



# THE GLOUCESTERSHIRE TEACHER

NEWSLETTER OF THE GLOUCESTERSHIRE ASSOCIATION OF THE NATIONAL UNION OF TEACHERS ~ JUNE 2006

## EDUCATION BILL 2006

**The Education and Inspections Bill will undermine our school system at both primary and secondary level.**

### Trust schools

The government wants most schools to become Trust schools, similar to City Academies sponsored by a business, charity or faith group. The Trust will appoint the majority of governors, control the school's assets and curriculum, hire and fire the staff, and set its own admissions policy. These Trust schools, both primary and secondary, will not be accountable to anyone but themselves.

Unlike with the Tories' Grant Maintained schools, parents won't even get a vote on whether their school becomes a Trust – the existing governors can vote for a Trust with no consultation.

As Neil Kinnock, ex-Labour leader, has warned this will lead to the "absurd notion of a Big Mac Academy or a fundamentalist Christian group running a set of urban secondary schools, funded by taxpayers' money, outside any local democratic framework".

### Selection

Research recently conducted by the Sutton Trust demonstrates that all school selection is socially divisive, widening the gap in achievement between black and white, rich and poor.

Former Secretary of State for Education Estelle Morris summed this up neatly, "Show me a school which has changed its admissions policy to attract more children from poor backgrounds with uncooperative parents."

Thousands of parents know that parental choice is a fake and it is schools that do the choosing. Giving schools control of admissions will make this worse.

### Competition

The Bill will remove democratic control over the organisation of schools. It will intensify competition between schools based on league tables. Schools will use selection and exclusion to improve their position in the league tables, but for every winner there will also be a loser.

### Misusing Ofsted inspections

The government wants to use Ofsted as a tool to create more Trust schools. Where Ofsted say that a school is failing or coasting, it will shut down in a year and then will be reopened as a Trust school. But will we be able to trust the government not to misuse Ofsted?

The government has ignored their own rules to create City Academies by allowing businessmen not to pay the £2million they promised, and the police are investigating whether these businessmen were offered honours to sponsor City Academies.

### Ending teachers' national pay and conditions

Trust schools, like academies, won't be bound by national pay and conditions and so teachers' pay will become more and more fragmented. Richer schools will be able to pay more to attract the best teachers, creating even more division between schools.

### Ending the National Curriculum entitlement

By 2013 the government wants 40% of students to follow only a vocational course and 'functional skills' in English, maths and ICT. They also plan to open specialist vocational schools in working class areas. This means that many working class and black children will be written off at 14.

### Free-market madness

The Bill doesn't promise the significant extra funding required to reduce class size and it doesn't mention tackling child poverty, instead it promotes the dogma that the market has the answer to everything. That is why so many Labour MPs voted against it at the last reading in Parliament.

**Write to your MP to oppose the Education and Inspections Bill 2006.**

### DATES FOR YOUR DIARY

**Wednesday June 14th**

Ordinary General Meeting 7pm Speech House, Coleford. For directions go to [www.glosnut.co.uk](http://www.glosnut.co.uk) and click on 'meetings'.

**Wednesday June 14th**

Trade Justice meeting 7.30pm Parish Room, Gosditch Street, Cirencester.

**Thursday November 2nd**

Ordinary General Meeting, 7pm - venue to be advised



# THE WORK OF THE UNION IN GLOUCESTERSHIRE

**Below is an extract from the Annual Report of the Association Executive. The full report can be found on the Association's website: [www.glosnut.co.uk](http://www.glosnut.co.uk)**

Without doubt, the demands being placed upon the Union locally have never been greater. It is a measure of the high esteem in which the Union is held locally that more and more Gloucestershire teachers see it as the place to go for advice on their pay and conditions of service, for help in resolving problems which may arise in their professional lives and for professional development and training.

The NUT is the largest teachers' union in Gloucestershire. The substantial rise in membership of this Association over the last year is a testament to the hard work and expertise of local officers and the Regional team in raising the profile of the Union in Gloucestershire and in delivering high quality services.

The principal areas of the Union's work in Gloucestershire this year have been

- providing members with advice, support and representation on a casework basis;
- providing members with advice on professional development through the Union's Learning Programme;
- supporting members facing salary cuts with the introduction of TLRps;
- supporting members facing redundancy;
- representing members' interests on a variety of bodies dealing with conditions of service, health and safety, workforce remodelling, the 'Every Child Matters Agenda' and the curriculum.

