

ORGANISING TO WIN

Step by Step



Background

As a result of pressure from the NUT there have been a number of significant developments regarding teacher workload and working-time.

- Ofsted have published a set of clarifications about their expectations when visiting schools
- Nicky Morgan has written to headteachers saying they should use the guidance to reduce workload
- The government also announced further recommendations to schools arising from the Workload Challenge.

These developments represent a significant shift in the attitude of the government to teacher workload and give NUT members a great opportunity to bring about some positive changes in their school. Becoming the agency of change can be very empowering for NUT members.

A strategy for school groups

The NUT wants to encourage school groups to meet and discuss these developments and to decide collectively if there are any issues that they would like to be addressed in their school.

You can find more details and statements from Ofsted and the Department for Education (DfE) which cover key areas at <http://www.teachers.org.uk/campaigns/protect-teachers/workload> and these can be used as a framework for your discussion.

All of these issues are covered by the NUT campaign to reduce workload and our Action Short of Strike Action – therefore the NUT will support members up to and including paid strike action in seeking to win changes in their school. Union members have done this successfully in many schools already.

How to do this

The NUT uses the following rubric when developing a campaign, which can be used at school level:

- Is the issue **DEEPLY** felt? (i.e. do members feel very strongly about it?)
- Is the issue **WIDELY** felt? (i.e. do the majority of members feel strongly about it?)
- Can we identify a **RESOLUTION**? (i.e. do members know what they would like to see as a resolution?)
- Do we know **WHO** can solve the problem? (i.e. who are we going to ask to resolve this issue?)

Step by step

1. Members meeting

- Call a meeting for members – try to find a time when most people can make it.
- Make sure members know the reason for the meeting and that you will be looking for outcomes.
- Go through the statements from Ofsted and Nicky Morgan's letter.
- Identify which, if any, of these are most widely and deeply felt.
- Identify what you want to ask for and how you are going to do this.
- You could collectively write a letter to the headteacher, or ask to meet her/him, or both.

2. Meeting with your head

- After you have had your NUT meeting, arrange to meet your headteacher.
- See if you can take another person with you.
- Be prepared and make sure that the head understands that you are representing the views of members.
- Report on the discussion and put the case for change to the headteacher.
- Your head may not want to make an immediate decision so should ask them to think about what you have said and agree a time to meet again.

3. Involving members

- Once you have had a response from your head, you will need to report to members.
- At the next meeting you will need to decide if you are happy with any response you have received.
- If you are not happy you will need to decide what to do next.
- If the matter is still being considered, how can you influence that discussion?
- If your request has been refused you may want to contact your local NUT secretary and seek advice on pursuing the next steps under the Union's Action Short of Strike Action.
- At this point you will need to determine how strongly members feel about this and if they would be willing to strike to bring about the change they identified earlier.
- At all times make sure that you are talking with members and representing their views.
- Don't try to do this all on your own, try to involve other NUT members in taking on some of the work that will be needed.