

A NATIONAL EDUCATION SERVICE?

The Labour Party leader, **Jeremy Corbyn**, in a speech to Make UK, formerly known as the EEF (Engineering Employers' Federation) employers' organisation in which he set out Labour's commitment to develop a National Education Service. In theory, the establishment of an NES would help to



Wirral's Angela Eagle MP and Labour Leader Jeremy Corbyn

overcome many issues facing state schools and the NASUWT now looks forward to continuing to engage constructively with the Labour Party on the development of a NES.

It is clear that the absence of any strategic direction for the UK education system under the current Government's academisation programme is fragmenting education and letting down children, young people and the hard working staff in schools. We therefore welcome the Labour Party's work to forge an alternative way forward for our education system.

The NASUWT - The Teachers' Union has identified the need for greater investment in and focus on professional development and learning opportunities for employees throughout their working lives. However, too many employers are still failing to step up the plate.

DEVELOPING TEACHERS

Ironically, the education service is one of the worst sectors in this regard. Teachers continually report to the NASUWT that they fail to get access to the training they need or to even engage their employers' interest in the issue. The NASUWT has long called for a statutory entitlement for all teachers to high-quality ongoing training and development. Labour's proposals are to make lifelong learning "available to everyone, no matter their background, employment status or previous education". Labour is to set up a Lifelong Learning Commission that will help to inform proposals for its National Education Service. In order to examine these issues comprehensively, the needs of those responsible for educating the next generation of working people must be given high priority in the new Commission's work.



TEACHER RECRUITMENT NEEDS ADDRESSING

A Workforce Analysis by the National Foundation For Educational Research (NFER) published at the end of February says the teacher recruitment crisis needs to be addressed urgently. Government efforts to attract former teachers and those trained overseas have failed as they are shunning jobs in British schools. The crisis is growing because of rising pupil numbers, a shortfall of trainees and a lower retention rate. The NFER says a poor work-life balance and increase in stress are to blame.

EMPLOYERS FAILING TO TREAT STAFF WITH DIGNITY AND RESPECT

While the majority of Wirral School Managers treat their staff well there are teachers in some Wirral schools who live in fear of their bullying management. This unacceptable failure to treat staff properly is indefensible and reprehensible. It is a failure of the employer's legal duty of care to employees. Too often, schools are condoning behaviour that is leaving staff, and indeed pupils, isolated and vulnerable, setting an appalling example to our children and young people.



Bullying is ruining lives!

This is one of the top concerns of the teaching profession, of which workload remains the number one issue. Teachers are buckling under the weight of more and more administrative tasks and they are being crushed by punitive assessment and working policies that are designed to hold them to account rather than support pupil progress. They are trapped in the seemingly permanent revolution of curriculum change, invariably ill-thought through, under-resourced, and badly executed. Emails are the least of their concerns Damian Hinds, misguided Secretary of State for Education! (Ref. March issue)

The NASUWT has stood alone for what is right, often against the prevailing views of the day, on bullying and harassment, pay, workload, the teachers' contract, discrimination and pupil indiscipline.

NASUWT - The Teachers' Union: Encourage your colleagues to join!

WIRRAL LOCAL EXECUTIVE COMMITTEE

At the February A.G.M. all of the nominations for the Wirral Association NASUWT Local Executive Committee were elected unopposed.

Sandra Burrows, who teaches at West Kirby Primary School will become our new President for the Academic Year 2019-20.



Sandra has taught in primary schools for 19 years and is a long serving member of the Committee. This will be her second term as our President.

Other Officers confirmed at the A.G.M. are:

Neil McDonald of Bebington High Sports College is the Vice-President and will become the President for the first time in 2020-21.

Anne Rycroft of Mosslands School as our Local Secretary which she has now been for the last three years.

Mick Robinson, Centrally Attached Support Teacher, as Assistant Secretary.

Jackie Webb, Home Education Teacher, who continues as our Honorary Treasurer.

David Hepworth, Mossland School as Membership Secretary and Union Learning Officer.

Nancy Boyle, Clare Mount Special School, is Past-President and will be the Health & Safety and Equalities Officer.

Kirsten Jacques, Supply Teacher member becomes the Minuting Secretary.

Other Executive Members are:

Dave Braunston, Wirral Boys Grammar.

Lil Day, Gilbrook Special School.

Adam Sheldon, Wirral Boys Grammar School.

