

Nottingham NUT NEWS

The Newsletter of the Nottingham City Association of the
National Union of Teachers

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May 2007

As Brown attacks our salaries, the NUT says...

'It's Pay Back Time!'

*Gordon Brown isn't given to making war cries, but when he filled his lungs to announce the pitiful 2% public sector pay target he had conflict in mind. At the conference of the National Union of Teachers, over the Easter weekend, the union Executive put a priority motion calling for preparations for a ballot on national industrial action. The motion called for a "joint campaign of opposition at national and local levels", opening up the possibility of strikes across the public sector. **Brown's 2% pay target is an attack on our salaries - a pay cut - and the NUT is determined, along with other unions, to overturn it.***

Unions of teachers, health workers, and civil service workers are all moving towards strikes to challenge Gordon Brown's decree for pay cuts in the public sector. On 17 April, the conference of the Royal College of Nursing voted by 95% to take nationwide industrial action.

The GMB union reported that its members in the health service had voted 74% to support strike action over pay, and 91% to support industrial action short of strikes. At this year's NUT conference, Mark Serwotka, general secretary of the PCS civil service workers' union, was invited to speak at the opening session. He got a standing ovation when he referred to the strikes that PCS has already called - it has set strike action (on jobs as well as pay) for 1 May — and called for a cross-union campaign.



Mark Serwotka, PCS Gen Sec

Brown's pay limit is now biting hard. In November 2005 Gordon Brown decreed that public-sector pay rises should be limited to 2%. In May 2006 he stated that the 2% limit should operate through to 2009. On 1 March

2007 he vetoed full implementation of official pay review board decisions for doctors, nurses, prisons officers and senior civil servants, insisting that rises be staged, with a 1.7 per cent increase from April and a 2.2 per cent increase from November, producing an average of 1.9 per cent for the year.

Year-on-year inflation as measured by the retail price index is now 4.6% and rising, so Brown's limit means a clear pay cut in real terms. Teachers are currently in a two-year pay settlement ending September 2008; the NUT is demanding that this settlement be reopened because of rising inflation. The current state of the economy will produce significant relative cuts in teachers pay if we don't challenge Brown's 2% target. It will mean teachers have less money for food, housing and to enjoy what little free time we have.

If the Treasury refuses to re-open negotiations, a distinct possibility, the NUT will work with other teacher and public sector unions to organise strike action. The government needs to know that it can no longer take teachers for granted, that we cannot accept more work for less pay and that we're prepared to act to defend our interests and those of the young people we teach.

Tom Unterrainer
Joint Secretary, Nottingham NUT

Samworth wants 3-19 Academy

FOOD FOR THOUGHT?

Let's be clear: David Samworth is a snack food maker with links to an organisation that donates close to a million pounds per year to the Tory Party*. What could he possibly want with one of our schools? Why on earth do the Local Authority think it reasonable to hand William Sharp School over to him?

The NUT opposes all Academies, regardless of the sponsor, because we see the academy process as little more than privatisation. Why would a life-member an organisation formed to oppose nationalisation in the 1940's be interested in this, we wonder?

Why has the NUT still not received even verbal assurances that trade unions will be recognised and that standard teachers terms and conditions will apply?

Now, the proposed Samworth Academy wants to swallow up children as young as three into its

bowels. Have they given any thought to the impact this will have—not only on the young people at the school—but to primary schools close by? We think not.

*The 'Midlands Industrial Council' (MIC)

Nutrition Facts

Serving Ages 3 -19*

Amount Per Serving	
Students	Students from LA 251
% Daily Value*	
Total Satisfaction 27.9g	2%
Saturated dissatisfaction 10.7g	98%
Trade Union representation 700mg	0%
Terms and Conditions 24.1g	N/A
Salaries 1.6g	N/A
Workload 1.0g	N/A
Comprehensives 9.3g	All gone

* Based on a [2000 calorie diet](#)

