



# THE GLOUCESTERSHIRE TEACHER

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

## What ARE they doing to our pay?

### TEACHING AND LEARNING RESPONSIBILITY (TLR) PAYMENTS

**T**housands of teachers now in receipt of management allowances will find their allowances reduced or removed altogether under recommendations accepted by the Government. The system of management allowances will be replaced by two bands of teaching and learning responsibility payments (TLR).

The proposals on pay come from the Rewards and Incentive Group, the RIG. The members of RIG are all the other teaching unions together with representatives of the DfES. **THE NUT IS EXCLUDED FROM THIS GROUP BY GOVERNMENT WITH THE AGREEMENT OF THE OTHER TEACHER UNIONS.**

### COST CUTTING

In its evidence to the STRB, the RIG said that "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 current five fixed levels of allowance will be replaced by two ranges of TLR payments; TLR1 and TLR2. There will be no nationally prescribed amounts as there is under the current management system. School Governors will decide the value of "spot" payments and the overall number of TLRs. The ranges of values are £2,250 - £5,500 for TLR2 and £6,500 - £11,000 for TLR1, with the precise values and numbers of levels of payments determined by the school governing body subject only to a requirement that the minimum differential between each level of payment should be £1,500.

### SOME OF THE DETAILS:

- All schools should consult with staff and their representatives and publish their revised structures by 31 December 2005 together with a timetable for implementation.
- TLR payments should be available from 1 January 2006
- New awards of management allowances should cease from 1 January 2006..
- The transition period for each school should start when the staffing structure was published and last for three years, ending by 31 December 2008.
- The criterion for TLR payments should be that payments should be made only to "a teacher who is accountable for a significant, specified responsibility focused on teaching and learning, that is not required of all classroom teachers, clearly defined in the job description of the TLR payment holder, and requiring teachers' professional skills and judgement. The TLR payment should be for a sustained responsibility in the context of the school's staffing structure needed to ensure continued delivery of high-quality teaching and learning."

- The factors for payment of TLRs should be:
  - impact on educational progress beyond the teacher's assigned pupils;
  - leading, developing and enhancing the teaching practice of others;
  - having accountability for leading, managing and developing a subject or curriculum area or pupil development across the curriculum;and (for the upper value TLR)
  - having line management responsibility for a significant number of people.

**Statutory guidance** will be issued on the review of staffing structures. This will include addressing head of year and pastoral responsibilities in the TLR system, an issue specifically raised by the NUT in its evidence. In addition, the STRB has recommended that guidance should be issued on the type of TLR payable for specific line management posts and the application of TLRs to unattached teachers. However, the Secretary of State has specifically stated that any guidance should not be restrictive or suggest different levels of TLR payment for different tasks or responsibilities. These will be for schools (or, in the case of unattached teachers, LEAs) to determine. Teachers will be paid a spot rate as decided and published in the school's pay policy. This recommendation has gone further than the RIG evidence, which did not mention publishing the TLR rate for specific posts.

**This is not an assimilation exercise, there will be no "automatic read-across" from management allowances to TLRs.**

**TLRs will cease when** moving from one school to another; when a teacher declines to perform the responsibilities attached to the payment or loses them as a result of poor performance through capability procedures; or when responsibilities are restructured.

*continued overleaf*

**All teachers currently on safeguarded salaries** will see their protection ending on 31 December 2008.

**Teachers transferring from management allowances to the new TLR system will see the cash value of their allowances protected only for up to three years** but not beyond 31 December 2008.

**Safeguarding will cease** where a new level of payment is accepted; the teacher moves post; the teacher's pay excluding the management allowance (through annual increment, movement to a higher pay scale or receipt of a higher level of



**Above left to right:** Bert Cossins, Claire Price, Andy Johnson, Ian Morgan and Dave Sutherland, part of the Association's delegation to Annual Conference 2005.

This Easter our Annual Conference was held in Gateshead's Sage Centre overlooking the Tyne and its unrivalled collection of bridges, most recent of which is the mesmerising 'blinking eye' Millennium Bridge. For details of resolutions passed at a lively but unusually well-behaved Conference visit: [www.teachers.org.uk](http://www.teachers.org.uk)

## THE EXCELLENT TEACHER SCHEME

**To qualify** for the proposed Excellent Teacher Scheme from September 2006, teachers would have to pass a national test. **However, teachers could pass the test but find no such posts in their schools.**

**Who is eligible?** Only teachers **NOT holding TLR payments or management allowances** will be eligible for Excellent Teacher Status.

An arbitrary and false dichotomy will be created between 'Excellent' teachers and teachers holding TLR payments and management allowances who will not understand why they should be excluded.

