



Newsletter



November 2013

National Strike Next Term if No Progress In Talks

Strike action by the NUT and NASUWT will continue next term if Michael Gove does not commit to meaningful discussions about our pay, pensions and conditions of service, and accept that real change is needed from his current plans. Determined action by members of both unions and three hugely successful regional strikes have persuaded the DfE to offer talks. But the talks now need to be in the form of a real engagement – not just talks about talks – and to help ensure this there are three very useful things we can do:

- email your MP and ask her/him to attend a briefing in the House of Commons on 27th November
- Twitter your MP on tweetminster.co.uk/mps
Ask your MP to urge Gove to hold real talks
- Arrange to meet your MP at a surgery

Michael Gove has had his collar felt. We will not let him slip his jacket off and sneak away. If these talks do not materialise the NUT and NASUWT will call a national strike no later than 13th February next year.

Say NO to Govian Pay Policies

Schools are now required to formulate their own pay policies and, true to form, the DfE is putting pressure on them to reflect the damaging changes proposed by Michael Gove. Much bigger barriers to annual pay progression and the scrapping of pay portability (whereby you transfer your salary

point to your new job) are two of these changes which schools might try to adopt, and which are unacceptable.

There are things we can do to stop this

- Continue to support the NUT and NASUWT strikes and the Action short of Strike Action
- Make sure that your school's pay and appraisal policies have been consulted on and agreed with Union Reps
- Check whether the school has adopted the NUT/NASUWT policy or the Bradford Council model policy – both of these are acceptable
- Make sure that you or your colleagues are not being set unreasonable or inappropriate targets that may later be used to deny you pay progression
- Be particularly aware that numerical targets may set you up to fail
- Talk to your colleagues about the targets that they are being set
- Ask your NUT Rep to make sure that the School's pay and appraisal policies and any documents used in connection with them for target setting and evaluation are made public on the school's intranet or in paper form.
- When considering a job in a new school, ask for a commitment that your present position on the Main or Upper Pay Scale will be honoured.

Contact the Bradford NUT office if you become aware of any problems.

Important to remember:

The revised provisions for pay progression took effect from 1st September 2013, with movements in September 2014 being affected by this school year's performance management outcomes.

Bradford agrees to sickness and maternity pay continuity

Bradford Council and all of the Bradford academies with whom we have recognition agreements have now agreed to honour continuity of service when you move between them for the purpose of acquiring rights to sick pay and maternity pay. In some circumstances this can be very important, particularly for teachers considering having a baby, but also for any teacher who falls ill in the early years of their new employment.

We do not have access to the maternity and sick pay schemes of most free schools in Bradford. If you are about to apply for a job in one and could be affected, it's important to check.

Next General Meeting of Bradford NUT

Tuesday 3rd December at the International Restaurant.
5 - 6.30, with tea and coffee from 4.30

Come along to discuss these and other issues facing you in school..

Why not stay for a FREE CURRY (or other meal of your choice) afterwards

The Power Of Education To Build a Fairer Future



Bradford NUT was proud to help organise the Anthony Walker Memorial Lecture this year.

It was held in the Council Chamber in Bradford on 18th October.

Anthony was murdered in a racist attack in 2007 while in the 6th form at school. The Anthony Walker Foundation works to promote equality and diversity through education, sport and arts events and to support criminal justice agencies and local communities to reduce hate crime and build safer cohesive communities.

The theme of the lecture was The Power Of Education To Build A Fairer Future, and aimed to explore the local context in West Yorkshire..

Hawa Bibi Laher was the lecturer. She is the head teacher of Spring Grove School, Huddersfield, winner of national awards, and an NUT member.

She talked of her journey from exclusion from education in apartheid South Africa, through

the discriminatory attitudes she had at times faced during her long and distinguished teaching career, to the work that she now does to promote educational achievement and self-esteem among children from minority communities, as well as promoting respect and understanding of all cultures.

Bibi explored the chains that still need to be broken -so that no one is judged by the colour of their skin -but she also stressed the strong foundations that have been laid to make this change.

In her response, Ruby Bhatti, a Bradford solicitor, community activist and school governor, praised the commitment of teachers in Bradford, a great city and the youngest city outside London.

Gee Walker, Anthony's mother, described work done around the world by the Foundation, and said that "we **can** break the chains."

There were contributions from Ralph Berry, Bradford Council's Lead Member for Education, Max Hyde, NUT National Vice President, and Ian Murch.

The lecture was very well attended. Councillors, school governors, teachers and pupils gave a tremendous welcome to the contributions of the speakers, and many ideas were exchanged at the reception afterwards.

Schools Project - Racist and Religious Hate Crime

The Crown Prosecution Service (CPS), National Union of Teachers (NUT) and the Anthony Walker Foundation (AWF) have worked together to produce a resource pack. Pupils from schools in the North West helped to devise, and acted out, the dramatised scenarios of racist and religious incidents included in the presentation. They provide starting points for discussion and are based on real life experiences of the young people who took part in the project.

This material can be found by following this link:

http://www.cps.gov.uk/northwest/tackling_crime/hate_crime/schools_project_racist_and_religious_hate_crime/



Join the NUT, the largest teachers' union. Just ring the Joining Hotline on 0845300 1669 or 020 7380 6369

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