Supporting individual members through casework has been the principal activity of the Divisional Secretary's work over the last twelve months. With the exception of MAs to

TLRps, surely a one-off occurrence, the pattern of the work is much the same year on year. What has changed this year is the amount of it. Apart from TLRs members have sought the support of the Union over issues such as capability, long-term sickness, conduct, grievance, bullying and harassment, NQT induction, reorganisations, salary grievances (UPS progression and threshold), part-time contract issues, jobshare, workload, PPA time, pupil allegations, parental complaints and redundancies

## **Professional Development**

Gloucestershire was one of the authorities targeted by the NUT nationally as part of the school-based learning representative pilot programme. The two Union Learning Representatives are Garry Wheeler and John Pemberthy, both of whom teach in the secondary sector. One of our breakthroughs in introducing the ULR programme in Gloucestershire has been the negotiation of a collaborative CPD project with the Local Authority.

## **Campaigning**

Letter writing campaigns and correspondence have been carried out with all six M.P.'s representing Gloucestershire in support of Teacher's Pensions, the 'Make Poverty History campaign', The Children's Food Bill and the Education White Paper

The response from M.P.s always demonstrates that they take our views seriously.

# TORQUAY APRIL 2006

**The Union's Annual Conference this year was held in Torquay  
- Andy Johnson reports...**

Proceedings were conducted in a spirit of friendship, unity and good humour (as last year). For those of us accustomed to more acrimonious Conferences in the past this has come as a welcome relief. All the debates were constructive; some of the speeches were outstanding. John Pemberthy made his first Conference speech and spoke well in support of the amended motion about Faith Schools. He looked most comfortable behind the speakers' rostrum. Our National Executive Member, Max Hyde, an experienced and accomplished speaker at Conference, ably seconded the motion to adopt the Education and Equal Opportunities Section of the Annual Report of the Executive.

There are three caucuses of activists who over the years have attempted to manage, even manipulate, Conference – the Broad Left Alliance, the Socialist Teachers' Alliance (STA) and the Campaign for a Democratic and Fighting Union (CDFU). Thankfully, they don't always get their own way! The differences between the Broad Left and the other two caucuses are ideological. The differences between the STA and the CDFU are, in my view, less political than regional. Many STA members work in Greater London while CDFU has many members in the Midlands and North.

Fortunately, unlike past years, there was no automatic alliance between (and even on occasion's unity within!) the



two more left-wing caucuses (STA and CDFU) and genuine debate broke out with delegates listening to the arguments and being swayed by them rather than simply looking at who was delivering the message. For us independent, free thinkers of Gloucestershire, this was most welcome.

After four days of far-ranging and expert debate, Conference decided that the Union should:

- seek a minimum of 20 per cent non-contact time;
- call for an increase in the funding available for PPA;
- demand limits to classroom observations;
- tackle issues of work place bullying;
- call upon all governments and international bodies, including in the Middle East, to respect a child's right to education;
- insist that pastoral support and guidance is teachers' work;

- campaign for the full restoration of permanent safeguarding for teachers;
- campaign for an end to the Academies programme;
- continue a vigorous campaign against the testing regime in schools;
- urge the Government to direct resources to age-based play activities in schools;
- call for a proper work/life balance for teachers;
- demand that early years' education be staffed by qualified teachers with support staff;
- produce a charter of rights for SEN pupils;
- intensify the Union's campaign against the Education and Inspections Bill;
- seek the broadest support for comprehensive education;
- launch a national campaign to reduce class sizes;
- call for the abolition of OFSTED;
- campaign for increased resources, including teachers to schools in special measures;
- call for the publication of race equality policies within all schools;
- sponsor the production of educational resources to combat racism, anti-Semitism, Islamophobia and racial intolerance;
- defend and improve teachers' pensions;
- seek pay increases of £2,500 or 10 per cent whichever is the greater;
- call for local authorities to be responsible for coordinating the admission policies of all government funded schools;
- convene a seminar on faith schools; and campaign for local authorities to be required to establish a range of provision for children with behaviour problems.

Finally, for me, John Illingworth was the delegate of the conference for his courage in delivering a personal, emotional, and most moving speech in the debate on workload and work-related stress.