ISP Progress

Officers of Nottingham NUT have now had two meetings with representatives of the Local Authority to discuss ISP. The discussions have been concerned with both the educational impact of ISP and the workload implications for teachers. Although we are making progress in the talks, there is clearly a mismatch between what the LA thinks is happening in ISP schools and what you, our members, are telling us. We have therefore agreed that a joint LA and trade unions anonymous survey will be conducted amongst all staff working in ISP schools. We hope that this will

provide an accurate, honest and detailed picture of what is happening. We want to know how effective ISP is, what extra workload it creates, whether the associated CPD is helpful and anything else those working on ISP want to tell us. If you are asked to complete a survey please do so and please be completely honest. We hope the survey will confirm the depth of concern expressed to us by members. The LA have also agreed to improve the communication with teachers working in ISP schools. We hope that we will be able to negotiate some improvements in ISP but, meanwhile, if excessive ISP related workload is wearing you down contact the Union and we will support you. Contact us at city@nottsnut.co.uk or phone 0115 9622063



The future of observations?

Observations and Planning

Lesson observations and planning continue to be a major source of stress and concern for teachers. The NUT has clear guidelines on both these issues—guidelines that some Head Teachers and the Local Authority should take notice of. So let's all be clear:

LESSON PLANS ARE YOUR OWN PROPERTY

You don't have to do them in any particular way or show them to anyone

IF YOU'RE BEING OBSERVED TO DEATH...

You don't have to put up with it—join the NUT's workload campaign

Display the posters in this newsletter so everyone knows!

conference report

Nottingham delegates this year at the conference in Harrogate were: Tom Unterrainer (Joint Secretary), Jen Illingworth (Treasurer), Maggie Kershaw (Learning Rep.) Carolyn Shield (Equal Opportunities Officer) and John Illingworth (Assistant Secretary)

Tom Unterrainer made an excellent first conference speech about classroom observation; John Illingworth led the debate on Teacher Mental Health (a resolution agreed unanimously) He also spoke about ISP (Intensifying Support Programme) on an amendment that originated from Nottingham's last general meeting.

The issues summarised below will guide activity in Nottingham NUT over the coming year.

PAY: NUT Conference agreed to seek united action with other teachers organisations and other public sector workers to defeat the proposed public sector pay freeze. Public and Civil Servants union leader Mark Serwotka pledged to work with us to get united action. Other school unions have expressed similar intentions to fight this pay freeze. We are particularly concerned about the plight of young teachers.

WORKLOAD: Any school requesting a ballot for action to improve workload matters should contact the Nottingham NUT Office.

PERFORMANCE MANAGEMENT: The new laws on this from September mean that the NUT's model school policies should be used as the basis for all consultations at school level.

TEACHER MENTAL HEALTH & MANAGEMENT BULLYING: Conference recorded grave concern at increased levels of teacher mental ill-health due to over-work and bullying. Conference agreed to make mental health a priority for the Union

PRIVATISATION: The NUT called on Local Authorities to limit their Building Schools for the Future programmes

to just that and not to hand over curricular control as well to the Local Education Partnerships.

CLIMATE CHANGE AND SUSTAINABLE DEVELOPMENT: Firstly, NUT will now recommend 27 degrees C as the unacceptable maximum temperature to work in if heat waves like last July's return. Secondly, we agreed new wide-ranging policy to tackle climate change in terms of the curriculum, school design, building and renovation, and energy use.

EDUCATION: We strengthened NUT policy on Primary Curriculum particularly agreeing to protect members from the worst excesses of programmes such as ISP and Early Years as well as SEN provision, especially where the latter is hit by NHS cuts.

RACISM: The union agreed to set up a **Political Fund** so as to allow us to specifically campaign against the racist British National Party when they seek election. That will require a ballot of all NUT members later this year. There was also widespread acclaim for our new President Baljeet Ghale, the first ethnic minority leader of the NUT. We also restated a concern about EMA funding, pay and job discrimination, and the scapegoating of refugees and recent migrants.

WAR: Because of the lingering impact on school communities and public funds the NUT will now affiliate to the Stop the War Coalition and call on the TUC to organise an immediate protest should Iran be invaded.

