

## **NASUWT WELCOMES AN INDEPENDENT NATIONAL EDUCATION INSPECTORATE**

**Angela Rayner, Shadow Education Secretary**, outlined the Labour Party's plans for the future of inspection at its Annual Conference in Brighton. The Labour Party has rightly recognised the critical role played by an independent national education inspectorate in a fit for purpose accountability framework. Such a body, led by trained and experienced Her Majesty's Inspectors, is essential in ensuring public confidence in the education system. Independent inspection provides a more rounded picture of the contribution made by schools, colleges and other educational settings to the progress and achievement of children and young people than accountability systems based on learner performance data alone.



The Labour Party is, therefore, to be congratulated for rejecting ill-considered calls for the discontinuation of a national inspection system and for its commitment to ensuring that no school will be able to operate outside this system. The **NASUWT** looks forward to Labour confirming that this commitment will extend beyond the state-funded sector to cover all private and independent settings. In developing its policy further, it will be important for Labour to address the negative impact that performance tables, the other main pillar of the

school accountability regime, have on the learning experiences of children and young people, as well as on the working lives of teachers and school leaders. In particular, the curriculum narrowing evident in many schools is a direct result of the operation of these tables. They are also in urgent need of reform.

Local authorities also have an important role to play in the accountability framework and in supporting high standards across the education system. Ending the yawning democratic deficit that has arisen over the last decade by ensuring effective local democratic accountability is also to be welcomed. **NASUWT** remains clear that accountability frameworks should be based on the principle that high educational standards and regard for the wellbeing and working conditions of teachers and leaders are two sides of the same coin. It should be noted that recent reforms to the inspection framework have been based on a clear recognition of this principle.

Notwithstanding the pressures that they all face, schools are still confronted by clear choices about how they treat their staff. While some schools make the right choices in this respect, far too many do not. As Labour adds more detail to its proposals, the **NASUWT** will, therefore, encourage it to establish an accountability and quality assurance system that gives credit to schools that do right by their workforce. Equally, this system must expose, challenge and intervene robustly in cases where schools cannot, or will not, meet the legitimate expectations of teachers and leaders about their working conditions and the ways in which they are treated by those who have power over them.

## **The NASUWT at the TRADES UNION CONGRESS (TUC)**

**NASUWT Officers** attended the 151st annual TUC Congress 2019 in Brighton in September. The **NASUWT** put the following two motions to the TUC.

### **1 EVERY PUPIL SHOULD BE ENTITLED TO A BROAD AND BALANCED CURRICULUM**

The **NASUWT** deplored the impact of reforms which have led to a narrowing of the education curriculum and the loss of teacher and support staff jobs. The Union asserts that every pupil should be entitled to a broad and balanced curriculum that enhances life chances and enables children to realise their full potential. The union called on the Government to ensure a genuine broad and balanced curriculum as an entitlement for every pupil, as well as protecting jobs.

**Dave Kitchen, President of the NASUWT**, said: *"Evidence shows how a broad and balanced curriculum raises pupils' attainment. Narrowing of the curriculum has limited the opportunities for all children to succeed and flourish, denying them the opportunity to fulfil their true potential. A curriculum that marginalises creative, artistic, civic, sporting skills and knowledge cannot be described in any meaningful sense as broad, balanced and fit for purpose in the 21<sup>st</sup> century."*



### **2 SERIOUS VIOLENCE A SIGNIFICANT AND GROWING PROBLEM WITHIN SCHOOLS**

Serious violence is having a devastating impact on children and young people's safety, wellbeing and future life chances. The Union told Congress that the Government is failing to respond appropriately to preventing and addressing serious violence involving children and young people. The **NASUWT** recognised the work of teachers and headteachers who every day seek to ensure schools are safe sanctuaries for all children and young people.

The **NASUWT** called on the TUC to press the Government to support schools in dealing with violence and disruption, underpinned by a commitment to substantially increase the levels of investment in welfare and support services for children, young people and families.

