



September 2013

Strike on 1st October – Fight Gove’s Bonfire of the Sanities

Bradford District NUT urges all members to take part in the Regional Strike planned for 1 October. It is vital that as many NUT members as possible join with our NASUWT colleagues and show their opposition to the policies of Mr Gove.



Whether it is pensions, our working conditions or our pay, Mr Gove has consistently undermined and attacked teachers and teaching. These attacks will continue and worsen unless we take a determined stand and make it clear that 'enough is enough'.

Bradford NUT members will understand where these attacks are leading. We have seen Bradford schools issue pay policies which threaten pay portability and introduce ever greater barriers to pay progression even on points M1-M6 - never mind on the UPS. More and more unreasonable demands are being asked of teachers and there is no thought at all of our long-term

health and well-being.

Our hard-won conditions of service are now at risk as a result of Michael Gove's reference of most of them to the School Teacher Review Body. They gave him all and more of what he asked last time.

- Saturday working? No problem for the dedicated teacher.
- PPA time? A luxury in difficult times.
- 1265 hours and 195 days? Teachers have far too many holidays and specifying how long they work is unprofessional.
- Clerical tasks? Why shouldn't you want to spend your time laminating and photocopying?
- Rarely cover? What's wrong with medium cover or even well done cover?
- Don't want to supervise at lunchtime? You mean you want a break from the job you love?

IF Gove gets his way there will be a bonfire of the sanities that keep teachers going in a very tough job. That's why we have to do something to stop him.

This strike is part of an ongoing campaign for this year. There was a similar strike in the North West on 27 June, and it will be followed by further Regional strikes in other parts of the country, and a national strike before Christmas 2013 if Mr Gove does not agree to negotiate on the issues in dispute.

Many members will have questions about the strike itself, and most of these can be answered by following this link to the national NUT site: <http://www.teachers.org.uk/action-to-defend-teachers-FAQs>

Members can also contact the Bradford NUT office for advice and NUT officers can visit your schools if you need more information.

What do you need to tell your school?

The short answer is nothing. The Union has provided all the information to your employer that is legally required for members to take strike action with legal protection. The number of members at every workplace has been notified to the employer, **so there is no reason to give any more information to your headteacher.**

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

Bradford NUT, 22 Edmund Street, Bradford BD5 0BH Tel: 01274 414664 / Fax: 01274 414665

Email: contact@bradfordnut.org

You will lose one day's pay calculated as 1/365 of your salary. Further details of the financial impact of taking part in the strike can be found by following the link on the first page. Needless to say, the cumulative effect of these continued attacks on pay and pensions far outweigh the effect of trying to oppose these measures by taking part in strike action.

Two days of strike action in 2011 improved the proposed pension scheme for the average teacher by £800 a year.



Beware of new pay policies

From September 2014 schools have to have their own pay policy. Heads and governors have received joint advice from the NUT and NASUWT about this.

The teaching unions in Bradford have agreed a model policy with Bradford Council. This is the one we would like all schools to adopt and this is the one being recommended by Bradford's Human Resource Service. Has your school adopted it? If your school does not use Bradford's HR service they will not have received a copy of the policy, but we can supply it with one.

There are some misguided pay policies around, eg ones which refer to "career stage expectations" in which pay bands M1-M6 are grouped into early career stage, mid-career stage etc. Such policies are not acceptable.

Contact the union office if you have any concerns about the policy which your school is adopting.

Sick pay in Free Schools

If you are about to apply for a job in a Free School it's worth checking their conditions of service. Some, scandalously, do not recognise previous service for sick pay entitlements and other benefits.

COME TO THE MARCH AND RALLY IN LEEDS ON OCTOBER 1st

ASSEMBLE AT LEEDS ART GALLERY/TOWN HALL FROM 11.00

MARCH SETS OFF AT 11.30

RETURN TO ART GALLERY FOR THE STRIKE RALLY AT 12.00

Come to the Bradford District General Meeting on Tuesday 24th September
OCTOBER 1ST STRIKE ACTION

It is important that every member understands what Michael Gove intends for teachers and schools.

If we don't successfully resist his lunatic plans, teachers will have no home life; will be at the beck and call of their headteachers (some of whom will exploit and browbeat their staff relentlessly); our pay and pensions will continue to reduce in value as performance related pay is used to its worst effects.

And why not stay for a CURRY afterwards? It's FREE.

The International Restaurant,
Morley Street
Meeting starts at 5 with tea and coffee from 4.30
Ends promptly at 6.30 for the curry.