

## SEXIST ATTITUDES BLIGHTING WOMEN TEACHERS' WORKING LIVES

**Sexist attitudes are holding women teachers back** in their careers, stymying their ambition and undermining their achievements, the **NASUWT** as learned. Nearly a quarter (23%) of those attending the Union's Women Teachers' Consultation Conference on 5th October cited sexist attitudes as the factor most detrimentally affecting women teachers' career development. Over a third (34%) cited discriminatory practices against older teachers, such as the misuse of capability, as the issue which most affects older women teachers. Women at the conference described being asked if they were planning to get pregnant by managers, being passed over for promotion or belittled for working part time, facing greater barriers to moving into leadership roles and receiving sexist jokes from the pupils and their colleagues.

Hundreds of women teachers from across the country gathered in Birmingham for the Conference to discuss the challenges they face and to participate in professional development workshops. A real-time electronic poll held at the Conference also found that:

- Just 6% said their school or college is very effective in supporting teachers' mental health and wellbeing. 43% said their school was not effective and a further 24% said their school was not making any attempts to support teachers' wellbeing;
- Nearly six in ten (58%) said they think excessive workload is the main reason for the teacher recruitment and retention crisis.

Women make up the majority of the teaching profession, yet continue to face discrimination, inequality and sexism in too many workplaces. Whether it is the disproportionate number of older women teachers facing competence and capability procedures, women facing hostility and unfair treatment after requesting to work flexibly or the continued under-representation of women in senior leadership roles in schools, it is clear that too many women are facing discrimination because of their gender on a daily basis.

It was plain from the experiences of teachers at today's conference that schools are failing to respect and value the skills and experience of many women teachers. A seismic shift in the attitude of employers and effective action by Governments is urgently needed to address these unacceptable practices. Is it any wonder there is a crisis in teacher supply when such discrimination is rife?



## NOMINATIONS FOR NASUWT GENERAL SECRETARY

**On Friday 11th October 2019**, having followed the Union's traditional, open and competitive recruitment and selection process, the National Executive Committee unanimously endorsed **Patrick Roach**, the NASUWT Deputy General Secretary, as the National Executive Nominee for the post of General Secretary. (Pictured here)

Patrick Roach started his career as a teacher in Birmingham and has given 22 years of loyal and dedicated service to the NASUWT and its members, as a member of staff. In his nine years as Deputy GS, he has not only made a significant contribution to the success of the union, but has also secured the depth and breadth of experience necessary to discharge the responsibilities of the General Secretary.

A second candidate has written to all Local Associations asking for support for their nomination. **Paul Nesbitt** is the National Executive Member for District 13, representing Birmingham, Coventry, Dudley, Sandwell, Solihull, Walsall and Wolverhampton. He is a serving full-time classroom teacher and Chairs the NASUWT National Education Committee.

We will be discussing the election of the new NASUWT General Secretary, who will replace the retiring Chris Keates, and we will be asking members to vote on supporting either Patrick's or Paul's nomination at the Autumn Term General Meeting on Thursday 7th November. We are asking as many members as possible to attend this meeting and the AGM on 6th February 2020 as we will be considering nominations for our own National Executive Member (NEM) for District 6. We are urging as many members as possible to make every effort to attend to ensure the meetings are quorate to support any nominations.



## NEW OFSTED INSPECTIONS NASUWT GUIDANCE

**The NASUWT** has produced advice and information for teachers and school leaders on the Ofsted inspection process. This includes information on the way in which inspection is undertaken, how evidence is used to form inspection judgements and how problems arising during inspection can be addressed. Headteachers in Wirral have attended an Ofsted Briefing where complaints have been raised by School Leaders who have already been inspected under the new framework.

Members can download the advice on the **NASUWT** website. There is also an online Survey for those members who have experienced the new style Inspections to give feedback to the union.

If members have any concerns about the way in which an Inspection has been undertaken or about the way in which the requirements of Inspection are being interpreted in your school, it is most important to seek advice and guidance from the **NASUWT**.

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

## PAY INCREMENTS AND APPEALS

All teachers should have been told about their pay for 2019-20 by the October half-term break. Pay increments are based solely on achieving your Performance Management or Appraisal targets. If you have achieved your targets following your Reviews last term your Line Manager must recommend you for the Pay Increment up the Main and Upper Pay Ranges. If you are on the maximum of the pay scale you might start to wonder what is the point of your appraisal.

