

ANNUAL CONFERENCE DELEGATES 2008

This year Annual Conference will be held in Manchester from Friday 21st to Tuesday 25th March. It is a most enjoyable event and debates cover a wider range of issues affecting teachers and education. All out of pocket expenses are met by the Association. Any members wishing to go should contact the Divisional Secretary for details. Contact details are given in the righthand column.

NOMINATIONS FOR ASSOCIATION OFFICERS 2008/9

Nominations for the Association Officers and Executive Committee for 2008/9 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, Deputy Divisional Secretary, 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 Correspondent, District Secretaries, Further and Higher Education Secretary, Unattached members' Secretary, Centrally employed members' Secretary, Young Teachers Secretary and Retired Teachers' Secretary.

A DATE FOR THE DIARY

Advance notice of Association Annual General Meeting
7pm March 5th 2008 at **The Owl** at Charlton Kings*

Guest speaker: **BILL GREENSHIELDS**, Incoming National President

The card on the right is from Bill's website.

* Directions to **The Owl** can be found on the 'meetings' page on www.glosnut.co.uk



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 ~ DECEMBER 2007

GENERAL MEETING

7.15pm Wednesday 23rd January 2008
University of Gloucestershire
Oxstalls Campus

Already on the agenda:

- Pay Campaign,
- Prioritisation of Motions for Annual Conference;
- Nominations for Association Executive Committee for the coming year;
- Delegates to Annual Conference in Manchester over Easter March 21st to 25th.

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

DOES YOUR SCHOOL HAVE AN NUT REP?

If not you will be missing out on all sorts of training courses, useful information and support the Union offers to its members. There are frequent mailings sent to schools offering high quality professional development organised by the Union and free to members. A school rep would publicize these for you.

Have you ever considered being the NUT school rep yourself? Your head teacher would thank you for bringing a rich seam of professional expertise and training course into their school.

You may imagine that being a School Rep means extra work with more meetings to attend and difficult issues to sort out.

It might, but all of that is entirely optional!

There is a team of local officers on hand to support school reps with any issues they might not wish to handle.

The school representative is elected annually by the members in the school. Training and support for reps is provided by the Union locally, regionally and nationally to give you confidence in performing this important role. Have a chat with your fellow NUT members in school and start making active use of your Union membership.

NUT SCHOOL REPS TRAINING DAY:

Friday 29th February 2008,
Hucclecote Centre.

(If you're not a School Rep, have a word with yours and find out if they're planning to take advantage of this day of training.)

There are 22 places available for this topical and popular day of training for School Reps. Whether or not you've been before, come along and meet fellow reps and gain confidence in one of the most important roles in the Union. And of course, enjoy the day out of school and the famous Hucclecote lunch. Your school will be reimbursed for the cost of cover and you can claim travel expenses from the Union.

Interested? Then send an email as soon as possible to the Divisional Secretary at nut.gloucester@btconnect.com with your name, school and membership number. Please put 'SRT' in the subject line. If there is a particular topic you would like covered during the day, please include that in your email.

Local Association website: www.glosnut.co.uk

NUT PAY CAMPAIGN

All we want is Fair Pay for Teachers...



Jim "not soon" Knight, MP

The School Teachers Review Body report was passed to Government Ministers early in November. At the time of writing this article (11th December), the Government **has still not published it**. Jim Knight, Minister for Schools, is reported to have said that it would **not be published "soon"**. In the education press it is said that the report will come out before Christmas.

WHAT IS OUR "CASE"?

The Government-imposed increases in teachers' pay have failed to match inflation every year since 2005. During 2006 and 2007, inflation has reached more than 4 per cent yet teachers' pay increases were only 2.5 per cent in each year. This means that the real value of teachers' pay has gone down. The Government's "public sector pay limit" brings the threat of further below-inflation pay increases of only 2 per cent per year for 2008 to 2011, thus compounding the losses in 2006 and 2007.

If teachers' pay increases simply had been equal to inflation:

- the starting pay for newly qualified teachers would be almost £700 a year higher, helping them face the burden of student debt and the ever-rising costs of housing and transport;
- the pay rate for a more experienced teacher on the maximum of the Upper Pay Scale would be over £1000 a year higher;
- the pay rate for a primary head teacher on L14 would be over £1500 a year higher, with similar or even higher losses for other and leadership group teachers or senior classroom teachers with additional responsibilities.

The cumulative pay losses for teachers on UPS3 since 2005 is over £2,000 in total. If pay increases for 2008 onwards are 2 per cent or less, teachers will lose many more thousands of pounds.

Three years of below-inflation pay rises, followed by the likelihood of a further three

years of the same will affect all teachers and particularly young teachers for whom the cost of living is already impacting upon their ability to meet all the financial demands upon them. Teaching cannot attract and retain the best graduates if the status of the profession is lowered through comparatively low pay.

The NUT is committed to protecting the living standards of teachers and their families from yet another below-inflation pay rise. The National Executive agreed at its last meeting that following a poor School Teachers' Review Body report and Government response, the Union would ballot members for national, discontinuous strike action – with a one day strike being held in the first instance and further strike action following should that be appropriate.

