



# THE GLOUCESTERSHIRE TEACHER

NEWSLETTER OF THE GLOUCESTERSHIRE ASSOCIATION OF THE NATIONAL UNION OF TEACHERS ~ JANUARY 2005

Wishing Colleagues everywhere a Happy and Peaceful 2005

## PROPOSED CHANGES TO OUR PAY SCALES

Teachers face an uncertain future following joint evidence to the School Teachers' Review Body (STRB) from the Government, the local authority employers and the other teachers' organisations. Teachers with management allowances could lose salary, status and even face reductions in their pensions. Safeguarding of existing pay would extend only for three years.

### WHAT PRICE YOUR ALLOWANCE?

Teachers now in receipt of management allowances received no increases to their allowances in April 2004 and will receive no increases in 2005.

Management allowances would be replaced under the joint proposals by Teaching and Learning Responsibilities' (TLR) payments. Such responsibilities would have to be "significant" and "focused on teaching and learning". They would have to require, "teachers' professional skills and judgement". They would be allocated for "significant, additional teaching and learning responsibilities which are beyond a teacher's own assigned pupils, are crucial to the effective leadership and management of teaching and learning and are a substantial part of the school's staffing structure". Teachers with responsibilities for pastoral care or whose duties fall outside these definitions could lose their allowances and their status. Their pension expectations would be reduced accordingly.

### SAVING MONEY ON TEACHERS' PAY

The joint evidence includes the principle that the resources available for qualified teachers should be focused on issues concerned with teaching and learning and not on activities more appropriately undertaken by support staff at the school. As a consequence, the net national cost of TLR payments, "will be no greater than the cost of allowances — our expectation is that it should be less".

The TLR payments would be drawn from two bands, TLR1 with a range from £6,500 to £11,000 and TLR2 from £2,250 to £5,500.

### LITTLE TIME

Under the proposals, the new structures would be implemented so that in each school a new staffing structure would be published, "no later than 31 December 2006". With **salaries protected for only three years**, many teachers would suffer loss of pay and a reduction in their prospective pensions.

### THE EXCELLENT TEACHERS' SCHEME

Under the proposals of the Government and the other teachers' organisations, the Excellent Teachers' Scheme would be available to only 20 per cent of those reaching upper pay scale point 3 (UPS3).

To become Excellent Teachers', they would need to satisfy "rigorous and challenging criteria". A post would need to exist in the school's staffing structure and eligible teachers would need to apply for that post. Applications endorsed by headteachers would be subject to external assessment. The arrangements, "would not preclude more teachers being assessed than there are posts available". Teachers may, therefore, meet the standards but not receive the additional salary. So-called excellent teachers, "will be expected to undertake additional duties such as the induction of new teachers, demonstration lessons and to generally help other teachers".

**Those receiving TLR allowances would not be eligible to become Excellent Teachers .**

There is no commitment for DfES funding for the Excellent Teachers' Scheme.

## Dates for the diary...

**January 20th:** Association General Meeting

**March 9th:** Association Annual General Meeting, the incoming President is John Pemberthy of Newent Community School. The guest speaker will be NUT Senior Solicitor, Graham Clayton. It will be held at the Little Owl in Cheltenham.

**June 22nd:** Association General Meeting

## DO YOU KNOW ANY SUPPLY TEACHERS?

Encourage them to join the NUT. All the other teaching unions have signed up to the National Agreement on Workforce re-modelling which will put them out of work. **Only the NUT is campaigning to protect their jobs.**

# UPPER PAY SCALE PROGRESSION

Concerns have been raised with the Authority about the delay in the progression of teachers from UPS2 to UPS3. There are also many inconsistencies of interpretation between schools over the issue of performance review and the new guidance from the DfES advising that there should be two successful consecutive performance management reviews .

The LEA agreed with us that the only regulatory requirements are

- a review of performance and
- that the teacher's contribution across the review period must have been substantial and sustained.

With regard to the delay in movement from UPS2 to UPS3, schools in Gloucestershire are refusing to give teachers their increment until the money is released by the LEA. The LEA has £600,000 to share out between schools but before it can release any money it has to take account of the number of teachers on management allowances in the school. Management allowances have been frozen so the DfES deems schools to be better off. The DfES requires the LEA calculate the level of saving to the wage bill, school-by-school, and deduct that saving from the money to be disbursed for Upper Pay Scale progression. In order to ascertain the position with regard to management allowances the LEA needs to know the management allowances being paid in every school. There are some schools which have yet to return this information thereby preventing the LEA from making the calculation and hence disbursing the money. In any event, UPS3 must be paid from 1/9/2004 and will have to be backdated.

