

February 2015

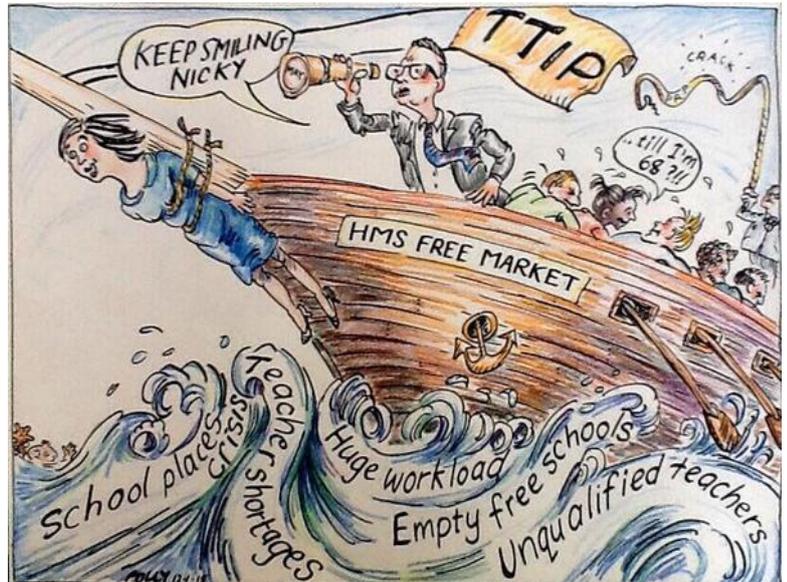
## The number of teachers quitting the classroom is at its highest for a decade, official figures reveal.

Department for Education figures show that almost 50,000 teachers left the profession in the 12 months to November 2013 – the latest year for which figures are available. This is an increase of 25 per cent over four years.

This represents around one in 12 full-time teachers and comes on top of figures showing the number of entrants to the professions is falling.

Christine Blower, General Secretary of the NUT, said worsening working conditions was the chief reason for teachers deciding to quit: “A combination of unacceptable number of hours worked, a punitive accountability system, the introduction of performance-related pay and being expected to work until 68 for a pension has turned teaching into a less than attractive career choice.”

## Surprise! Surprise!



## Stress Risk Audits – have you had one recently?

It has been reported by our roving Health and Safety Reps that they sometimes meet with blank looks when they ask for a copy of the most recent Stress Risk Audit (and the SMT response) when they visit schools.

Schools should regularly conduct a Stress Risk Audit in order to help to identify the issues that are stressing their staff. They can attempt to address those stressors and reduce the stress levels of their staff. It is part of their duty of care towards their employees to do so.

If your school has not conducted a Stress Risk Audit this academic year, please go to the Bradford NUT website, and follow the links to “Stress”. Under this heading you will find the contents relevant to this subject as well as 2 possible surveys to conduct.

If your SMT are too busy to arrange for this to happen, perhaps you could do it yourself.

We would be interested in knowing the 3 most frequently identified stressors as well as the SMT’s proposed response to reduce those stressors.

Good luck!

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](mailto:contact@bradfordnut.org)  
 Web: [www.bradfordnut.org](http://www.bradfordnut.org)

## **Pay progression in Bradford – Our Survey**

In November, Bradford NUT requested all headteachers in the District to complete a survey giving information on the outcome of pay progression decisions.

The questions were 1. How many teachers on M1-M6 were denied progression out of those eligible?

2. How many teachers were denied threshold out of those applying?

3. How many teachers on UPS were denied progression out of those eligible?

We have had responses from 70 schools so far and are building up a good picture of what has generally happened. There are some schools that cause serious concern because of the unacceptably high rate of denial of progression and we are dealing with them through pay appeals and through discussion with management.

Do not just accept that it is normal to deny progression – it should be normal to achieve progression. Contact Bradford NUT about a possible appeal.

## **Exclusive Member's Offer DON'T FORGET TO CLAIM TAX RELIEF ON YOUR NUT SUBSCRIPTIONS**

The form at the link below can be used by those who have paid FULL SUBSCRIPTIONS in the appropriate tax year. Other members (ie those who work part time and therefore pay less subs) should contact the NUT Office for advice.

You must delete any years for which you have already claimed or when you were not a member before totalling. It will be necessary for you to inform the Inland Revenue of the Union Subscription in future so that they can make the appropriate adjustments to your tax code.

We can now only claim for the last 4 years.

<http://www.bradfordnut.org/info/other/Claim%20Tax%20relief%20index.html>

## **Government consults on revised Childcare Disqualification guidance**

**Guidance issued by the DfE has caused chaos across the country, including in Bradford, as staff in childcare settings have been suspended because of "disqualification by association" as they shared households with individuals who fitted a set of criteria relating to child protection and violent offences.**

**The Union had what appears to be a positive round of discussions at the DfE last week. The DfE confirmed that it intended to replace the existing supplementary advice with revised guidance by the end of February 2015 and that it would be consulting relevant stakeholders on a final draft before then. The DfE also indicated that it would be willing to put to the Minister for Education a recommendation by stakeholders to remove schools from the scope of the childcare disqualification legislation, although it accepted that there would be limits to what could be achieved prior to a General Election.**

**It remains the goal of the Union, in any event, to seek to remove what is, in practice, an unnecessary additional layer of bureaucracy on schools which is costing employers money, damaging the education of children without any discernible benefit and causing upset and reputational damage to long-serving and respected school staff.**

**In the meantime, the DfE agreed that:**

- 1. Employers are not legally required to issue self-disclosure forms. There are other, less intrusive ways in which they may protect themselves against criminal prosecution. These alternatives will be set out in revised guidance and may include a proposal to issue all employees with a formal letter informing them of their obligations under the legislation and inviting individuals who believe they may be disqualified to come forward;**
- 2. It is not an offence for a disqualified person to be employed in a school. A disqualified person may be redeployed to teach or supervise activities during school hours which do not involve children under the age of six. Disqualification should not automatically lead to suspension;**
- 3. Employers are not entitled to retain criminal information relating to non-employees.**

**If you think that you may be affected, contact the Bradford NUT Office – [contact@bradfordnut.org](mailto:contact@bradfordnut.org) or 01274 414664**

## **Our Next General Meeting – Tuesday 3<sup>rd</sup> March**

**Our next monthly General Meeting for members will take place on Tuesday 3<sup>rd</sup> March at the International Restaurant on Morley Street, Bradford, above the Alhambra Theatre. The meeting will start at 4.30pm (refreshments) for 5pm, and there will be a free curry provided afterwards. Come and have your say.**