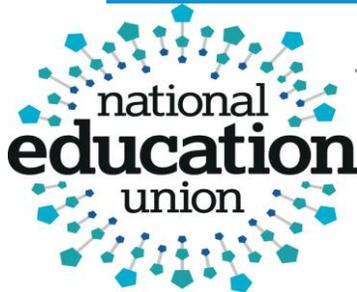


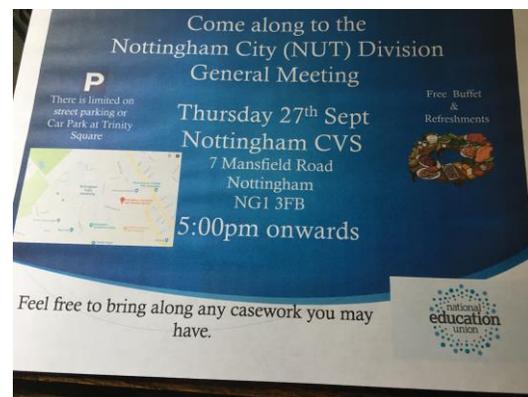
Nottingham City NEU Newsletter



Welcome Back, here's hoping that you are refreshed and ready for the new academic year.

Sept General Meeting

This September our General Meeting is on Thursday 27th 5pm at the Nottingham CVS opposite the Victoria Centre. There will be buffet style food and a few freebies, (you can never have enough stationary).



Government ignores the evidence on teacher pay

Right at the end of the summer term Damian Hinds published the government's proposals for the annual teacher pay award.

The award should anger teachers who have every right to expect more from the government. With all the evidence staring him the face, Damian Hinds has failed to take the opportunity to show the government has listened.

Following reports in previous years, highlighting growing problems with teacher recruitment and retention, the School Teacher Review Body (STRB) recommended an increase of 3.5% on all pay points and allowances.

However, the response from Damian Hinds, was to ignore this and propose the following:

- 3.5% on the main pay scale (M1-M6)
- 2% on the Upper Pay Scale (U1-U3)
- 1.5% on the Leadership Scale
- 2% on TLRs and other allowances

This means that the majority of teachers (60%) will receive another below inflation pay rise.

In addition to the award, the government has said that schools will have to find 1% of the money needed from school budgets, which are already at breaking point.

The award is divisive and unfair and does not address the long-term problems of recruitment and retention - in fact it merely exacerbates them.

The STRB was established in 1992 and reports annually with a recommendation on pay. This is the first time that the Secretary of State has refused to support the recommendations.

Why teachers need a “significant pay rise”

The case for a significant pay increase is overwhelming; the figures below show the annual pay increase for teachers since 2011:

- 2011 0%
- 2012 0%
- 2013 1%
- 2014 1%
- 2015 1%
- 2016 1%
- 2017 1.5% (2% on Main Scale - 1% on UPS and Leadership Spine)

It was inevitable that holding down pay year on year would lead to problems and this is exactly what has happened, with more teachers leaving than joining and the government missing its recruitment target for six years in succession.

Here is what the STRB said, *“In recent years, maintaining teacher supply has become more difficult. Last year saw a further deterioration in both recruitment and retention. The Government’s overall target for recruitment to initial teacher training (ITT) was missed in 2017/18 for a sixth successive year.”*

This is why the NEU submitted a claim for 5% for all teachers and a new deal on workload. **The Union’s response**

The National Education Union executive will be discussing its response in the coming weeks. The Union will be reminding the government of the 15% real term cut in our pay and reasserting our claim for 5%.

At the same time we will be pressing for Damian Hinds to reverse his decision and to implement fully the recommendation from the STRB of 3.5% for all teachers, and commit to providing full funding for this.

It is likely that the Union will survey members about possible strike action on pay and workload - the Union is calling for an end to the open-ended contract which has created the long hours culture in schools.

A new DfE Toolkit on reducing workload has been sent to schools and we will be writing to you about this soon.

All teachers deserve a new deal on pay and workload, make sure you are part of the campaign.

Pride

This July saw the first time that the NEU (NUT) had a stall at this year’s Pride. There was a great response from all that visited the stall. We found that it was a fabulous opportunity to engage with people about the campaigning that the NEU are doing especially around school cuts and funding. A big thanks for all those involved and who took the time to volunteer on the stall. A special thanks goes to Gary Fletcher from Blackpool NEU (ATL section) who donated both resources and his time. Our next LGBT+ event is on Fri 19th Oct, meeting at Lord Roberts at 7pm.