**There is also no guarantee of funding.**

## PAY CALCULATOR

The new pay scales from 1 April and 1 September are available on the Association's website at [www.glosnut.co.uk](http://www.glosnut.co.uk)

TLR payment) exceeds the current pay including the management allowance; or the teacher unreasonably refuses to undertake responsibilities required of a new post offered.

**The STRB has formally recommended that all the main parties should be included without preconditions** in formulating guidance for schools on the review of staffing structures and the implementation of the TLR system. In the context of this recommendation **the STRB has stated that the NUT has "much to contribute."** The Secretary of State's response was only to say "All parties will, as usual, be consulted on the development of statutory guidance."

## NEWS SNIPPETS

**Cheltenham and Tewkesbury Special Schools reorganisation** – the LEA's proposal to close three schools (Alderman Knight, Battledown and Belmont) and enlarge the fourth (Bettridge) has now been approved by the Schools' Adjudicator.

The Governors of Bettridge school have agreed to:

- ring-fence all posts created as a result of the reorganisation
- ring-fence all promotions and upgrades
- invite governors of the other three schools to join the appointments panel for new posts and
- identify a date after which all staffing replacements will be ring-fenced which has to be good news for the staffs of Alderman Knight, Battledown and Belmont,

**The Authority is now promising that the Gloucester City Schools review will not involve any school closures.** Recommendations will go to Cabinet sometime in the Autumn Term.

**The review of provision for EBD pupils will be re-started this term.** The review will be a wide one and will take in the School Reintegration Service.



**Congratulations to Cathy Canham - The LEA's Commissioning Team for developing the new Children's Centres** asked for a teacher union representative. NASUWT nominated and ATL seconded the election of the NUT's Cathy for the role.

Cathy teaches at Widden Primary School and is the only primary based union representative on the Education Joint Consultative Forum. Her input is highly valued and critical. We wish her well in her work with the Commissioning Team.

**Early Retirement (Redundancy)** – the current scheme (known as VPR1, Voluntary Premature Retirement by route 1) has been retained for a further year so teachers of 55 and over taking early retirement through redundancy, effective 31st August 2005, will continue to be offered protection from actuarial reduction and up to a maximum of six and two thirds added years.

**Early Retirement (Efficiency)** – this scheme (known as VPR2, Voluntary Premature Retirement by route 2) is to be withdrawn from 1st September 2005. A new scheme may be introduced for 31st August 2006.

## NUT AT YOUR SERVICE

Checkout the benefits and services provided for NUT members. You can find them at [www.glosnut.co.uk](http://www.glosnut.co.uk) in the **membership info** section. Scroll down and click on **'At your service'**. Companies endorsed by the Union provide high quality products and services, designed to meet the needs of teachers. You can

find Financial advice, Mortgages and Savings, Home Insurance, Motor Insurance, Loans, Car finance, Discount shopping, Travel deals, Energy Supplies, Funerals and Funeral Plans, Legal service (not work related) and a range of group insurances.

# WORKFORCE REMODELLING

Both GMB and UNISON are in dispute with the LEA over HLTA contracts specifically with regard to their rates of pay. The LEA view is that they should only be paid the HLTA rate while their doing HLTA work. At other times when working as a Teaching Assistant they should be paid at TA rate. The unions are insisting that anyone who spends any part of their employed time fulfilling the role of an HLTA (teaching whole classes) should be paid at the HLTA rate for their whole contract. The NUT supports the GMB and UNISON in their dispute.

**The LEA will be advising schools to use HLTAs only for providing teacher PPA time.** They are also encouraging schools to seek out external specialists such as sports coaches who could be employed on unqualified teacher pay scales.

Many primary schools are facing the dilemma of insufficient funding for the PPA time. Schools facing falling rolls are particularly hard-pressed. Many schools feel they will have to sack TAs and abandon optional enrichment activities in order to meet this requirement. Encouragingly, primary heads in Gloucestershire are taking the line of "teacher-for-teacher" over PPA time. The NUT supports this approach.

**Secondary Schools are facing problems with teachers' gained time.** School trips are at risk as paying for supply is causing secondary heads to seriously consider employing unqualified cover supervisors. The Union would like to

hear from any schools where this occurs.

**Some of Gloucestershire NUT's Primary Head teacher members** met with Union's Regional Secretary, Andy Woolley, to discuss the implementation of workforce reform in their schools. Concerns were raised in detail by the Heads about their inability to provide PPA as required under the Teachers' Pay and Conditions Document without serious problems arising in some other way. These problems were anticipated to vary from school to school but included the distinct possibility (or even inevitability) of:

- Funding for PPA coming from a reduction in the number of Teaching Assistants.
- Funding being available for a short time from reserves previously earmarked for other things.
- Headteachers doing more "cover" themselves.
- Teacher redundancy and larger class sizes.
- Abolition of special projects.
- PPA being provided by staff without a teacher qualification.
- The loss of "enrichment afternoons".

