

# PhotoStroud FESTIVAL'07

In the last two weeks of October this year, Stroud is launching a festival of photography which will be an annual event and is intended to encourage interest in the international art of photography and to showcase the work of photographers in the Stroud Valleys.

**The festival would like young people to be involved at its heart and so, as one part of the festival, we're contacting schools in places named 'Stroud' in New South Wales in Australia, Ontario in Canada and Oklahoma in the USA to organise an exhibition of young people's photographs.**

The combination of digital photography and the internet makes it possible for our communities to communicate, and learn about each other, with unprecedented ease. So we are asking Stroud parents and teachers on three continents to encourage their youngsters to post, or email to us, photographs to include in an exhibition - **THE STROUDS EXHIBITION**. The theme is **'MY WORLD'** and is open to all students up to the age of 18. Schools may enter as many young photographers as they wish but are restricted to one image per individual.

All entries will be exhibited on the festival website and a selection in both age categories from each of the Strouds will be printed and exhibited in a venue during the festival.

The exhibition is not intended to be a competition; apart from other considerations, we don't all have equal populations or resources. Rather, it is conceived as a celebration and will be as inclusive as possible. Whilst encouraging young people's interest in photography is one objective, the principal motivation behind **THE STROUDS EXHIBITION** is to provide opportunities for cultural exchange and closer links. Who knows where this modest beginning may lead? Exchange exhibitions, school links, visits, bursaries....?

Details of the exhibition, including on-line entry forms, can be found on the exhibition web site at:

<http://www.photostroud.co.uk> or contact **Bill Hicks** at [strouds@stroudphotofestival.co.uk](mailto:strouds@stroudphotofestival.co.uk)

DID YOU KNOW THAT YOU CAN ALSO  
EXHIBIT YOUR STUDENTS' WORK ON  
[www.glosnut.co.uk](http://www.glosnut.co.uk)?  
and this doesn't just apply to artwork...  
contact Bill Hicks on 0783 7920 291 for details.

## 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 Divisional Secretary:

Andy Johnson: 01285 655 022  
[nut.gloucester@btinternet.com](mailto:nut.gloucester@btinternet.com)

### 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 District Secretary:

John Pemberthy: 01594 564 508

### Stroud District Secretary:

Mike Davis: 01453 883 995

### Health and Safety Adviser:

Colin O'Hare: 01285 653 695

### Union Learning Representatives:

Garry Wheeler: 01452 531 342  
[garrywheeler@blueyonder.co.uk](mailto:garrywheeler@blueyonder.co.uk)  
and

John Pemberthy: 01594 564 508  
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### 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](mailto:max@piscator.demon.co.uk)

### Regional Office in Exeter: 01392 258 028

[south.west@nut.org.uk](mailto:south.west@nut.org.uk)

### Update your membership: 0845 300 1666

Know someone who wants 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)



NEWSLETTER OF THE GLOUCESTERSHIRE ASSOCIATION OF THE NATIONAL UNION OF TEACHERS ~ JUNE 2007

# GENERAL MEETING

7pm Thursday 14th June 2007  
The Owl at Charlton Kings, Cheltenham

All members are welcome. Come along with a friend and let local officers know what you feel the Union should be doing here in Gloucestershire.

Tell us which issues you feel are most important so that we can mount a local campaign to improve working conditions. Issues such as planning, intensifying school support programmes and pupil behaviour spring to mind; there may be others. We want to focus on a few of the most important issues to draw attention to them more effectively.

If you can't make it to the meeting then let us know your views via the web-site.

## WORKLOAD

**The NUT conference has voted to take action in pursuing the reduction of bureaucratic and unnecessary tasks performed by teachers.**

A survey by the School Teachers' Review Body has shown that the reforms have not significantly impacted on the work-life balance of teachers. Too often Heads continue to require teachers to perform tasks that do not require their professional judgement or are simply unnecessary.

### Workload and planning.....

One of the main causes of workload and stress for teachers in primary schools is the excessive requirement to submit planning for lessons. Many head teachers still require staff to hand in detailed lesson plans every week in defiance of DfES guidance. Occasionally there may be exceptional reasons for doing so but, as a general rule, the Union will support members who refuse to submit short-term planning for inspection by head teachers.

Guidance based upon Union and DfES advice has been sent out in the past but for your benefit it is re-printed here.

