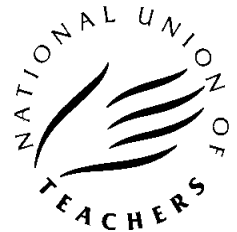


Nottingham NUT NEWS

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

Nottingham City
NUT

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February 2008

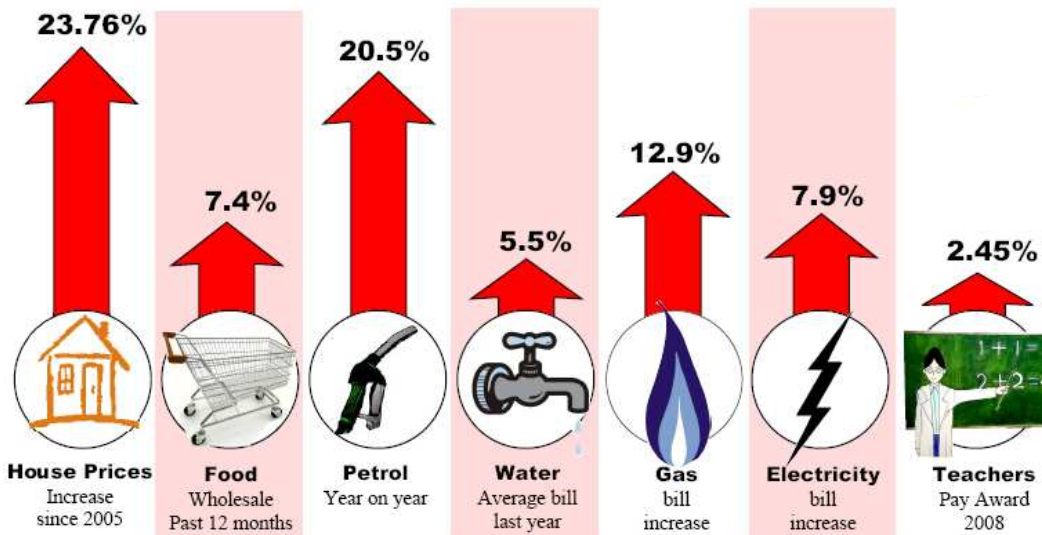
SAY NO TO PAY CUTS

2.45% 'PAY RISE' - 4.00% INFLATION
= -1.55% PAY CUT

VOTE YES

FOR ACTION ON PAY!

As the cost of living rockets...



By any measure teachers' pay has been seriously eroded in recent years. And now the government intends to make us pay again. It's worthwhile taking a look at some of the ways teachers pay has been undermined by the current government.

New teachers can no longer afford to buy a house until they

Continued overleaf...

Our pay lags behind



FAIR PAY FOR TEACHERS

JOIN THE CAMPAIGN FOR FAIR PAY, JOIN THE NUT

Phone: 0845 300 1669

FILL IN YOUR BALLOT PAPER AND SEND IT OFF TODAY

are earning at least £30,000.

Many teachers, previously on Management Allowances, found they lost that allowance in its entirety or had it reduced significantly. Thanks to partnership unions like the NASUWT and ATL, there are 30,000 fewer TLRs than MAs. This is extremely bad for those teachers who have lost out in the pay restructuring process. It is also bad for younger teachers looking for career-progression opportunities.

Another tremendous achievement of the so-called partnership unions was agreeing to scrap UPS 4 and 5, the equivalent of cutting teachers pay by a whopping £2,000. UPS 4 and 5 were replaced by the Excellent Teacher Scheme (ETS). Over 100,000 teachers were eligible to move onto UPS 4 and 5. By May 2007 only 26 (sorry - did you get that - just 26) teachers had been appointed under ETS.

Add to these swingeing cuts the fact that pay awards have been below inflation for the last 3 years (as the graph below shows) and you get a picture of ever-reducing living standards

But even then the story is incomplete. We now face a 3 year pay deal averaging approximately 2.4% a year. Inflation - at the best estimates - is currently running at 4%. Even the 2.4% figure is a trick with smoke and mirrors because our pension contributions have increased by 0.5%.

It could be argued that teachers and other public sector workers are being made to pay for the looming crisis in the world economy - a crisis created by bankers not teachers.

The bar chart on the front page shows that even this understates the most important costs faced by teachers and other public sector workers - such as housing, energy and food. Again the graph here shows what the impact of this pay award would be if projected into the near future. It is not a pretty sight. Add to this the uncertainty in so many parts of the economy - banking, energy and housing for example - and the picture becomes even bleaker. It could be argued that teachers and other public sector workers are being made to pay

for the looming crisis in the world economy - a crisis created by bankers not teachers.

