

Newsletter

May 2016

Time To Stand Up To Market Madness

The Government has published a White Paper in which it proposes

- Every school must become an academy
- Academy trusts will not need to have parent or teacher governors for their schools
- Qualified Teacher Status as we know it will be ended
- School funding will be redistributed, involving major cuts

This is likely to be followed by a Bill to give effect to these proposals to be announced in the Queen's Speech in May

If this happens, the impact on teachers, schools and pupils in Bradford will be hard and fast.

1. Funding, already being seriously cut in real terms here and everywhere, will be cut even more in Bradford as the Government intends to redistribute money from cities to shire counties, ignoring the social factors that already lead to lower attainment in places like Bradford.
2. The role of Local Authorities in things such as school admissions, distribution of funding, democratic accountability for education, and negotiating aspects of our terms and conditions with us, will shrink to almost nothing. They will be left as just bag carriers for Ofsted, "challenging" schools and teachers.
3. If every school becomes an academy there will be no benchmark for all teachers' pay and conditions because these are currently set by national arrangements for teachers in local authority schools. There will be no such schools, so the documents that cover them, and the negotiating and consultation arrangements that led to them, will disappear, and there will be a free for all.
4. Teachers will not know what to expect they will be paid, what hours they will work, what rights to sick or maternity or other leave they will have, and more when they apply for a job in a school. This is a deliberate Government policy, not an accidental one, designed to make teachers cheaper and less secure. Abolishing QTS and leaving it to academies to decide who they recognize as "teachers" is part of the same plan of de-professionalisation.

The NUT recognizes the need to stop these plans in their tracks. There is widespread hostility to them among those who are aware of them, with Conservative MPs and Councils threatening to rebel. They have nothing to do with raising standards and everything to do with splitting education up into units that will be ripe for privatization. We need to raise that awareness, and all play our part in protecting the legitimate interests of teachers, pupils and parents.

Resources for the Union's campaign, including leaflets, a petition, email links and letters for MPs, can be found at <http://www.teachers.org.uk/campaigns/white-paper>

Bradford NUT will help you with any local campaigning.



As a National Union, we are preparing to ballot for action to stop the cuts in funding, to secure the continuation of national pay and conditions, and to continue to demand a reduction in bureaucratic workload.

Please come to the meeting we are holding to inform school reps and members about the campaign and to answer any questions or receive any suggestions that you and your colleagues may have.

Tuesday 17th May from 4.30 to 5.30pm

**The Boardroom, Bradford City Football Club
Coral Windows Stadium, Valley Parade
Bradford BD8 7DY**

Refreshments will be available from 4.00pm. There is ample parking. Enter via the main entrance and go to 2nd floor.

If you are not able to attend, please ensure that one of your colleagues attends on your behalf.

Meanwhile In Another Part Of The Forest...

We have campaigned long and hard about workload for teachers, and we often don't seem to be getting anywhere.

One result of our strike action up to 2014 was that the Government agreed to set up its own "independent" working groups on unnecessary workload burdens associated with data management, planning and marking. With a deliberate lack of fanfare it published these reports at the end of March. It has hidden them away because some of what they say is **devastating to the obsessive regime of scrutiny and over-control** that Governments have hung over teachers in recent years.



Here are a few quotes:

"Ineffective marking... usually involves an excessive reliance on the labour intensive practices... such as extensive written comments in different colour pens, or the indication of when verbal feedback has been given by adding 'VF' on a pupil's work.....**Deep marking** often acts as a proxy for 'good' teaching... the perception exists that the amount of marking a teacher does equals their level of professionalism and effectiveness. These are false assumptions....**It can be unmanageable for teachers**, and teachers forced to mark work late at night and at weekends are unlikely to operate effectively in the classroom."

"Too often... **the collection of data** becomes an end in itself, divorced from the core purpose of improving outcomes for pupils, often just to 'be ready' in case data are needed... This increases the workload of teachers and school leaders for little discernible benefit.....many teachers and school leaders respond to the demands of the accountability system by trying to demonstrate competence and progress through **injudicious and excessive use of data**, without appropriate sense of its validity or purpose."

"The lesson plan acting as a proxy seems to be the key driver of unnecessary workload as the requirement to produce detailed lessons plans is often linked to evidence gathering rather than teaching....**Teachers spend an undue amount of time planning and resourcing lessons**, and there are clear measures that should be taken by Government, Ofsted, schools, and teachers to lessen this burden."

Let's use this information to fight back. Ask for a meeting in your school to consider how to implement the reports - <https://www.gov.uk/government/publications/reducing-teachers-workload/reducing-teachers-workload>

Put our 3 posters on your noticeboard.

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

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