

November 2014

Performance Pay “Fines” Teachers Thousand of Pounds

The Union has received worrying feedback from a number of schools that significant numbers of staff have been denied pay progression for 2014/15.

This is a serious blow to the individual teacher. The Union has produced figures which show the impact of being denied pay progression for JUST one year in a teacher’s career up the Main and Upper Pay ranges.

A teacher on M1 who is denied their expected pay progression on just one occasion will lose £15,473 – even if the teacher gets pay progression in every subsequent year on the expected basis (annual on the main Pay Range and biennial on the UPR).

This is effectively a fine on the teacher and an enormous financial incentive to schools which are looking to save money. A teacher on M5 would lose £7,667 on the same basis.

When we are looking at such huge losses, the Union’s advice is that the decision not to award progression should be challenged and that teachers should appeal.

The Union has produced a toolkit giving advice about making pay appeals which can be found at <http://www.teachers.org.uk/paytoolkit>

We can give members advice about their individual appeals but we also need to consider collective action where appraisal and pay policies are clearly broken because so many are being turned down for pay progression.

The Union has already been into schools to give advice about appeals. Give us a call on 01274 414664 if you want to organise a school meeting.

The Union is determined to hold schools to account about their pay decisions. The following page contains a request for information from schools which we will shortly be sending out to headteachers of all Bradford Schools, but you do not have to wait for us. School reps can use the form as well.

Changing the narrative

- Ⓢ In January 2014 Michael Gove said that the problem in schools was that teachers were not working long enough hours and that heads needed freedoms to make them work more than 1265 hours and 195 days.
- Ⓢ In March 2014 the NUT forced the government to release its own figures showing a 10% increase in teachers’ working time.
- Ⓢ In July 2014 Michael Gove said that the NUT does not have children’s interests at heart.
- Ⓢ In July 2014 Michael Gove was sacked.
- Ⓢ In October 2014 Nicky Morgan has conceded that the problem in schools is that teachers are working too many hours, creating stress and exhaustion, which is not good for children.
- The one constant voice all this time has been NUT members Standing Up for Education all over the country and winning the argument.**

Still Time to Complete the Workload Challenge Survey!

Things to do

- ❖ Go online and complete the government workload survey by 21st November
www.surveymonkey.com/s/Workloadchallenge
- ❖ Meet as a school group to discuss how you can use the Ofsted clarifications in your school
- ❖ Discuss the NUT Action Programme to reduce workload with colleagues
- ❖ Elect an NUT Rep if you don’t already have one
- ❖ Send someone from your school to the next local NUT meeting

Request for information regarding pay progression

Dear Headteacher,

All schools should by now have made decisions regarding pay progression for eligible teachers and must communicate those decisions to the individuals concerned by the end of November.

Bradford NUT is very keen to monitor the impact of the new arrangements and we are seeking information from schools to enable us to do this.

Therefore, I would be grateful if you could provide us with the following information:

Main Scale progression

1. How many teachers at your school were eligible for progression on the Main Scale?
2. Of these how many were:
 - i) awarded progression?
 - ii) denied progression?

Progression to the Upper Pay Range

1. How many teachers at your school applied for progression onto the Upper Pay Range?
2. Of these how many were:
 - i) awarded progression?
 - ii) denied progression?

Progression within the Upper Pay Range

1. How many teachers at your school were eligible for progression within the Upper Pay Scale?
2. Of these how many were:
 - i) awarded progression?
 - ii) denied progression?

We have been advised that this information should be made available to trade unions so that we can carry out our monitoring and for collective bargaining purposes and would be subject to a Freedom of Information request.

I would be very grateful if you could arrange for this information to be sent to us as soon as possible.

I look forward to hearing from you.

Yours faithfully,

John Howarth
(Branch Secretary, Bradford District NUT, 22 Edmund St. Bradford BD5 0BH)