

COUNTY COUNCIL INTERIM BUDGET MEETING 12 SEPT 2007

At present the Council is forecasting an under-spend of £269,000 at the end of March '08 derived mainly from savings on capital expenditure and interest payments. The Children and Young Peoples' services are forecast to be £277,000 overspent and the Community and Adult Care services £755,000 overspent.

These figures were calculated as at 30th June 2007 so do not take account of the impact of the floods on the Council's expenditure. At present, that impact is not assessable despite central government grant.

Flooding

This was a major disaster causing severe disruption and damage to the County. At its worst moments, close to half the County was without tap water. The most likely areas of cost will be:

- Care of vulnerable people
- Damage to buildings
- Damage to roads
- Retained fire-fighter costs
- Waste disposal (furniture)
- Distribution of bottled water
- Temporary toilet facilities
- Accommodation for staff from support agencies
- Flood recovery grant is paid directly to the District Councils for them to decide how to spend. So far, 4 districts have received £623,000 between them.
- The Gloucestershire Flood Relief Fund presently stands at around £700,000. This is a charitable fund being distributed to need individuals who have suffered loss.
- Red Cross – the Authority is recommending that its share of the national fund (about £2.1 million) be paid into the Gloucestershire Flood Relief Fund.
- A grant from the DCSF (Department of Children, Schools and Families) of £586,000 has been paid to the County to provide support to children and youth activities.
- Severn Trent Water Company – the Authority has put the Company on notice that it intends to reclaim the costs of water distribution from them. However, at the time of writing Severn Trent have only expressed a willingness to discuss this claim.

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

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
and

John Pemberthy: 01594 564 508
Pemberthy@btinternet.com

Supply Teachers' Secretary:

Claire Price: 01242 244 582

Retired Teachers' Secretary:

Pearl Harris-Clarke: 01452 616 620

Young Teachers' Secretary:

Dave Hampson: 01531 820 550
dhampson@newent.glos.sch.uk

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

Know someone who wants to join? 0845 300 1669

National Union's website: www.teachers.org.uk

Local Association website: www.glosnut.co.uk



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

GENERAL MEETING

7pm Wednesday 7th November 2007
University of Gloucestershire
Oxstalls Campus - Room TC 017

The following recommendations will be made to a **Special Meeting**
to be held immediately before the Autumn General Meeting:

- The post of Deputy Divisional Secretary should be created.
- Nominations for the post will be sought in January
- The first Deputy Divisional Secretary will take up the post from the AGM in 2008

as the rule change proposed at the Special Meeting has been brought by the Association Executive
no proposer or seconder will be needed.

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.
Items on the agenda will include the pay campaign, motions for Annual Conference, Justice For Colombia
and other topical items.

Can't make the meeting? Then let us know your views via www.glosnut.co.uk

Nominations for Association Officers and Executive Committee for 2008/9

Nominations must be with the Association's Divisional Secretary, proposed and seconded by members of the Association, by January 30th at the latest. The Committee can have up to 10 non-Officer members who may be nominated and elected at the AGM on March 5th.

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.

Depending upon the outcome of the Special Meeting in November, there may also be the office of Deputy Divisional Secretary.

Local Association website: www.glosnut.co.uk

CLAWBACK

The Government intends to take further action on school balances, to follow up the clawback mechanism for excessive balances introduced earlier this year. Their aim is to reduce the £1.6 billion currently in school balances is substantially reduced and is used to support the education of today's children. The Authority informed us that Gloucestershire's schools have about £25 million of balances sitting in bank accounts. Schools will be required to justify any surplus balances – there may be sound reasons for them, such as saving for capital expenditure. However, as a minimum the Authority will be required to redistribute a small percentage (5%) of all surplus school balances through the funding formula.

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**MEMBERS'
ARTICLES/LETTERS
WELCOMED**

CHANGES TO PAY & CONDITIONS FOR TEACHERS

The new School Teacher Pay & Conditions Document 2007 is now published and should be available in your school from the Headteacher's office.

There are a number of changes from the 2006 STPCD including:

- Paragraph 50 of the Section 4 Statutory Guidance now states that schools should expect to implement the objective that teachers should only rarely cover from 1 September 2009, setting their own interim targets on how to achieve this by this date. Section 1 explains that the Government intends to consult on the introduction from 1 September 2009 of a statutory provision which would have the effect that teachers and head teachers rarely cover from that date.