Disabled Members Conference

The national Disabled Teachers Conference will take place at the Oxford Belfry Hotel from midday Saturday 20th October 2018 to Sunday 21st October 2018. The package includes: hotel for single occupancy, breakfast, dinner Saturday night, Conference attendance, lunch and refreshments - all you need to do is log on to the NUT website, complete the form and it will be sent automatically to our association/division secretary for consideration. If our association/division nominates you, they will pay the conference fee.

The theme for Disabled Teachers Conference will be “This is What a Disabled Teacher Looks Like”, celebrating the diversity of our disabled members and organising against the discrimination they face. Places are strictly limited so early application is recommended. There will be a series of workshops, stalls, and plenaries which focus on topics pertaining to disability activism as well as encouraging Members to become more active within the NEU.

Closing date for the receipt of application is September 30th 2018.

Black Members Conference



Black Teachers Conference will take place at the Grand Hotel, Broad St, Bristol, BS1 2EL from Friday 16th November 2018 to Sunday 18th November 2018. The package includes: hotel for single occupancy, breakfast, dinner Saturday night, Conference attendance, lunch and refreshments - all you need to do is log into the NUT website, complete the form and it will be sent automatically to our association/division secretary for consideration. If our association/division nominates you, they will pay the conference fee.

Bristol’s fame and wealth is built on the Slave Trade, leading to our theme of this year’s Conference being “Re-Claiming the Dream”. Places are strictly limited so early application is recommended. There will be a series of workshops, stalls, and plenaries which focus on topics pertaining to Black Liberation and self-organisation, ultimately encouraging members to become more active within the NEU.

Closing date for the receipt of application is October 15th 2018

Get Involved: Become an NUT section representative



The representative is the voice of the Union in each workplace. As an NUT section representative, you will frequently communicate with members and be the first point of contact for any concerns they may have. The more workplace based reps we have, the stronger the union will be.

At the start of the school year every teacher should receive the following documents from their school:

Your salary statement- this should state where you are on the main salary scale, where you are on UPS, the value of any TLR you may hold and your overall salary.

- If you don't receive incremental progression up the main pay scale or upper pay spine, we strongly urge you to appeal. A local officer or your school NUT rep can support you in this.

A teacher may appeal against any determination in relation to his/her pay, or any other decision taken by the Governing Body that affects his/her pay.

The grounds for appeal are that the person or committee by whom the decision was made:

- a) incorrectly applied any provision of the identified document/pay policy;
- b) failed to have proper regard for statutory guidance;
- c) failed to take proper account of relevant evidence;
- d) took account of irrelevant or inaccurate evidence;
- e) was biased; or
- f) otherwise unlawfully discriminated against the teacher.

A breakdown of your 1265 (directed time) hours.

If you are working part time, you should receive a personal pro-rata breakdown.

The school calendar - this should include all meetings, training days, data collection dates, reports, parents' evenings, trips, sports days etc. These should not be altered without consultation and a reasonable period of notice.

Your time table --your PPA should be identified clearly (not less than 10% of your time tabled teaching time). If your PPA is in the afternoon, check that it is accurate reflection of PPA in your school.

30 Years
Since
Section 28



LGBT+ Education in the 21st Century

A day of workshops, discussion and ideas,
exploring how we can support LGBT+
education in schools

Open to all
involved in
education

More details to follow!

Tickets:
£10 / free
(students/
unwaged)

Saturday 3rd November
Hamilton House,
Mabledon Place,
London,
WC1H 9BD
Nearest tube:
King's Cross



A day of workshops, discussion and ideas exploring how we can support LGBT+ education in schools. Organised by London NEU (NUT section) LGBT+ teachers.

DATE AND TIME

Sat 3 November 2018
10:30 – 16:00 GMT

LOCATION

Hamilton House
Mabledon Place
London

Don't forget General Meeting
Thursday 27th September
5pm @ Nottingham CVS
See you there

<https://www.eventbrite.com/e/neu-nottingham-city-nut-section-tickets-50281918572>



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NEU Twitter @NEUnion



www.nottinghamcitynut.org

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