**Chris Keates, NASUWT General Secretary** said: *"No one should go to work with the expectation that they will be verbally or physically abused. Teachers increasingly are reporting pupil indiscipline as one of the top concerns about their job. In the most recent evidence, 82% of teachers believe there is a widespread problem across all schools. Many teachers experience stress, anxiety, depression, loss of confidence and other adverse effects on their mental health, and in too many cases physical injury occurs."*



*"Children and young people are suffering the consequences of flawed social, economic and education policies and teachers and support staff left to pick up the pieces. Whilst this might explain some of the issues contributing to pupil indiscipline, it does not excuse the behaviour. Nor does it make acceptable the practices prevalent in too many schools that place sole responsibility for poor pupil behaviour on teachers. The culture of teacher blaming has become increasingly widespread, with employers failing to accept their responsibilities to promoting good order. Where employers fail to act, trade unions must commit to do so."*

# SUPPLY TEACHERS' RIGHTS MUST BE SECURED POST BREXIT

**We've not said anything about Brexit** but finally we need to on behalf of our supply teacher members in Wirral. A no deal Brexit threatens to exacerbate the exploitation of and poor employment conditions experienced by many supply teachers. To date, the Government has failed to guarantee it will ensure post Brexit that agency workers such as supply teachers will have access to equivalent workplace and by the EU which offer vital NASUWT has been highlight-affecting supply teachers' Supply Teacher Consultation



Supply teaching is a tough job, made even harder by the exploitation and poor employment practices especially from exploitative agencies which often put their own financial gain ahead of the best interests of both teachers and pupils. The NASUWT is concerned that the lack of clarity from Government over workers' rights secured under the EU post Brexit could exacerbate the exploitation being routinely experienced by many supply teachers.

The Agency Workers Regulations as well as the UK's laws on discrimination on the grounds of age, religion and sexual orientation, provisions on working time, maternity rights and annual leave all stem from EU directives. It is vital post Brexit to protect all of these EU derived statutory provisions which are so important to working people's lives. In addition, there is also the ongoing uncertainty over the impact which Brexit may have on teacher supply from the EU, at a time when the UK is experiencing a crisis in teacher recruitment and retention.

Whatever anyone's individual views on Brexit, no worker voted to have their rights stripped away from them as a result of Brexit. This is why the **NASUWT - The Teachers' Union**, will continue to use all avenues open to us to argue for a jobs first, rights first Brexit.

## The Wirral NASUWT Local Secretary's Report

I would urge you to consider attending our General Meeting in November. Although we are required to have a formal element to part of the meeting, these occasions are an opportunity for you all to meet the local team and other members in an informal setting. Members who attend the meetings bring queries and issues that we do our best to answer and resolve. A number of our school Reps will be there and teachers in schools without Reps may want to attend so that you are up to speed on local and national issues. Moving forward we need these meetings to be well attended so that all members are represented and so that you can give your ideas on the content of the meetings and future events. If you are prevented from attending for a specific reason please get in touch and we will do our best to accommodate you at future events. We are very open to new ideas!

A lot of people are asking about this year's pay award. At this time we are waiting for confirmation that schools will, in principle, award 2.75% across all pay scales in line with NASUWT's expectations. Check out the NASUWT Pay Advice:

<https://www.nasuwt.org.uk/advice/pay-pensions/pay-scales/england-pay-scales.html>

If your school does not intend applying the increase then you need to get in touch. We have an example of a local academy that has not done this in the past and is now paying its staff up to £600 per annum less than they would earn in other schools. This will impact teachers for years to come due to average salary pension calculations and NASUWT will work to rectify this in the coming months.



Anne Rycroft

In the meantime you should be undergoing appraisal reviews and, if eligible, getting news on your pay progression. It is our view that if no concerns about your performance have been raised during the year you should progress. Remember **additional responsibilities** should not be part of UPR progression. Your targets should reflect your experience and development as a professional. If refused pay progression you should phone the advice line and they will send you a document to help formulate your grounds for appeal as well as putting you in touch with a local caseworker for support.

## AUTUMN TERM GENERAL MEETING

**Thursday 7th November**

Autumn Term General Meeting  
& Long Service Awards  
4.00-5.30 p.m.

### At The Chimneys Pub & Restaurant

Hooton Green, CH66 8ND  
Just off J5 M53 on A41

All members are welcome to attend. A Free Drink & Bar Meal is provided for everyone who does!

## 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)