

WHO'S LISTENING TO THE TEACHER TRADE UNIONS?

Esther McVey has said it's time the Conservative Party started listening to the teaching unions on the frontline. She has set out how the Tories need to be bold and take themselves out of their comfort zone if they are to rebuild trust with voters. She has recognised that schools are facing significant funding shortfalls and said the Conservative government must realign its priorities. She wants to take £4 billion from the Aid budget for schools every year. Esther has said all this in her bid to become the next Tory Party Leader and indeed the next Prime Minister, or was it all her pitch to become the next Education Secretary?



Esther McVey MP
Formerly of Wirral West
now for Tatton.

Esther claims that education has always been a priority for her and that standards have risen over the past nine years and there are far more pupils attending good and outstanding schools today than in 2010 and teachers must be given much greater credit for delivering this. We're listening now! She goes on to say, *"All this good work is at risk due to sustained and severe underfunding. It's time we started listening to the teaching unions and teachers on the frontline. I have always believed that in any walk of life those doing something every day know better than*

politicians, and it is time that we took far more notice of teachers whom we rely on to keep driving up school standards. The Conservative Party has lost the votes of many teachers in recent years, largely because they believed we weren't listening to them. This must change. We have lost the trust of so many public sector workers too because we haven't looked after them well enough and we haven't listened to them properly." The **NASUWT - The Teachers' Union** has always said *"If you look after the teachers, the teachers will look after the pupils."* Perhaps Esther is listening to us after all.

WIRRAL'S PRU TO CLOSE THIS SUMMER

All the staff at the Emslie Morgan Academy have been involved in a listening period from 17th April to 17th May 2019 and have now been informed that following the careful consideration of the responses received and the underlying reasons for the consultation, the Department for Education, with the agreement of the Liverpool City Region Academy Trust has made the final decision to allow to close Emslie Morgan Academy on 31st August 2019.



Matt Larkin, Interim CEO of LCRAT said that they will continue to work closely with staff during this time supporting them through this difficult time and working with them to secure employment. Wirral HR, as our HR support partners, will be arranging individual consultation meetings

with all staff as well as offering support packages to assist staff. It was too late for teacher redundancies to be made in August and LCRAT will have to pay them up to 31st December. There are currently no plans in place to replace the alternative provision school. Wirral LA are working with parents and carers to ensure EMA students have a placement for September. All of the unions involved have said the closure of the school after the recent closure of the Kingsway Academy raises serious questions about the whole academisation process and the role of the DfE and the Regional Schools Commissioner. The national education system under the current Conservative government is in a mess!

PUPIL BEHAVIOUR GETTING WORSE

Members of **Wirral NASUWT** have been expressing concerns over a serious decline in pupil behaviour in their schools in recent years. Nationally poor pupil behaviour has become the second top concern of members after workload. For our members in some schools it has become the top concern. Members reject any assertion that these incidents are just "part of the job".



Teachers have been verbally abused by pupils and some have been physically assaulted. Some teachers who have experienced abuse by a pupil have said they did not feel that their school had dealt with the issue satisfactorily.

The **NASUWT** has an ongoing campaign to support teachers and head teachers in tackling pupil indiscipline. As part of this, the Union

has recently produced posters which make it clear that any abuse of staff will not be tolerated. No one should have to go to work with the expectation that they will be verbally or physically abused, but this is becoming the reality for too many teachers. Some teachers have ended up on long-term sickness absence following incidents in school. It is completely unacceptable that employers are failing in their legal duty of care to provide a safe working environment for teachers.

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DAMNING REPORT ON CURRENT GOVERNMENT POLICY

The findings of the **OECD**, Organisation for Economic Co-operation and Development's 2018 **Teaching and Learning International Study (TALIS)**, were published in June. TALIS provides an important snapshot of the state of the teaching profession in England and more than 40 other education systems. While the results of a study of this type should always be treated carefully, it is clear that its findings lend further weight to the **NASUWT's** concerns about the negative impact of current Government policy on teachers and headteachers.

As in previous TALIS reports, a standout result is that teachers in England work longer hours than their colleagues in other education systems. In particular, teachers in England spend longer than their peers on marking, administration and preparation. This finding reflects the unequivocal outcomes of longitudinal research by the **NASUWT** which demonstrates that high workload remains teachers' top concern about the quality of their working lives and is a key contributory factor in the deepening teacher recruitment and retention crisis.