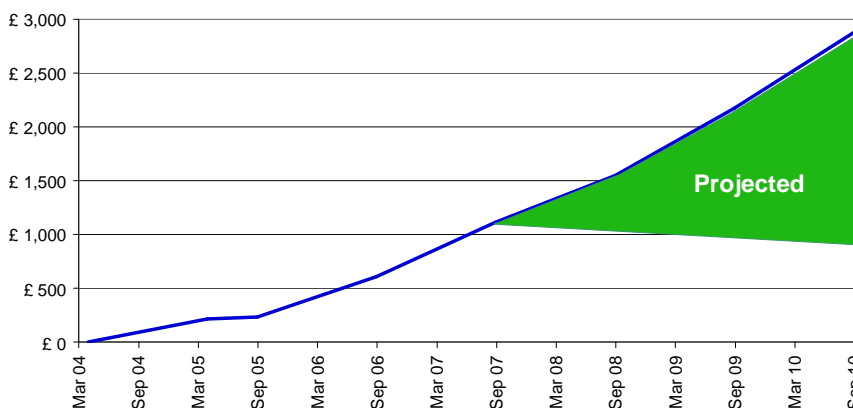
Unlike the other teaching unions the NUT does not exist to make you poorer. We did not agree to the ending of points 4 and 5 of UPS. We were prepared to ballot for strike action when teachers pensions were threatened in 2005. We fought numerous successful campaigns - some involving industrial action, many not - to prevent members losing pay in the TLR restructuring process agreed by the other teaching unions. Now we intend to ballot for national strike action against the pay cut trumpeted by the government as a fair pay award.

On January 15th Ed Balls, Secretary of State for Education, said,

'Teachers are the backbone of our education system. The most important factor in education is the quality of teachers'

It's time to show Mr Balls our backbone. Vote for action to oppose three more years of pay cuts and protect your standard of living.

**Pay lost per year compared with April 2004
Teacher on UPS 3**



for teachers.

HELP THE NUT HELP YOUR UNION

Over the coming weeks Nottingham NUT will put all of its efforts into securing a solid YES vote and making arrangements for the day of action. We believe that a successful strike will make a considerable difference to the pay of all teachers—NUT members or not. To make the campaign all the more effective we ask you to make sure NUT members at your school have filled in their ballot papers, talk to non-NUT members about joining our campaign and to get in touch with local officers to see what more you can do.

For more information phone 0115 9622063.

Look out for Asbestos

You may not think it applies to you, you may not think it's a danger in your school, but in all probability it is a threat you need to be concerned about.

Deaths from mesothelioma (caused by exposure to asbestos) amongst teachers averaged 4 a year in the early 1980s. It has now reached 22 a year and it is yet to peak. Children are at an even greater risk of developing mesothelioma with the same exposure as an adult.

Asbestos poses a threat through inhalation of the airborne fibres. One fibre is enough to cause an incurable cancer. The effect of multiple exposures is cumulative as the body's ability to reject the effects of the fibres decreases.

You may feel that the asbestos in your school is not exposed and therefore not a risk. However, innocent actions such as slamming doors, window frames moving in high winds, sitting on window sills and lifting ceiling tiles can all disturb significant levels of asbestos into the air in the room. Even putting staples, drawing pins or sellotape on the walls can increase your exposure.

You need to be aware. Even where asbestos has been sealed in as a safety measure, it may not have been sealed at the top where it can enter the ceiling void. Sometimes it is even part of the manufacturing process for wall and ceiling panels.

Your priorities in looking after yourself, your colleagues and your pupils are

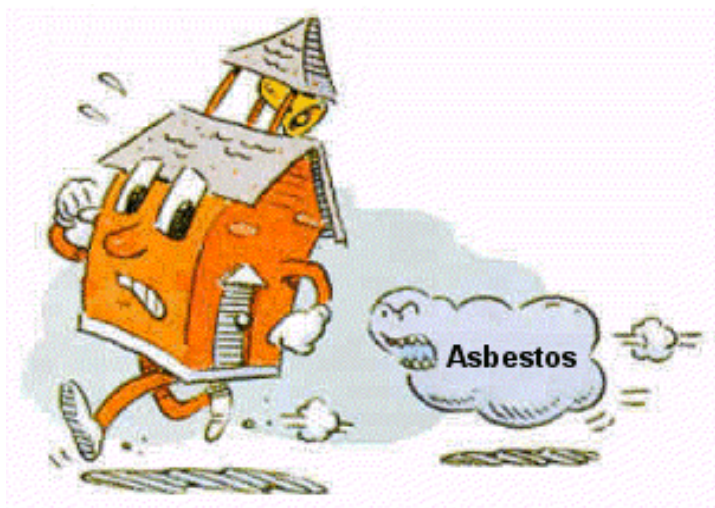
1. Ask the person responsible for Health and Safety at your school about the asbestos risk. There should be an asbestos survey report to consult.
2. Find out where the asbestos is located in your buildings.
3. Inform your colleagues of the dangers.
4. Label ceilings or walls made of asbestos insulating board (AIB).
5. Seek to persuade your head teacher and governing body that they should press the local authority for removal of all asbestos from your school.