## BLACK TEACHERS' CONFERENCE

The Black Teachers' Conference will be held at **Stoke Rochford Hall, Grantham, on Saturday 4th and Sunday 5th November 2006**, with an informal reception on the evening of Friday 3rd November 2006. Accommodation will be provided for Friday and Saturday nights.

The term 'black' refers to people of South Asian, African, Caribbean, and other minority ethnic groups who may experience racial discrimination.

**Any Association members wishing to attend this conference should contact the Association's Divisional Secretary**

### Conference Programme

The Conference will provide an opportunity for stimulating presentations and discussions on a range of relevant issues related to black teachers and pupils.

There will be a number of keynote speakers and plenary sessions. The Conference will include an Open Forum where participants will have the opportunity to put questions to a panel of national NUT officials and officers.

## KEEP YOUR FEET ON THE GROUND!

**In the last six years there have been five deaths and three thousand injuries in the education sector due to falling from height. One of the fatalities was in Gloucestershire. Much of this is preventable and the *Work at Height Regulations 2005* should make a major contribution to reducing accidents in this area.**

Putting up displays is one of the main causes of falls. Teachers need to remember that this is a job that they should not be doing in the first place because the recent workforce reforms demand that they concentrate on teaching and leave jobs like this to support assistants! Nor should you be expected to scramble over furniture to open windows. Whatever you do, never climb on chairs or tables; if you need to reach above a height that you can reach comfortably, then use a kick-step or a small step ladder with a handrail. Don't go more than a metre above the floor. If the job requires a taller ladder then it must be done by somebody who has been properly trained.

Tall step ladders, extension ladders and scaffold towers need to be left to the experts. Drama teachers need training if they want to access stage lighting or high scenery; P.E teachers should not be tempted to climb up to the ceiling to

rescue stray shuttle cocks and it is the site manager's job to alter the clocks in Spring and Autumn.

Half day courses on kick-steps and step ladders are available from the County Education Support Services (contact John Torr on 01452 425867). There is a full day course on extension ladders and scaffold towers and if there are sufficient numbers, they will actually bring the training to your school. There is no need for accidents to occur. Know your rights, get yourself trained and you should be safe. If in doubt, keep your feet on the ground!

Colin O'Hare is our Association's Health & Safety Adviser - further information can be found on his webpage on [www.glosnut.co.uk](http://www.glosnut.co.uk)



COLIN'S CORNER

# YOUNG TEACHERS' CONFERENCE

The 2006 Young Teachers' Conference will be held 7-9th July. Participants have the option of arriving for registration either on the evening of Friday, 7 July or on the morning of Saturday, 8 July. This choice is being offered so that participants are unlikely to need to take time off school on the Friday. The conference proper begins at 10.00 a.m. on Saturday, 8 July.

The conference will be held at Stoke Rochford Hall, near Grantham, in Lincolnshire. It is open to all in-service NUT members aged 35 or under. Student members of the NUT are not eligible to attend.

## Conference Programme

The Ad-Hoc Young Teachers' Forum, a group of 20 young NUT members nominated by the regions and by Wales, is involved in the planning of the conference. The theme of this year's conference will be 'Act Local, Think Global'. The conference will include plenary sessions with key note speakers, subject based workshops and campaign based task groups.

Association members wishing to attend this conference should contact the Association's Divisional Secretary.

## TRADE JUSTICE

What does it mean to you? The NUT (nationally) has signed up to support the Trade Justice Movement. If you want to know more about it, come to a talk and discussion 7:30 p.m., 14th June, Parish Room, Gosditch Street, Cirencester. This is being organised by the local branch of the United Nations Association.

## INCOME TAX RELIEF

It's the time of year to check if you have claimed tax relief on your union subs. You can claim for previous years' as well as this year's by writing to the Tax Office at:

Inland Revenue, Southgate House, Southgate Street, Gloucester GL1 1QL  
(tel: 08453 667 840).

You'll need to include your Employer's Tax Reference Number (you can get that from your pay slip) and your own National Insurance number.

The subscription rates in previous years were:

1997 - £104	1998 - £111
1999 - £119	2000 - £119
2001 - £123	2002 - £131
2003 - £139	2004 - £145
	2005 - £149

**Be a friend, remind a colleague!**

# 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

## Health and Safety Adviser:

Colin O'Hare: 01285 653 695

## Union Learning Representatives:

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

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

## 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)