



THE GLOUCESTERSHIRE TEACHER

Newsletter of the Gloucester Association of the National Union of Teachers

January 2012



I am very pleased to have been nominated by Gloucestershire for the National Executive. Our neighbouring divisions in Herefordshire and Worcestershire have also nominated me.

The election ballot papers will be sent to members in early March and I would be very grateful for your support. The National Executive meets monthly to discuss and implement national policy as agreed at conference. Please do not waste your opportunity to vote in this important election.

We are facing increasing pressures in the coming year, with further new government initiatives including a new OFSTED inspection framework.

Perhaps the most worrying change will be the de-regulation of Performance Management and new

guidance making it easier to dismiss teachers on capability grounds. I will be fighting hard to resist a weakening of the supportive elements of the current policy in the local area. I will also be working with you to challenge unreasonable workload demands. Please contact me if you need support.

Please try to come to our General Meeting on Wednesday 18th January. Our General Secretary, Christine Blower, will be speaking and no doubt our campaign against unfair pension reform will feature strongly. There will be an opportunity to put your questions directly to her. As I go around schools in the area, talking to members, I have never seen such anger against these proposals which threaten the prospect of a dignified retirement for teachers and others in the public sector.

With best wishes for the New Year.

John Pemberthy - Divisional Secretary

DATES FOR YOUR DIARY:

Lobby of parliament: **26th October 2011**

National day of action over pensions: **30th November 2011**

GENERAL MEETINGS

(NB: Date Change) Wednesday 18th January 2012

GUEST SPEAKER: CHRISTINE BLOWER

NUT General Secretary

ANNUAL GENERAL MEETING

Wednesday 14th March 2012

All General Meetings run from 7.15 to 8.30 pm

Venue: The Gloucester Farmers Club, Sandwell Road. Directions to the meeting can be found on the meetings page of our web-site. Can't make the meeting? Then let us know your views via www.glosnut.co.uk

If you would like to attend the annual conference or join the executive committee contact the Divisional Secretary for details of how to apply. Nominations close at the end of January.

Local Association website: www.glosnut.co.uk

Government's views on current Performance Management and Capability arrangements:

Performance Management Regulations:-
too detailed and prescriptive

Capability Procedures:-
'too protracted and onerous'

What will change?

- Streamlining of performance management and capability procedures
- No requirement to consult on appraisal policies, merely 'good practice'
- Removal of all barriers to classroom observation
- Requirement to make previous performance management statement available to potential employer
- Recommendation to introduce probationary periods
- Performance to be assessed against relevant professional standards (rather than them being a 'backdrop' to the process)

NUT Response

- Need a 'requirement' for Governing Bodies to consult with Trade Unions on appraisal policies
- Performance management/appraisal policies must be separate from capability procedures
- Need to retain 3 hour statutory observation limit for performance management/appraisal
- Opposed to performance management/appraisal statement being made available to potential employer
- Opposed to making appointments subject to completion to probationary period

Now is the time to secure acceptable arrangements:

- Model policy for England is not statutory
- Promote NUT model (being developed – aim to seek agreement on joint model with NAHT/ASCL)
- Classroom observation – NUT model protocol
- NUT revised guidance on classroom observation
- Head Teachers currently still required to consult on these arrangements at the moment
- Highlight possible discrimination issues:
 1. Age
 2. Disability
 3. Race

GLOUCESTERSHIRE ASSOCIATION

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Update your membership: 0845 300 1666

Need someone to talk to?

A free counselling service for teachers is open
365 days per year. Ring 08000 562 561

The Gloucestershire Teacher

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Members' Articles and letters welcomed

Local Association website: www.glosnut.co.uk