PROFESSIONAL UNITY: We agreed to establish closer links with the newly formed single union in FE and HE, the University and College Union, especially to co-ordinate responses to new 14-19 provision.

What impact will the public sector pay freeze have on your pay in the coming years?

Increase in teachers' pay compared with inflation									
Date	Apr 04	Apr 05	Sep 05	Sep 06	Sep 07	Sep 08	Sep 09	Sep 10	
Teachers' pay	0	3	3	6	8	11	13	15	
Lower inflation forecast	0	3	4	8	12	15	17	19	
Upper inflation forecast	0	3	4	8	12	16	21	25	
<i>(Cumulative percent increase since April 04. Source: STRB and HM Treasury)</i>									
Teachers' pay and the amount lost each year									
Date	Apr 04	Apr 05	Sep 05	Sep 06	Sep 07	Sep 08	Sep 09	Sep 10	
U3	Pay	£ 31,602	£ 32,391	£ 32,628	£ 33,444	£ 34,281	£ 34,967	£ 35,666	£ 36,379
	Max lost	£ 0	£ 216	£ 232	£ 607	£ 1,236	£ 1,758	£ 2,418	£ 3,266
	Min lost	£ 0	£ 216	£ 232	£ 607	£ 1,236	£ 1,261	£ 1,323	£ 1,349
M6	Pay	£ 27,123	£ 27,801	£ 28,005	£ 28,707	£ 29,427	£ 30,016	£ 30,616	£ 31,228
	Max lost	£ 0	£ 185	£ 197	£ 518	£ 1,057	£ 1,504	£ 2,070	£ 2,798
	Min lost	£ 0	£ 185	£ 197	£ 518	£ 1,057	£ 1,078	£ 1,130	£ 1,153
M1	Pay	£ 18,558	£ 19,023	£ 19,161	£ 19,641	£ 20,133	£ 20,536	£ 20,946	£ 21,365
	Max lost	£ 0	£ 125	£ 136	£ 355	£ 724	£ 1,031	£ 1,418	£ 1,916
	Min lost	£ 0	£ 125	£ 136	£ 355	£ 724	£ 739	£ 775	£ 790

Organise to

STOP THE BNP



The local elections this year, in England at least, are likely to result in further major gains for the British National Party. The BNP claim to be standing 796 council candidates in areas removed from the main trade union activity outlying suburbs, commuter belt territory and areas where local industries have declined and trade union presence diminished. They are not standing in Nottingham, instead standing 21 candidates in borough elections in the "M1 corridor" between Nottingham and Derby. The BNP are clearly positioning themselves for general election challenges in these areas.

In order to make this strategy work, they need to heighten their profile with a presence on local councils and for this, at least initially, they appear to be prepared to moderate their stand. We should not be fooled by this. The BNP leadership has a long history in the fascist movement. They've been charged with violent and racist assault and holocaust denial. Nick

Griffin has recently attended racist conferences in the US organised by former members of the Klu Klux Klan. The same poison is there, they just choose to hide it.

Trade unionists, students and local people are organising against the BNP. Leafleting sessions, public meetings and stalls have taken place in a variety of areas. But this work cannot stop after the local elections. The BNP will not just vanish after May, they will continue their work and so should we. The National Union of Teachers passed motions at conference supporting anti-fascist activity and encouraging members to get involved.

If you want to know what's happening in Nottingham, contact the office. For more information on the BNP see www.searchlightmagazine.com

Events...

- **May Day 2007**, Saturday May 5th, gathering at Brewhouse Yard near Nottingham Castle at 12.30pm. With an international music festival and speakers from the Organisation of Women's Freedom in Iraq, the NHS, PCS Union and Alan Simpson MP.
- **Education for Liberation** - a conference on what education should be for, Saturday 16th June, 10am-4pm, at the School of Oriental and African Studies, Central London. With Baljeet Ghale (NUT President) and others.
- **Shop Stewards Network** founding conference, Saturday 7th July, 11am-5pm, South Camden Community School, Charrington Street, London.

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