACE BULLYING

Workplace bullying in schools is ruining the lives of too many teachers. There is evidence that this is happening in some Wirral schools and is a serious cause for concern to Local Officers. The



NASUWT - The Teachers' Union has warned of the dangerous toll which bullying is having on the mental and physical health of teachers and have called for stronger legal remedies to ensure all cases of bullying are dealt with effectively. The evidence of workplace bullying is alarming. It is prevalent in schools. There are many highly successful schools where staff have respectful and supportive relationships, but in too many there is a culture of bullying where teachers are managed in a punitive and abusive way. Some teachers live in fear of their Headteachers and their managers and maintain a submissive profile to avoid confrontation which only makes the behaviour of the bullies worse. We have had reports of some Headteachers shouting and being abusive to staff, shaking their fists at them, banging

fists on their desks and threatening teachers and telling them "if you don't like it here go elsewhere"!

Members must stand up to these bullies and report all incidents immediately to the union.

The NASUWT has and will continue to challenge by all appropriate means, including industrial action, any employer who fails to treat their staff with dignity and respect. How can any employer discharge effectively its duty to protect pupils from bullying, when it fails to challenge the bullying of staff?

EPI'S SCHOOL FUNDING REPORT

The Education Policy Institute (EPI) published its report on school revenue balances in England on 11th January. This report examines the latest trends in local authority maintained school balances, and assesses whether all schools will be able to meet cost pressures over the next two years, following recent government funding reforms.

Unsurprisingly, it reports that the number of schools that have been struggling financially, and are now in deficit, is increasing. The average local authority maintained secondary school deficit rose over a 7 year period, from £292,822 in 2010-11 to £374,990 in 2016-17. The average primary school deficit also noticeably increased, from £72,042 in 2010-11, to £107,962 in 2016-17.

The NASUWT has and will continue to argue for increased investment in schools, but has also warned over



this issue of excessive school reserves and the need to ensure funding reaches the front line where it can directly benefit teaching and learning. The EPI Report questions whether local authorities should redistribute

budget surpluses to address deficits in the maintained sector. The NASUWT has long advocated this approach, which was often used successfully by local authorities to support schools in difficulty.

Since 2010 the Government has abandoned these and other important financial controls in its drive to give excessive freedoms and flexibilities to schools. The result has been that in too many cases the stockpiling of public money, often at the expense of our children and young people whose education such funding was intended to support and the teachers and other staff who have seen a year-on-year deterioration in their pay and conditions of service.



OFSTED TO CHANGE INSPECTION REGIME

The OFSTED Chief Inspector, **Amanda Spielman**, has announced changes to the focus of Ofsted Inspections and launched a consultation on the new proposed framework. The move is part of sweeping changes in which exam results will be downgraded and the process by which results are achieved will be under closer scrutiny. She has said that there was currently an "over-reliance on performance data" which incentivised schools to game the system and maximise exam results. There will now be a change of emphasis.



Old OFSTED Categories

- Overall effectiveness
- Effectiveness of leadership and management
- Outcomes for pupils
- Quality of teaching, learning and assessment
- Personal development, behaviour and welfare

New OFSTED Categories

- Overall effectiveness
- School's leadership and management
- Quality of education (how broad and rich is the curriculum)
- Behaviour and attitudes
- Personal development of pupils

Quality of education becomes a new category, replacing outcomes for pupils. Ofsted is clearly concerned with the narrowing of the curriculum and 'teaching to the test' in both primary and secondary schools. The new judgement will look at how schools are deciding what to teach and why, how well they are doing it and whether it is leading to strong outcomes for young people.

Schools with badly behaved pupils will be marked down. Low level disruption in all its forms will be assessed, addressing a major cause for concern with parents and teachers alike. Off-rolling, when schools 'persuade' poorly performing pupils to leave to improve exam results, will also be tackled by inspectors. The changes will become effective from September.

The Local Secretary's 2019 A.G.M. Report

During this last year we have continued to see the number and variety of cases coming in for support grow. Some members have experienced very difficult circumstances. Members should phone the **MSAT Helpline** in the first instance where serious cases are triaged and may go directly to the Regional Centre. If the case can be supported locally, it is referred to us and one of the casework team will contact the member and make an assessment and support the member.