- Planning sheets should be working documents and not something beautifully presented or copied out for others
- Medium term plans can be photocopied from the relevant curriculum documents when possible. Use of annotations, highlighting, dating and amendments, as appropriate, are acceptable and should be encouraged.
- Planning their own lessons is the professional duty of all

teachers. This covers the planning that is directly useful in the delivery of lessons. The learning objectives are the most important part of planning, differentiated if appropriate. The rest can be notes or bullet points of how these will be achieved. Some teachers may want to have more detail recorded than others – this is a personal choice.

● Planning is for delivering your own lessons. It is not reasonable to expect you to plan in sufficient detail to satisfy the needs of a supply teacher.

● Short term planning is the property of the teacher and should be treated with respect. There can be no excuse for another person to write unsolicited comments on it.

● If teachers are asked to hand in weekly planning, this should only be where identified concerns have been raised and planning is part of those issues. On such occasions teachers should be asked to hand in their planning at a convenient time by prior arrangement and they should be told the reason for the request and the basis for the concern.

### Workload & Support Programmes...

The Union is particularly concerned about programmes promoted through the Primary National Strategy such as the Intensifying Support Programme. This highly structured and prescriptive target driven regime focuses on a few very narrow curriculum objectives. It is being imposed on a growing number of schools in very challenging circumstances and often against the professional judgement of teachers.

## WORKLOAD (continued from page 1)

The 'policing' of this programme by the Local Authority has resulted in significant work overload for teachers, deflecting them from more important activities. It is sometimes backed-up by an inappropriate 'bullying' management style and can be a cause of significant work-related stress. Evidence shows it can lead to de-motivation amongst pupils who are publicly 'labelled' according to whether they reach prescribed targets. There is little evidence to show that the programme is justified by the educational outcomes.

Teachers should be allowed to use their professional judgement on the application of the literacy and mathematics frameworks. Literacy and numeracy should be embedded within a broad and balanced curriculum and not taught as separate and de-contextualised subjects.

The Union will provide advice, support and, if necessary, approval for industrial action to protect teachers who are forced to implement non-statutory strategies against their professional judgement.

## PUPIL BEHAVIOUR

The Union is committed to protecting our members from physical and verbal abuse or mental stress caused by a minority of very disruptive pupils. It is therefore crucial that where unacceptable pupil behaviour is likely to lead to industrial action that the necessary procedures take place as quickly as possible.

Members should seek the help of the Union for supportive action (up to and including industrial action) in schools where unacceptable pupil behaviour is not properly tackled.

## NEWS SNIPPETS.....

### Cheltenham Kingsmead and St Benedict's Schools – Creation of an Academy

The Local Authority is currently exploring the option of opening an academy on the Kingsmead site. Discussions have begun with the Diocese of Clifton, the Diocese of Gloucester and the DfES about the possibility of Christ's College, the joint faith school which will open in September 2007 on the current St. Benedict's site, transferring to the Kingsmead site as an academy. The new academy would be a 6-forms of entry 11 to 18 school and would provide sufficient places for the children of Christ's College and for the remaining students at Kingsmead. The Union is voicing its serious concerns about the impact of an academy on nearby schools.

**A new primary school** is to be opened at Kingsway, in the south of Gloucester City, in September 2008. It will eventually be for 420 pupils but initially it will open with 1 form of entry.

**Performance Management** – All schools have to consult their staff on the new performance management arrangements for September 2007. The NUT's model policy can be downloaded from our national website: [www.teachers.org.uk](http://www.teachers.org.uk). A model policy is also being developed specific to Gloucestershire and taking into account the advice and guidance being provided by the Local Authority. Copies will be circulated to school reps and head teachers soon.

### Performance Management – a potential problem.....

In future, in order to progress through the threshold and up the upper pay scale, 2 years of performance management evidence will be needed. If you are moving school, or your head teacher/line manager leaves, make sure you have the evidence you need to meet the requirements. There have been delays in some members threshold pay awards because they have only worked for 1 year in their current school and they need evidence from 2 years work.

# ANNUAL CONFERENCE 2007

The Association was represented at Conference by Geoff Davies, Andy Johnson, Ian Morgan, John Pemberthy, Dave Sutherland and Garry Wheeler.

Conference was chaired most ably, with good humour and great courtesy, by Baljeet Ghale, our first black president. The entire conference was conducted in a spirit of unity and mutual support.

One of the guest speakers was Dame Kelly Holmes who gave a very moving address to conference and received a standing ovation.

There was also, for the first time, a question and answer session for the General Secretary, an innovation proposed by Steve Sinnott.