# WORKFORCE

## RE-MODELLING...

...continues to present all manner of challenges to schools. Here's a list of a few:

- Giving teachers 10% Preparation, Planning and Assessment time (PPA) from 1st September 2005 is causing widespread concern amongst primary school head teachers who simply do not see how this will be paid for. Predictably there is a funding problem. David Milliband (Minister of State for School Standards) insists the money is already in schools' budgets. Head teachers are equally adamant that the 10% PPA time is not affordable. There is no quick-fix for this but it needs to be remembered that 10% non-contact time within the teaching day will be a statutory requirement.
- The NUT's objections to non-teaching staff taking whole classes has been stated and re-stated to the LEA. We have the highest regard for our teaching assistant colleagues but the NUT believes that every class should have a teacher and a teaching assistant all the time. The Union's advice has not changed: **members should refuse to set work for classes being supervised by unqualified staff.**
- There continues to be little evidence of head teachers implementing the requirements for a **work/life balance**. Many are still directing teachers to attend more than one meeting a week (on average), meetings go on too long (they should only last an hour) and some heads are demanding far too much evidence of planning. One would have thought the lesson itself provides more than enough evidence without having to provide documentation in advance.
- **Gained time** being included in the 38 hours (maximum) cover is threatening school visits, day trips and longer residential trips. No-one has any answers for this.

Members are encouraged to write to the Association's Divisional Secretary and let him know what's happening in their schools.

## NOMINATIONS FOR OFFICERS FOR 2005/6

Nominations in writing must be with the Association's Divisional Secretary by January 30th at the latest. They need to be proposed and seconded by Association members and countersigned by the nominee. The Committee can have up to 10 other non-officer members who can be nominated and elected at the AGM on March 9th.

The offices of the Association for which nominations can be made are vice-President, Divisional Secretary, Treasurer, Membership and Communications Officer, Equal Opportunities Officer, Divisional Learning Representative, Health and Safety Adviser, Public Relations Officer, Assistant Divisional Secretary, Assistant Treasurer, Student Membership Officer, Divisional Training Officer and Parliamentary Correspondents, District Secretaries, Further and Higher Education Secretary, Unattached members Secretary, Centrally employed members Secretary and Retired Teachers Secretary.

# YOU CAN

- display your students' work ●
- buy and sell goods and services ●

# FREE

on

[www.glosnut.co.uk](http://www.glosnut.co.uk)

Take a look - there's more there than you think!

# GENERAL SECRETARY VISITS GLOUCESTERSHIRE

The General Secretary, Steve Sinnott, addressed members of the Association at a well-attended meeting in Gloucester City on 1st December 2004. He began his address by bringing good news:

- A proposed academy, to be established in East London, has been turned down by the Government. The sponsor, Terence Conran, had made one of the conditions for his involvement that none of the pupils currently at the school could come to the new academy.

- The NUT nationally is in good heart with membership numbers climbing.

- The Union is about to distribute its five year education statement as a rival to the one produced by the Government. It will be called Bringing down the barriers and copies will be sent to every member of the Union. Steve then turned to a range of topics over which he is critical of government policies:-

- Pay — teachers have effectively suffered a pay cut, particularly those on management allowances which have been frozen since 2003. With annual inflation running at over 3%, the teachers pay rise of 2.5 % means teachers are progressively becoming worse

off. Those on management allowances are actually receiving less than 2.5%.

- Re-structuring of teachers pay and the loss of salary safeguarding, Steve calls on the other teacher unions to think again about their support for this agreement. He made the point that Professional Unity would have prevented this from happening.

- The proposals for changes to our Pensions are being opposed by all the teaching unions.

Steve went on to outline the Union's position on the workforce re-modelling.

1. We want to reduce workload and
2. we believe the reforms should not undermine teachers professionalism.



The evidence suggests that since the reforms were introduced teacher workload has increased.

