

## NASUWT MEMBERS' COMPENSATION FIGURES

The NASUWT secured compensation of £14,933,905.34 for members during 2018. The compensation was awarded for successful claims including unfair dismissal, unlawful discrimination, personal injuries and criminal assault. The NASUWT experienced a significant increase last year in cases relating to unlawful discrimination by employers towards members. These included cases where members had been subjected to discriminatory practices related to pregnancy-related and flexible-working requests, the failure to make reasonable adjustments for members with a disability, race discrimination and discrimination based on age, sexual orientation and religion or belief.

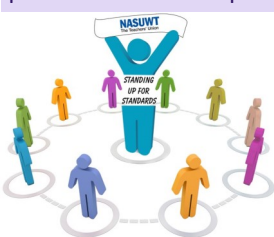
Whilst the NASUWT has been successful in securing record compensation for members, the fact is that behind these figures is a catalogue of appalling treatment teachers have suffered at the hands of their employer. In most cases the money awarded does not compensate for the fact that a teacher's physical or mental health may have been affected and they can no longer work in their chosen profession. Too many employers adopt an 'anything goes' style of management and believe they can act with impunity as the Government fails to take any action to secure compliance with employment law, allowing poor employment practices to flourish as a result of the excessive freedoms and flexibilities it has given to schools.

These figures mask the anxiety, stress and distress many teachers will have suffered at the hands of their employers before seeking our help. But they also represent what we believe is only the tip of the iceberg. There is no doubt that many more will have been driven out of the profession without proper redress for poor, discriminatory or unfair treatment because they were too fearful or stressed to come forward or believed nothing could be done. The NASUWT hopes that by publicising these figures it will encourage any member facing discrimination, personal injuries or unfair treatment at work to seek help from the union.



### IMPORTANT CHANGES TO INSPECTION FRAMEWORK

The revised Ofsted inspection framework was published on 14th May 2019. The NASUWT has long maintained that inspectors have a critical role to play in challenging schools and colleges that fail to take effective action to protect teachers from excessive and unnecessary workload burdens. So it is very welcome that important provisions in this respect are to be included in the inspection framework and handbooks.



The NASUWT has always been clear that poor working conditions and a disregard for the wellbeing of staff are not only bad for teachers but also undermine the quality of educational provision. It is right that no school will be identified as outstanding unless it can demonstrate that it takes these matters seriously.

It is also encouraging that Ofsted has recognised that previous versions of the inspection framework placed too much reliance on schools' and colleges' internally generated data. While data, used properly, has a role to play in informing teaching and learning, practice in schools and colleges is too often based on a poor understanding of the limitations of data, serves to undermine good assessment practice and is frequently at the heart of unfair and inequitable teacher performance management systems.

The reduced focus on internal assessment data in inspection should be a wake-up call for those schools and colleges that have fallen for the deception peddled by suspect and expensive consultancies that foisting a crude and debilitating target culture on teachers, pupils and students supports the achievement of educational excellence. At last, no school or college will be able to fob off its staff, parents and learners with the excuse that such practices are necessary to avoid the ire of inspectors. That myth has been entirely busted.

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### ACADEMY ACCOUNTABILITY

The Government have listened at last! Eileen Milner, Chief Executive of the Education and Skills Funding Agency, has written to nearly 100 Academy Trusts on behalf of, the Academies Minister, Lord Agnew of Oulton, ordering them to cut the six-figure salaries of their Head teachers or Chief Executives. The Trusts have been told to justify the exorbitant salaries being paid to school executives. They have been given advice on how to set and structure pay to ensure it is appropriate.

Since February 50 trusts have already cut the salaries of leaders. Those that haven't have been told to comply or to provide evidence of succession planning for highly paid staff, where trusts intend to reduce the level of salary in future.

Wirral has some very highly paid Executive Heads and CEOs of MATs and NASUWT have always maintained that with the autonomy they have been given they must have a larger degree of public accountability and transparency. We do not know if any of the MATs in Wirral have been written to by the ESFA but we do know that one of them is being investigated for financial irregularities and bullying management practices.