Locally we have been dealing with many pay appeals, a large volume of sickness absences, disciplinaries and performance issues. In dealing with these issues we are then able to discuss trends with both the Local Authority and Academy JCCs. Joint Consultative Committees, are an opportunity for us to share with employers individual concerns raised in their schools as well as wider issues impacting on members.

Both nationally and locally NASUWT has been working hard to highlight issues of Health, Safety and Wellbeing, some of you will have benefitted from the Wellbeing Roadshow which brings resources into school for display and discussion.

Another area we are working hard to raise awareness of is the Menopause. Looking at the demographics of our members, proper risk assessments and awareness of Menopause issues are vital in supporting women in the profession. Recently the NWRC have added a Menopause Awareness film to its Health and Safety resources on the website. This follows on from the Pregnancy film produced a couple of years ago. Anyone needing support on these issues may find these resources helpful but should make direct contact if further advice is needed. Men's health is also a priority and we will shortly be putting resources into all Wirral Schools to support these issues. Mental Health continues

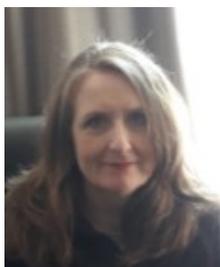


to be a major concern, the Motions at 2018 Conference were dominated by this and with cuts to funding and increased workload it will continue to be a concern. It is pleasing that some schools are taking this seriously and supporting members with wellbeing initiatives.

Workload Impact Assessments are essential when new policies are introduced to ensure that any old systems that lead to replication of work are amended or cut. We can, and do, support members in pushing for these assessments to be made.

Abuse and Violence At Work is also causing concern in some schools. In many cases the cuts to funding are leaving vulnerable students without appropriate support both in and outside school. Again, nationally and locally NASUWT seeks to support schools in dealing with difficult pupils. We are also supporting members in making sure that incidents are appropriately recorded and reported so that we can work with schools and the Local Authority to tackle this issue.

Despite very clear statutory guidance on Performance Management and Pay Progression these two, often linked areas, lead to a large volume of casework. Often members are unaware of school policies on these issues and allow Performance Management to be done "to them" and not "with them". Performance Management is your opportunity to discuss your CPD needs and to actively gain support in improving your practice. Members need to be familiar with their schools' policies and work within them. If you are not already familiar with the NASUWT document "Taking Control of Your Performance Management" you should download it from the NASUWT website. There is also a policy checklist and if you find that your school policy does not meet our expectations you should contact NASUWT for support. We will take action in schools that do not operate fair policies. Please also consult the recent DfE document "Making Data Work" it is a very helpful document in addressing the major issue of pupil data being used to formulate unrealistic targets for teachers which add to workload and mental health problems.



Anne Rycroft

During this year we have continued to increase the number of active NASUWT Representatives we have in schools. This is a vital link within the lay structure of the union. Our Reps support each other and benefit from the support of the local team. Through training they become skilled at working with Headteachers to avoid conflict and improve communication. Please contact the local team if you think you could be the NASUWT Rep in your school.



2019 MEETING SCHEDULE

- Tuesday 5th February
Annual General Meeting
The Chimneys, Hooton Green
- Wednesday 13th March
Local Executive Committee and School Reps. Meeting
Gilbrook Special School
- Friday 19th-Monday 22nd April
2019 National Conference
Belfast, Northern Ireland
- Wednesday 8th May
Local Executive Committee and School Reps. Meeting
Clare Mount Sports College
- Tuesday 11th June
Summer General Meeting
The Chimneys, Hooton Green

HOT DfE NEWS

For the sixth year running the government has missed its targets for teacher recruitment which has now reached crisis point. The DfE also announced that retaining staff is also a problem. Of the 141,000 teachers who qualified between 2010 and 2015, more than 35,000 have already left the profession. Pay and workload are the most common reasons for leaving.



Damian Hinds, the Secretary of State, has suggested that schools need to reduce the volume of emails that teachers have to deal with on a daily basis. He has asked schools to reduce the workload on teachers by moving away from the email culture that has developed.

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

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