Nationally, we're building alliances with most of the other unions involved to get their support for an end to the NUT's exclusion from all talks on workforce re-modelling, pay and conditions of service.

Left to right:  
Max Hyde (National Executive),  
Steve Sinnott (General Secretary),  
Colin O'Hare (Gloc. Ass. President),  
Andy Johnson (Gloc. Ass. Secretary)

## ASSOCIATION DELEGATES TO ANNUAL CONFERENCE

Members are reminded that if they wish to represent the Association at Annual Conference in Gateshead from Friday 25th to Tuesday 29th March they should send their nominations, proposed and seconded by members of the Association, to the Association's Divisional Secretary, to reach him by January 30th at the latest.

## LOCAL NEGOTIATIONS: Disciplinary and Capability Procedures

The Authority has provided drafts of new procedures for discussion with the unions. Together with representatives of other unions, we will be meeting with LEA officers on December 15th to try and agree procedures which are reasonable and workable.

# SOULBURY PAY AGREEMENT

The Soulbury Committee has concluded a pay agreement for 2004 to 2006. All four of the associations represented on the Officers Side of Soulbury voted to endorse the agreement.

## Three Year Pay Agreement

Representatives of the Soulbury Officers Side met with Employers Side representatives on 3 December 2004 to continue discussions on the Officers Side pay claim. The Soulbury Officers Side led by NUT General Secretary Steve Sinnott reached agreement on a three year pay deal from

September 2004 to August 2007. The details are:

- In the first year, Soulbury officers will receive a pay increase of 2.75 per cent from 1 September 2004 rising by a further 0.2 per cent from 1 April 2005. This is a higher settlement than that achieved for the majority of local government staff in the NJC for Local Government Services and also the imposed 2.5 per cent increase for heads and deputies in schools.
- In the second year the increase will be 2.95 per cent from 1 September 2005.
- In the third year the increase will be 2.95 per cent from 1 September 2006, or the inflation figure for 1 April 2006 if that is higher.

The agreement also includes a range of joint initiatives to address other areas of common concern including

- the introduction of a third Structured Professional Assessment (SPA) point in addition to the present two points.
- for SPA assessments service with one or more LEAs will be accepted although it will still be necessary to have 2 years service in the particular post. The Soulbury Committee has already agreed to relax the requirement on officers to have 4 years Soulbury service with their particular LEAs
- Joint discussions will focus on the problems of stress and excessive workload facing Soulbury officers
- the treatment under the Soulbury Report of the newer Soulbury-paid groups.

## Burgundy Book Agreements

The Authority agreed to make no variations on the current agreements over sick leave and maternity schemes. In return they asked us to encourage our national negotiators to return to the talks with the Local Governments Association.

## GLOUCESTERSHIRE ASSOCIATION NUT CONTACTS

If your District isn't listed then contact the Association Secretary.

Members can make contact with all the Officers listed below through the Association's website

### Gloucestershire Association's Divisional Secretary:

Andy Johnson: 01285 655 022  
secretary@gloucestershire.nut.org.uk

### Berkeley Vale District Secretary:

Nigel Meredith: 01453 546 795

### Cirencester District Secretary:

Dave Sutherland: 01285 654 416

### Cheltenham District Secretary:

Ian Morgan: 01242 578 793

### Forest of Dean District Secretary:

Geoff Davies: 01594 544 036

### Gloucester District Secretary:

Garry Wheeler: 01452 531 342

### Newent and Tewkesbury District Secretary:

John Pemberthy: 01594 564 508

### Stroud District Secretary:

Mike Davis: 01453 883 995

### Union Learning Representative:

Garry Wheeler: 01452 531 342  
garrywheeler@blueyonder.co.uk

### Health and Safety Adviser:

Colin O'Hare: 01285 653 695

### Supply Teachers Secretary:

Claire Price: 01242 244 582

### Retired Teachers Secretary:

Pearl Harris-Clarke: 01452 616 620

### National Executive member:

Max Hyde 01217 453 942  
max@piscator.demon.co.uk

### Regional Office in Exeter: 01392 258 028

south.west@nut.org.uk

### Update your membership: 0845 300 1666

Want to join? 0845 300 1669

National Union's website: [www.teachers.org.uk](http://www.teachers.org.uk)

Local Association website: [www.glosnut.co.uk](http://www.glosnut.co.uk)