Conference debates are organised into sections, with the sections and the motions within them prioritised by the votes of support from the local associations. There were a few topics Conference failed to reach for lack of time, such as the debate on Faith Schools, but resolutions were passed on the following issues:

### Conditions of Service Section:

- False allegations against teachers
- Upper limit for temperatures in schools
- Workload
- Teacher mental health
- Supply teachers
- Work-life balance

### Co-ordination and Finance Section:

- Political Fund

### Education: General Section:

- Lesson observations and Teacher monitoring
- Building Schools for the Future
- Climate change and sustainable development
- Pupil Behaviour

### Education: Early Years Section:

- Primary curriculum
- Early Years education

### Education: Secondary Section:

- 14 – 19 Education

### Education: Special Educational Need Section:

- SEN Provision

### Equal Opportunities Section:

- Racism

### International Section:

- War

### Membership and Communications Section:

- Professional Unity
- Young teachers and Pay

### Organisation and Administration Section:

- Timing of, and venues for, Annual Conference

### Salaries and Superannuation Section:

- Public Sector pay
- Salary policy

The full texts of all the resolutions passed at Conference will eventually be downloadable from the Union's website, [www.teachers.org.uk](http://www.teachers.org.uk). Please bear in mind it takes a while to put together the resolutions from all the amended motions given that the agenda is 108 pages long! A fuller report can be found on [www.glosnut.co.uk](http://www.glosnut.co.uk)

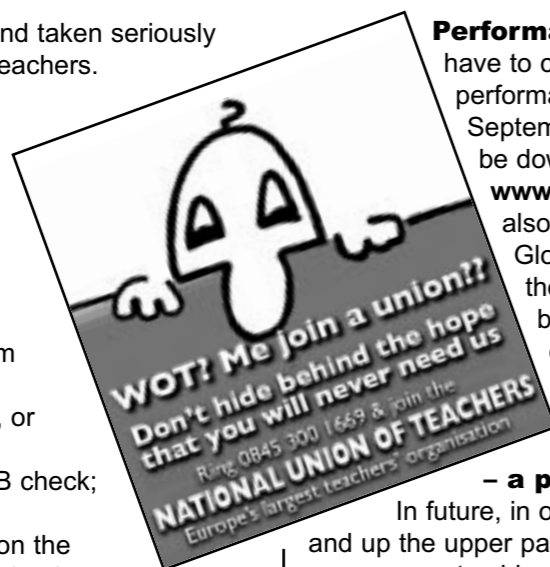
## FALSE ALLEGATIONS AGAINST TEACHERS

Students have the right to be heard and taken seriously when they make allegations against teachers. However, some students make false allegations against teachers. Even when the allegations prove unfounded a record is kept on the teacher's file for the remainder of their career.

The Union will be campaigning for:

- false allegations to be removed from teachers' personal records;
- an assurance that false allegations, or allegations that were unproven or withdrawn, will not appear on the CRB check;

Guidance will be issued to members on the investigation process and teachers' rights in relation to these. The Union will be supporting members who have had their careers blighted in this way by using the Information Commissioners Office (ICO) procedures to ensure that the police handle personal information properly in the future.



## TEACHERS' PENSIONS

The teachers' pension company Capita have underestimated some teachers' pension benefits. They are missing the financial year 1/4/2003 to 31/3/2004 from employment records (including mine!). This is a recurrence of a problem which we assumed had been corrected. Capita advises you to contact your employer in the first instance to correct the error. You can check your pension record online by going to: [www.teacherspensions.co.uk](http://www.teacherspensions.co.uk) and click on "Members" then on "ADDvantage" and register. You will need your DFEs number. If the year 1/4/2003- 31/3/2004, or any other years are missing, contact:

**Barbara O'Mahoney - Human Resources Manager**  
Shire Hall, Westgate Street, Gloucester, GO1 2TP,  
email: [barbara.omahoney@gloucestershire.gov.uk](mailto:barbara.omahoney@gloucestershire.gov.uk)

**It would be advisable to let your union representative know of any discrepancies.**

## MEMBERS' BENEFITS

Visitors to our [www.glosnut.co.uk](http://www.glosnut.co.uk) may have noticed a new section using the "members' benefits" tag. We have always had a number of offers and discounts available through the Countdown programme which can be obtained by showing your NUT membership card which contains the Countdown symbol.

We are now trying to expand the network of outlets offering benefits to NUT members in Gloucestershire and with around 3,000 members in the area we represent an exciting customer base to the kind of leisure services that we all use regularly such as restaurants, sports and hobby facilities and others.

If there is a local outlet that you would like us to approach, drop us a line via the web-site e-mail facility with details. Meanwhile keep an eye on the web-site for details of existing benefits available to NUT members in Gloucestershire.