

# Newsletter

June 2015

## Cuts, Redundancies and Re-structures. Tell us about them!

Schools now know that cost increases (including extra employers' pension contributions and National Insurance costs imposed by the Government), pay awards and general inflation in prices will not be covered by Government funding for the whole of the next 5 years, unless we can successfully campaign to overturn this decision.

As a result, some schools are already planning staffing reductions in order to reduce their costs. If this is announced in your school, and you are not told that we have been informed, please get in touch with the Bradford NUT Office.

### Our Pay from September 2015.

The Secretary of State has yet to approve the School Teacher Review Body's recommendation for teachers' pay for September 15.

Given the fact that many schools and local authorities are already drafting pay policies pending DfE approval, it is important that school reps, and members generally, are aware of the Union's advice regarding cost of living pay increases, and maintaining existing pay scales.

- All teachers should receive the same cost of living pay increase – expected to be 1% at all points, except possibly 2% at M6;
- This is a cost of living increase and should not be linked to performance management, which should only relate to movement between the points on the scales;
- Schools should maintain fixed pay points including the 6 point Main Scale and 3 point Upper Scale.

Please get in touch with us immediately if your school proposes to do anything different.



Bradford NUT members took part in the massive march through London on Saturday 20<sup>th</sup> June, because we know that these cuts to education are wrong. We will be planning plenty of other activities to resist them.

### **General Meeting**

A quick reminder that our next monthly general meeting will take place on Tuesday 22<sup>nd</sup> September at the International curry house on Morley Street near the Alhambra. The meeting will start at 4.30pm for 5pm, and there will be a free curry provided afterwards.



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)

# **Black Teachers Conference**

**Stoke Rochford Hall, Friday 13th to Sunday 15th November 2015**

The Black Teachers' Conference is an annual event that allows the Union's Black members to discuss and address issues of race equality, education, and the workplace.

The Conference plays an integral role in ensuring that the Union's work is in the interest of its Black members and all Black teachers.

The NUT uses the term 'Black' in a political context to encompass all members who self-identify as Black or Asian and all other minority ethnic groups who do not identify themselves as White.

## **Venue and accommodation**

The Black Teachers' Conference takes place at **Stoke Rochford Hall**, the Union's national training centre in Grantham, Lincolnshire.

Delegates stay for two nights at Stoke Rochford Hall or at a highly regarded local hotel on a full board basis.

If you want to attend to represent the Bradford Division, please contact me, Alison Hill Equalities Officer on [alison@bradfordnut.org](mailto:alison@bradfordnut.org) by Friday 18<sup>th</sup> September.

## **Triple Marking – what do Ofsted really want?**

Earlier this term, in May, you may have seen an NUT notice displayed about the subject of Triple Marking. In that, despite Ofsted stating that they do NOT expect schools to conduct Triple Marking, we have been made aware of a number of schools where the SMTs have ignored this and are insisting that our members continue with this time consuming (but ultimately pointless) piece of "Show & Tell".

As professionals we should be free to assert our professional opinion that Triple Marking is nothing more than a self justification exercise for SMTs who do not support or trust their teaching staff and do not understand or appreciate the negative effect that it has on hard working teachers.

Having drawn this to the attention of your SMT, if they STILL insist on persisting with Triple Marking, please let us know.

## **Exclusive Member's Offer**

NUT members are currently entitled to a great offer for visits to Stoke Rochford, a former stately-home which serves as our national training centre and doubles up as an independent hotel and conference centre.

NUT members can get much reduced rates.

For further details and to book visit

[www.stokerochfordhall.co.uk/service/nut-members/holiday-breaks](http://www.stokerochfordhall.co.uk/service/nut-members/holiday-breaks) and use the promotional code **903756** in the box on the top right of the booking form.

You will need your NUT membership number to book, which you can find on your membership card.

## **Whither "Health & Safety" in schools?**

From Easter 2015, the arrangements in place for Health & Safety inspections by roving reps have changed.

Budget cuts and the shift in balance between LA schools and academies have meant that there is now a reduced number of roving reps. For each school there will be only ONE visit per year (rather than the 3 for Primaries/6 for Secondaries as before). In addition to NUT, NASUWT and ATL reps (as previously), there will be GMB and Unison reps involved in doing the work. As the schools have been "zoned" differently, in the future it is unlikely that you will see the same face in your school as pre Easter 2015. Some of us are still involved but not visiting our previous schools.

Although the arrangements may have changed, the law regarding Health & Safety at Work hasn't.

For day to day Health & Safety issues in school, the law allows each workplace to have a Health & Safety rep. That rep should be an elected or appointed member of the main workforce to whom other members of the workforce may direct any Health & Safety concerns. We are not convinced that the School Administrator or Caretaker being "assigned" this role is appropriate as they already hold a potentially conflicting role in managing or fulfilling the school's statutory responsibilities under the Health & Safety at Work regulations. This Health & Safety rep is enabled to be involved in future discussions re Health & Safety matters in the school. However, this Health & Safety rep does NOT replace the need for individual employees to inform the school office/School administrator/caretaker/headteacher of any Health & Safety issues that arise during the working day.

This role can be taken on by an existing rep or provide an opportunity for another person to become involved.

If you are interested in finding out more about this (unpaid) role within your school, please visit the Bradford NUT website or ring the Bradford NUT Office.

## **NUT Diaries for 2015-16.**

**These will sent out nationally by the NUT to school reps towards the end of this term. If you are a new rep, please tell us so that we can try to get you included in the mail out.**