## OLDER, EXPERIENCED TEACHERS BEING FORCED OUT OF THEIR JOBS

**Action is needed urgently** in schools to tackle the age discrimination being faced by many older, experienced teachers. Despite the expectation that teachers will work for longer and the valuable contribution older and experienced teachers make, many older teachers face being hounded out of their jobs because they are considered to be too expensive.

Instead of older teachers being valued and their contribution to the school appreciated they are facing grossly unfair and unacceptable treatment. All our evidence shows a catalogue of older teachers being disproportionately placed on capability procedures, denied access to professional development, subject to excessive observation and scrutiny, having pay awards and pay progression withheld and put under intense pressure to leave their job. We have even had examples of overt and blatant age discrimination, with teachers over sixty being asked outright by headteachers whether it wasn't now time for them to think of doing something else. Inequality and discrimination is rife across schools and despite being confronted with irrefutable evidence ministers still fail to act.

Ministers are issuing recruitment and retention strategies to tackle the teacher supply crisis while ignoring the factors which are driving good teachers out of the profession. The skills, knowledge and expertise older teachers can contribute should be celebrated by employers, not shunned and devalued. This Government is not listening to these arguments because older teachers are expensive and its Austerity measures more important to it in reducing the size of the public sector at the cost of a generation of children and young people.



### A REMINDER: COVER IS NOT CONTRACTUAL

Teachers should not be covering or invigilating exams. It is not an appropriate use of a teacher's skills but it is still being reported to us. Members cite pressure being exerted on them to do it in their gained time because of budgetary problems in their schools. This is unacceptable and members must report it to the Local Secretary, Anne Rycroft, at the email address below.

**REMEMBER** every lesson covered internally is a lesson that a supply teacher should be doing and you have better things to do in your gained time than standing around!



## CAMPAIGN TO PROMOTE WELLBEING IN SCHOOLS LAUNCHED IN WIRRAL

The NASUWT - The Teachers' Union has launched its Wellbeing scheme at The Co-op Academy in Bebington, with the distribution of wellbeing bags that contain leaflets, posters and comfort packs. Headteacher, Catherine Kelly, pictured left with School Rep, Neil McDonald, said: "I am delighted that the NASUWT have chosen The Co-op Academy Bebington to launch their regional programme, focusing on improving the health and well-being of staff in schools. The Co-op Academy Bebington is committed to supporting all our students and

staff to develop good mental health and wellbeing and we are Youth Sport Trust Health and Well-Being lead school for Merseyside. The NASUWT comfort packs are a great gesture towards the aim of improving staff morale and we are pleased to be part of this initiative."



Anne Rycroft, Wirral NASUWT Secretary, added: "Whilst we realise the comfort packs and posters will not solve the problems and issues teachers face we do believe that their presence in schools will promote debate on health, safety and wellbeing in the profession. Teaching can be very stressful and NASUWT - The Teachers' Union works with members and schools to address issues of excessive workload which are having an adverse impact on teacher health, recruitment and retention. The posters, leaflets and care packs will hopefully encourage teachers to focus on their own wellbeing and signpost sources of support should they be needed."

The Wellbeing Bags are being distributed to Wirral schools during this month. If your school has not received a bag or has not put the contents in the staff toilets please contact Anne by email: [annerycroft@gmail.com](mailto:annerycroft@gmail.com) and she will be very happy to supply one to you. Any help to distribute the remaining bags to schools this month would be greatly appreciated.

### Wirral Association NASUWT Summer Term General Meeting

Tuesday 11th June 2019  
4.00-5.30 p.m.

The Chimneys Bar & Restaurant  
Hooton Green, CH66 5ND  
Just off J5 M53 on the A41

Free Refreshments and Bar Meal  
Orders by 4.15 p.m. please.

**ALL MEMBERS ARE WELCOME**

## 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)

**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). Members are asked to share the NEWSLETTER with colleagues on your NASUWT Noticeboard.

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