The **NASUWT** has also highlighted the impact of nearly a decade of suppressed pay on teacher supply and the morale of the workforce. It is, therefore, disappointing but not surprising that TALIS finds that teachers in England are increasingly dissatisfied with their pay and are acutely aware of how poorly it compares with that of other graduate professions. The barriers that teachers in England face to participating in high quality professional development and training are matters of longstanding concern. It is deeply troubling that TALIS observes that teachers in this country are more likely than teachers in other systems to report difficulties in accessing training, with many stating that work pressures result in them not having time to access important professional development opportunities.

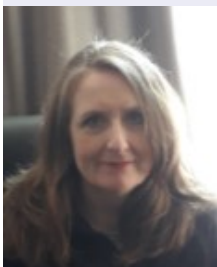
The TALIS study sets out some clear pointers to policymakers around the world on supporting the work that teachers and headteachers undertake with children and young people. The report calls for action to tackle teacher dissatisfaction, lack of recognition and burnout, while working with trade unions to enhance teachers' pay, working conditions and training. Given the adverse consequences of current policy in this respect, these are aims that the Department of Education must adopt and achieve if it is to ensure that pupils in England can continue to benefit from a highly skilled, well-motivated teaching workforce. *Is the next Secretary of State for Education listening?*



THE LOCAL SECRETARY'S FINAL REPORT FOR 2018-19

After what has been a very busy year this is our final newsletter of 2018-19. As we prepare for the end of term and the much needed long summer break please note the following points.

- If you are leaving your current job and moving to a new school remember to take your performance management paperwork with you. You should try to complete your review this term, especially if you are entitled to pay progression as your new school will need it.
- Make sure you have your school calendar for next academic year. This forms part of your contract and gives you advance notice of any events outside the school day that you need to attend. There should be consultation on these dates and the total hours you have to be at school (including trapped time) should not exceed 1265 hours. 1265 hours is not an aspirational figure, Headteachers should be giving consideration to your wellbeing and a good work/life balance is key to this.



Anne Rycroft

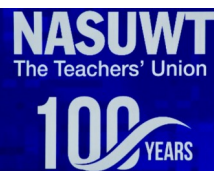
Note the holiday dates for next year. The Wirral dates are available from <https://www.wirral.gov.uk/schools-and-learning/school-holidays-and-term-dates>, it should be noted that the term end date for July 2020 is Monday 20th July. Some schools are likely to make this an INSET day which many will no doubt cover with twilights during the year. It may be worth checking this before holiday dates are communicated to staff and parents.

Schools on the OVO Tour of Britain route (<https://www.tourofbritain.co.uk/stages/stage-five>) may also be consulting on amended arrangements for September 11th.

You will shortly receive your annual posted communication which will cover Wirral Association Meeting dates, Wirral Executive Nominations for 2020-21 office and Nomination forms for Conference 2020 in Birmingham. I end by wishing you all a restful summer and thanking you all for your support this year.

NASUWT 100 YEARS OLD

In 1919, in response to a NUT referendum approving the principle of equal pay, the National Association of Men Teachers, was formed within the NUT to further the interests of male teachers.



The NAMT changed its name in 1920 to the National Association of Schoolmasters (NAS) and seceded finally from the NUT in 1922.



2019 CHRIS KEATES TO STEP DOWN

Chris Keates has announced that she is to retire as the NASUWT General Secretary, the role she has held since 2004. The search for our new General Secretary commences in September.

MULTI-ACADEMY TRUST CHANGES ITS NAME

The Wirral Academy Trust, which controls the Birkenhead Sixth Form College & Birkenhead Park School, has changed its name to the **BePART Educational Trust**. A look at the school's website reveals that BePART stands for *Be Positive Ambitious Resilient Thoughtful*, which is a programme designed by Birkenhead Sixth Form College and is based on proven scientific research, expert psychology and the practice of mindfulness, that has been shown to improve academic performance and mental wellbeing in students. It is intended to show that the MAT is committed to providing its students with more than just an academic education. Is this the real reason why The Wirral Academy Trust has changed its name?

NASUWT

The Teachers' Union

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03330 145550

Members can also e-mail to:
advice@mail.nasuwt.org.uk



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

Visit the Wirral NASUWT website
www.wirralassociationnasuwt.org