Karen Sumner, Calday Grange Grammar.

The roles of the Local Officers and Members can be found on the Wirral Association NASUWT website.

Other members can be co-opted at any time. If you want to become involved in your union contact the Local Secretary at annerycroft@gmail.com

ABUSE

VERBAL OR PHYSICAL IS NOT PART OF THE JOB



NASUWT
The Teachers' Union
talk to us
02020 148500
info@nasuwt.org.uk

RECRUIT A COLLEAGUE

The NASUWT **REFER A FRIEND** scheme rewards NASUWT members who recruit friends and colleagues to join them in the Union. Invite your friends and colleagues to join and if they become members before the 15 December 2019, you will receive rewards in the form of Love2shop vouchers, which can be spent at [over 100 leading retailers, restaurants and attractions](#) in the UK.

Rewards increase with every successful invite you make. Join the NASUWT on line:

<https://www.nasuwt.org.uk>

NASUWT MEMBERS TAKING STRIKE ACTION

Selective industrial action, up to and including strike action, is being taken by **NASUWT - The Teachers' Union** members throughout the country. Schools in Cheadle, Solihull, West Bromwich and Leicester are currently taking action in defence of their pay, conditions of service and/or management refusals to recognise trade unions.

Members in Cheshire at the Together Trust (Ashcroft School and Ashcroft College) in Cheadle were taking the first of six planned days of strike action on Tuesday 26 February. This action is as a result of adverse changes which have been made to teachers' pay and conditions of service and the refusal of the employer to recognise trade unions.

Teachers at the Together Trust are dedicated professionals; committed to the pupils they teach. Unfortunately, their dedication and commitment, has not prevented their Employer from making adverse changes to their pay and conditions, leaving them with no choice but to take strike action. Teachers' working conditions are inextricably linked to the provision of high quality education for pupils.

The Trust has removed teachers from the National Terms and Conditions of Service which were introduced to raise standards of education. In addition, the Trust has made changes to the staffing structure which has had further adverse impacts on terms and conditions of service, including pay. Teachers at the Trust are now paid less than their colleagues in other schools, despite their specialist skills and experience. Cutting teachers' pay, worsening their working conditions will impact not just on the teachers but also on the provision of education for pupils across the Trust. Retention and recruitment of teachers will be badly affected.

Strike action is always a last resort for teachers. The NASUWT members very much regret any disruption this action will cause to pupils and parents, but a stand must be made against such unnecessary and unreasonable actions by their Employer. The Wirral Association NASUWT supports them.

Rachel Knight, NASUWT National Executive Member for Cheshire, said: *"The NASUWT has had several meetings with the Trust in an effort to address the concerns and avoid strike action. We suspended planned action in December and January on the understanding that the Trust would engage with us through ACAS to seek a resolution to the dispute. An agreement was reached but regrettably the Trust has reneged on it. We urge the Employer to recognise the depth of teachers' concern about the way in which they are being treated and to agree to work constructively with the NASUWT to address the issues so further strike action can be avoided."*

The growth of Academies and their controlling MATs (Multi-Academy Trusts) means that more teachers are facing similar problems to our colleagues in Cheadle, Solihull, West Bromwich and Leicester and indeed, Wales, Scotland, Northern Ireland and the Channel Islands. In Wirral, Academies and MATs are facing budgetary problems and are making staff redundant. We have to ask if this is the best way to run the Education System?

SCHOOL TEACHERS' TERMS AND CONDITIONS OF SERVICE: DEFEND THESE RIGHTS!

- 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 your Directed Time Budget and School Calendar.
- Annual Pay Notices should be issued to all teachers by the end of October. 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.



MEETINGS

- **Wednesday 13th March 2019**
Local Exec & School Reps
Gilbrook Special School
Woodchurch, CH49 8HE
- **Fri 19th-Mon 22nd April 2019**
Annual NASUWT Conference
Belfast, Northern Ireland
- **Wednesday 8th May 2019**
Local Exec & School Reps
Clare Mount Special College
Moreton, CH46 9PA



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**, or Unsubscribe, contact Mick Robinson. Mob: 07739422181 or E-mail: mickrobinson@nasuwt.net. Members are urged to share the **NEWSLETTER** with colleagues on your **NASUWT** Noticeboard.

Visit the Wirral NASUWT website
www.wirralassociationnasuwt.org