**If you have been refused your increment you MUST APPEAL NOW. Contact the Members Support Advice Team on 03330 145550**



## TEACHERS SPEND MOST OF THEIR TIME DOING ADMIN

Ofsted did a survey of 1,000 teachers earlier this year and have discovered that in term time they work 12 hours a week more than the average full-time employee. They have now reported that less than half of their 50-hour week is spent teaching, with the rest filled by marking, lesson planning, administrative work and "pointless tick-box tasks" in preparation for Ofsted inspections.



The average UK employee works around 38 hours a week while over two-thirds of teachers worked more than 50 hours. The average working week for teachers and school leaders is 57 hours with only 22 hours of their week spent with pupils in the classroom. The message was clear; there is too much admin and data-management and not enough time left to plan interesting lessons.

Teachers just want to go back to inspiring their pupils and teaching well. No one went into teaching to monitor the 'progress' of pupils and they're not convinced that knowing the progress they are making in all subjects helps them to inspire and help young people. So what is Ofsted going to do about what it's discovered?

### A MESSAGE FROM THE LOCAL SECRETARY ON PAY

On 11<sup>th</sup> October the School Teachers' Pay and Conditions Document 2019 came into effect with all arrangements backdated to 1<sup>st</sup> September 2019. Many of us will



Anne Rycroft

remember a time when this document was prepared in good time for adoption and action before 1<sup>st</sup> September that enabled the cost of living pay rise to be visible in the September pay. We now face a situation where government holds up this process and the document was not available this year until week commencing 14<sup>th</sup> October! There has, however, been a great effort by the Local Authority, NASUWT and other unions to agree a pay policy this week (writing on 18<sup>th</sup> October) which should be in schools before half term. This means

that the 2.75% rise can be implemented in schools and should be included in the November pay. This will be backdated. I would urge all members to check their payslips and let us know if the 2.75% has not been implemented across all pay scales.

For your convenience Main and Upper Pay Range figures are given below, for all other salary points please refer to the NASUWT website:

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

If you work in an academy and are not being paid on this scale please contact us and we will arrange a school meeting and will take this up on your behalf.

### AND ON PERFORMANCE MANAGEMENT

Despite all the information given to schools and members, most notably last year's DfE document "Making Data Work," we are still being contacted by members who are being treated unfairly based on pupil outcomes. Remember your performance management targets should reflect your role as a teacher. With regards to pupil outcomes you cannot be passed or failed on their results but on the processes you employed to teach and support pupils. Some strategies may not work and part of performance management will be to evaluate and modify the practice. If you need to appeal any decisions please get in touch. We will evaluate each case individually although there may be some instances where a school dispute may be more appropriate. We seek to engage with schools to support a fair process that enables them to develop teachers in support of teaching and learning. Targets should be based on factors within your control, within the school day and should not be a list of tasks or instruction to take on responsibilities which would normally carry a TLR.

Spine Point	1/9/19-31/8/20
<b>Main Pay Range</b>	
Min M1	£24,373
M2	£26,298
M3	£28,413
M4	£30,599
M5	£33,010
Max M6	£35,971
<b>Upper Pay Range</b>	
Min U1	£37,654
U2	£39,050
Max U3	£40,490

## DFE WORKLOAD SURVEY

### The DfE's Workload Survey of Teachers

was also published in October. The results of the survey will be cold comfort to teachers who are working excessively long hours. The Government should be under no illusion about the continuing problem of excessive workload and working hours in schools or that time-consuming and unnecessary tasks are still being undertaken by teachers.

Research for the NASUWT confirms that the workload pressures in schools are impacting adversely on the mental health and wellbeing of teachers. Regrettably, the Government has failed to come forward with effective measures to tackle the workload crisis in schools which has contributed to two-thirds of teachers seriously considering leaving the profession.

Whilst the Government has published numerous reports highlighting the need for action by schools to tackle excessive workload, it now needs to recognise that urgent statutory measures are also needed to ensure that all schools implement effective workload reduction measures and to end the high working hours of teachers.

### Wirral Association NASUWT MEETINGS

#### Autumn Term General Meeting Thursday 7th November 2019

Motions for Conference, Nominations for Local Elections, Standing Orders Committee & National Executive, Budget 2019-20

#### Annual General Meeting Thursday 6th February 2020

Confirmation of Officers, Committee Members & Conference Delegates, Officers' Reports, Budget Allocation and National Executive Nominations.

The meetings will be held at **The Chimneys Pub & Restaurant** Hooton Green, CH66 5ND Off J5 M53 on A41

4.00-5.30 p.m. Meetings start at 4.15 p.m. A meal will be provided from the pub menu for all General Meetings.

Travel & Carer expenses will be reimbursed as necessary.

## 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)