- A new Paragraph 5 of the Section 3 Statutory Guidance clarifies the basis of the working week for most teachers, stating that "a teacher's working week does not include Saturdays, Sundays or Bank Holidays, unless, exceptionally, his or her contract expressly provides for this, such as in the case of teachers at residential establishments".

- The previous provisions on pay or conditions for Fast Track teachers have been removed following the decisions to make Fast Track teachers subject to the working time provisions for classroom teachers and to discontinue recruiting Fast Track teachers through the ITT route

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 A model policy has been 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 or can be downloaded from www.glosnut.co.uk

A potential problem.....

There is a significant change to the 2007 STPCD's provisions regarding UPS progression for teachers in England. The 2006 regulations on performance management in England require performance reviewers to make recommendations on pay progression for teachers eligible for Upper Pay Scale progression.

The 2007 STPCD in turn requires that governing bodies in England should consider such recommendations when taking decisions on UPS progression.

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. Also, new professional standards have been introduced for teachers at all stages of pay progression and the NUT has issued guidance on how to deal with them. See the Glosnut web-site for details.

Local Association website: www.glosnut.co.uk

Association delegates to ANNUAL CONFERENCE 2008

This year Annual Conference will be held in Manchester from Friday 21st. It is a most enjoyable event and provides a wider view of the state of education in England and Wales. Any members wishing to go should contact the Divisional Secretary for details. Nomination forms for delegates to Conference 2008 can be downloaded from the meetings page on www.glosnut.co.uk Nominations need to be in by end of December.

The full texts of all the resolutions passed at Conference 2007 is downloadable from the Union's website, www.teachers.org.uk

UNION CONCERNS ABOUT ISP

The Intensive Support programme (ISP) is a National Strategies primary school improvement programme that aims to reduce the number of schools which achieve below 65 per cent Level 4+ in English and/or mathematics. The programme is funded through the Standards Fund and, in 2006 – 2007, involves over 1,000 primary schools in 94 local authorities.

NUT members have voiced concerns about the ISP, due to the greater linkage between national and school based targets as the initiative has developed. Concerns have focussed on the ISP, leading to:

- increased lesson observation and linkage with capability proceedings rather than a focus on teaching and learning and developmental issues for teachers, as previously;

SCHOOLS PLACED IN OFSTED CATEGORIES

Where overall effectiveness is found by OFSTED inspection to be inadequate (Grade 4), schools will be placed in one of two statutory categories;

- schools which require Significant Improvement, which are given a "notice to improve"; and

- schools which require Special Measures.

As soon as a member is aware that their school has been placed in an OFSTED category of concern, he or she should inform the Divisional Secretary, Andy Johnson, in confidence.

- schools feeling pressurised to increase targets, even if they believe them to be unrealistic;

- a focus on weaknesses rather than taking a balanced view of what the school or individual teachers had achieved;

- a narrowing of the curriculum, especially for lower achieving pupils; and

- increased workload, in particular, increased record-keeping and additional meetings.

Members are advised to refer to the NUT's guidelines on workload and classroom observation if they have the concerns outlined above.

News snippets.....

Notes from meeting with Children & Young People Directorate Joint Consultative Forum, 24th September 2007

Union Learning Agreement – the Authority will be putting this to the Schools Forum meeting in November and will propose top slicing £40,000 from the Direct Schools Grant to fund the initiative. (The NUT currently has 3 Union Learning representatives in Gloucestershire. If you are interested in joining them or wish to talk about training opportunities, contact them via the web-site or see contact details on the back of this newsletter.)

Impact of floods

53 schools were affected. The closure of Shire Hall for two weeks had a major impact upon communications. Many staff went far beyond what might reasonably be expected of them in maintaining the Council's services.

The Children and Young People's Service has been awarded a £1 million grant from the DCSF to support children affected by the floods. Approximately 490 children have had to be re-located because their homes remain uninhabitable. Many more face daily disruption to their lives.

The road network has been severely affected in some parts of the county which is affecting normal movement (such as school buses) around the county. A grant is being sought from the Ministry of transport to help pay for road repairs. If this is not forthcoming there will be a heavy hit on the Council's finances.

The Authority wants to know from schools' staff whether the floods and subsequent disruption has had an impact upon pupil behaviour. Some children have been traumatised by the experience of having their homes flooded.

(Send comments via Andy Johnson using the web-site.)