- **Never lift ceiling tiles**
- **Never hang anything from a suspended ceiling grid.**
- **Never use blu-tac or sellotape on ceiling tiles**
- **Never use staples or drawing pins on ceiling tiles.**

More comprehensive advice from the NUT's briefing can be found at http://www.teachers.org.uk/resources/pdf/ASBESTOS_2006.pdf

OR contact your NUT Health and Safety Officer Ian Hampton, tel. 0115 9197908 email ian.hampton3@ntlworld.com

The NUT continues to campaign for the complete removal of asbestos from all schools.



Nottingham City

National Union of Teachers



Health and Safety needs inspecting

The NUT needs a Safety Representative in your school. You could be that person.

Safety representatives are trade union representatives appointed by trade union members to represent their interests on health and safety issues. The law gives them a range of rights and powers. Trade union safety representatives are not accountable to employers or managers, only to trade union members.

Safety reps have the right to investigate potential hazards, dangerous occurrences or causes of accidents, either following the receipt of an employee complaint or on their own initiative, and to investigate complaints relating to employees' health, safety or welfare at work. The right to investigate on their own initiative means that safety reps have the right to be proactive in taking up health and safety issues, not just reactive, and

can refer to this right in taking up matters even where no accident has yet taken place. As such the Safety Rep often has a greater role to play in representing NUT members than the School Representative!

The NUT would like to see an safety inspection of your school carried out each term! This is now unfortunately rare in Nottingham.

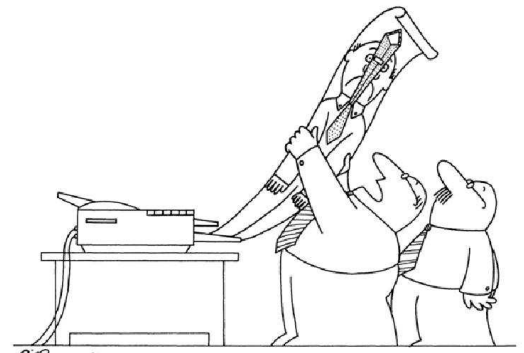
As a Safety Rep you are entitled to time off work with pay to perform your duties. The NUT would expect this to be either ½ day or one whole day per termly inspection, in addition to one or two hours per week, according to the size of the school.

Of course, we would not expect you to do all this without the appropriate skills. You will be entitled to undergo training, indeed you will need to in order to

perform the role appropriately. As such, the NUT offers a free 5 day at Stoke Rochford (near Grantham).

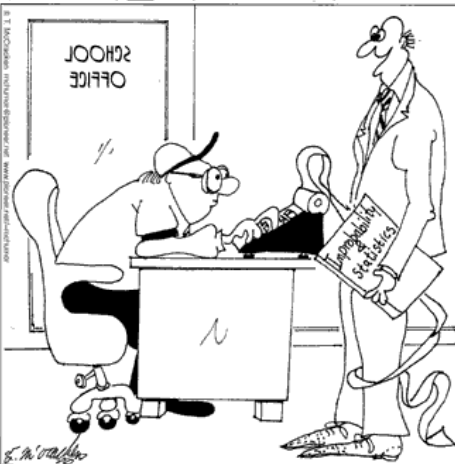
If you are interested, please contact Ian Hampton, Health and Safety Officer, Nottingham City NUT at ian.hampton3@ntlworld.com.

You can learn more about the role of safety reps from the NUT's briefing notes at www.teachers.org.uk/resources/word/safety_role.doc



I told the Head that fax machine was dangerous!

McHUMOR by T. McCracken



"Remember, Bob, statistics of student achievement are in the eye of the manipulator."

The Number's up for the Numbers Game

How many of you have had unrealistic, fanciful targets set for performance management? How many of you were told by the head/deputy head/line manager—whoever—that “we’re only doing what the government has told us to do ... it’s out of our hands”. I hope not many but experience tells me otherwise.

Every school has been sent a big thick document giving advice about expected progression from Key Stage to Key Stage. The “headline” numbers appear to suggest that every student should progress two National Curriculum Levels per Key Stage—this, at least, is

the information in the covering letter. Upon further advice, some schools have used these statistics as a baseline for setting Performance Management targets.

This is wrong for two reasons:

1. No target should be so specific
2. This is not the advice from Government.

If some people had bothered to read the full documentation they would realise that the headline figures are clarified by the contents of the larger document. So if you’ve been set stupid PM targets—advise a little light reading!

Anti-Fascist Resources

Nottingham City NUT is supporting a local, trade union and community based campaign ‘Notts Stop the BNP’ in their efforts to organise against the threat of the far-right.

We have a number of resources at the office including copies of the *Searchlight* magazine and *Love Music Hate Racism* DVD’s.

If you would like to use any of these resources, please get in touch. The fight against fascism is a job for all trade unionists.

For more info contact: nottmstopbnp@yahoo.co.uk

Help stop another academy

Pimlico School in Westminster, London, faces the possibility of the imposition of either Academy or Trust status. There is a strong feeling among stakeholders (parents, staff and students) that neither of these options are appropriate and that it should remain a community comprehensive school.

Join the online petition at: www.petitions.pm.gov.uk/Pimlico.

It’s easy to do, just make sure you reply to the return email so that your signature applied.