We are aware that NASUWT "is committed to a poll of members to gauge their opinion should the award be 2 per cent or below". The NUT will also be conducting a poll of members to inform the ongoing campaign, to ensure that it captures and responds to the mood of members.

The General Secretary of NASUWT has also said "Teachers rightly should be expecting an above inflation award at least in line with the Comprehensive Spending Review (2.8 per cent in real terms)".

The Retail Price Index for this October stands at 4.2 per cent.

The NUT is committed to working with the other teachers' organisations, including through joint action, to resist below inflation pay awards.

Members can help the Union's campaign by:

- telling their stories – members can go to www.teachers.org.uk and tell their stories about how inflation and inadequate pay increases are damaging their living standards.
- sending a message to their MPs – the Union's website www.teachers.org.uk will help members email their MPs and ask them to press the Government to address the problem of inadequate pay, rising inflation and teachers' worsening living standards.
- Talk to your ATL, NASUWT, UNISON & GMB colleagues to see if they feel their pay should be cut.



WORKLOAD INCREASING...

The Office of Manpower Economics reports that the workload agreement brokered between the government and the other teacher unions has failed to reduce the hours teachers work. We now know that the so-called workload agreement has failed to reduce our workload. Primary school teachers now work on average 2 hours a week more than they did before the agreement, clocking up as much as 52 hours per week. Even with a minimum of 10% PPA time, teachers are working longer hours.

Question:

Do you have to set work for your TA to deliver when you have PPA time?

Answer:

NO!

Frank Stephenson

He lived for the rising generation

It is with great sadness we report the death of Frank Stephenson. He died on 20th November, aged 89 years.

Many of our longer-serving members will remember Frank as the Gloucestershire Divisional Secretary in the 1970s and into the 1980s and as the head teacher of Moat Junior School. Frank served as Divisional Secretary of the Gloucestershire Division when it was first formed in 1972. He was a distinguished and highly respected Divisional Secretary and was extremely influential in the Gloucestershire Education service. He played a leading role in establishing relationships with the newly formed LEA; the legacy of his pioneering work with the LEA is still benefiting Gloucestershire teachers today.

We understand there is to be a collection for "Save the Children" in Frank's memory. Any donations should be sent to S.C. & B.S. Cocks, Funeral Directors, 59 Hucclecote Road, Hucclecote, Gloucester GL3 3TL.

YOUNG TEACHERS' CONFERENCE 2008

The Young Teachers' Conference has quickly established itself as a popular event among young members of the Union. Previous Young Teachers' Conferences, which were held in 2006 and 2007, have been well attended and have attracted both young teachers already active in the Union as well as young teachers new to teaching and new to union activism. The Young Teachers' Conference is planned and chaired by the members of the Young Teachers' Advisory Committee.

The Young Teachers' Conference 2008 will be held at Stoke Rochford Hall, the Union's training centre, near Grantham in Lincolnshire. The Conference will be held over the weekend of Friday, 6 June to Sunday, 8 June.

LOCAL AUTHORITY TO REVIEW ITS PROCEDURES

A working party is to be convened by Human Resources to review the Authority's procedures for absence management, misconduct, capability and grievance.

The Union has been informed that there is a perception among managers that the current procedures and guidelines fail to meet their needs in managing absence and tackling under performance. Current procedures are not considered user friendly and therefore do not support managers in tackling key issues. In some parts of the council, core guidance does not exist and different procedures are currently used for different staff groups.

The intention is that the procedures for all staff groups (including those used in schools) are included in the review.

As Divisional Secretary, I agree with the view that the current procedures are less than helpful and have asked to be included on the working party. Supporting members through the above procedures is a major part of my work and it's in members' interests that the procedures are fair and workable

BANK OR BUILDING SOCIETY - what's the difference?

Whether you're looking to save money or borrow for a mortgage, the first decision you need to tackle is whether to turn to a bank or a building society. But what are the main differences?

A building society is a mutual institution run entirely for the benefit of its members. Members have rights to receive certain information and attend meetings where they can have a say in how the building society should be run. Each member has one vote, regardless of how much money they have invested or borrowed or how many accounts they may have. Each building society has a board of directors who run the society and who are responsible for setting its strategy.

Unlike building societies, banks are companies which are owned by, and run for, their shareholders. They have to generate high profits in order to pay dividends, whereas Building Societies can maintain lower profits and pass benefits onto members with cheaper mortgages and better savings rates. This also enables them to run on lower costs and offer better levels of service than their competitors.

Teachers Building Society (TBS) was founded over 40 years ago, and is committed to remaining a mutual organisation and is the only building society recommended by the NUT. TBS have an NUT member on the board so always have the interests of teachers at the heart of what they do. For example, they offer a 100% mortgage and a guarantor plan for newly qualified teachers who need help to buy their first home. TBS also provides teachers with a range of savings accounts that deliver attractive investment returns including an easy access Call Save account, a Mini Cash ISA and Fixed Rate Bonds.



For further information, call TBS on **0800 378669** or visit www.teachersbs.co.uk

The Gloucestershire Teacher is published by Gloucestershire NUT Association Secretary: Andy Johnson Tel: 01285 655022 email: secretary@gloucestershire.nut.org.uk

MEMBERS' ARTICLES AND LETTERS WELCOMED