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## NOT TOO LATE TO BOOK YOUR FREE FARM VISIT! **LIMITED PLACES SO BOOK EARLY!**

### WOULD YOU LIKE YOUR PUPILS TO:

- Know where their food comes from?
- Have an understanding of farming and food production?
- Find out about wildlife and the countryside on a real working farm?

### A VISIT TO OVER FARM CAN:

- Provide a programme of fun, curriculum-linked first-hand experiences around the farm
- Include: a tractor trailer ride around the farm, pick and taste seasonal crops, feed the animals
- Cover many aspects of the National Curriculum
- Support current guidelines on integrated creative learning
- Promote healthy eating and local food production
- Explore environmental and sustainable development issues

Suitable for pre-school, primary and secondary school pupils. Visits are led by an experienced, qualified teacher.

We can adapt activities to suit your needs and the curriculum areas you wish to cover.

Over Farm is a member of 'Farms for Schools', which ensures necessary health and safety requirements are met.

**For more information or Education Pack contact:**

**Mo Braham**

Tel: **01531 820808 / 07970 619850**

Email: **Davidandmo.topp@ukgateway.net**

### COMMENTS FROM SCHOOLS THAT HAVE VISITED OVER FARM

*"The whole day was a fantastic experience for the children. The fact that everything was hands-on was great. Cross-curricular literacy/numeracy – great! I can't rate the experience highly enough."* **(Tredington teacher)**

*"We felt that the organisation of the day and activities provided were ideal for the age of children in our party."* **(Eastcombe teacher)**

*"Very hands on, excellent. The children have learnt things here that I couldn't teach them in a classroom in a million years."* **(Deerhurst and Apperley – 1st year teacher)**

*"One of the best school trips I've ever been on."* **(Deerhurst and Apperley – deputy head)**

*"The whole environment was exciting for the children, the scale of the fields, seeing crops growing, tasting, smelling, just being on a working farm. The walk to the woods (through the barley field) was magical! It was great to have a guide, and to talk to the farmer – real experts!"* **(Finlay Reception teacher)**

*"I don't know about the children, but I've learnt a lot. I never knew sweetcorn grew like that."* **(Parent helper)**

*"I've eaten thousands of eggs in my life but never got close to a chicken until today."* **(Teaching assistant)**

*"Tasting the beans was interesting but I didn't like them raw. I fed the goats and the chickens, they were really funny. The water buffalo slobbered all over my hand. It is hard to choose which part of the farm was my favourite because I thought every part of it was fantastic."* **(Churchdown Parton Manor – Y5 pupil)**

*"The best bit was the tractor-trailer ride. I wish I could come again. How tall is the ostrich?"* **(Berry Hill Y2 pupil)**

# A CALL FOR EVIDENCE: POSITIVE EXPERIENCES OF FLEXIBLE WORKING

There has been an increase in the number of refused applications for job-shares and part time work since the introduction of the statutory right to request flexible working in April 2003. Employers are using the statutory "clear business reasons" to justify refusing informal as well as formal applications for changes in working arrangements. Some Employment Tribunals are viewing employers' arguments favourably, particularly refusals on educational or managerial grounds.

To counter these arguments, the Union is seeking evidence from members of positive experiences of flexible working, including part-time working and job sharing. Practical examples of successful flexible working arrangements will be used to develop and strengthen the Union's legal arguments on the issue of "justification", to support members seeking changes to their working hours, and to develop the Union's policy on flexible working.

Members may respond by contacting the Association secretary for a form or by completing the form online at [www.teachers.org.uk](http://www.teachers.org.uk) and by emailing [flexibleworks@nut.org.uk](mailto:flexibleworks@nut.org.uk).

# CLAIMING YOUR UNION FEES AGAINST TAX

Have you claimed your Union subscriptions against tax? It is straightforward and you can claim for previous years if you have not already done so.

Get your tax office reference number and address from the pay section of your employer. This can also usually be found on your pay slips or P60. Check on your yearly tax coding letter from your local tax office that union subscriptions appear under allowances. If they do not, then write to your local tax office.

You will need to include your employer's name, address and tax reference and your own National Insurance number:

The NUT subscription rates for past years:

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

## DATE FOR YOUR DIARY

**June 22nd Association General Meeting** the guest speaker will be NUT Senior Solicitor, Graham Clayton. It will be held in the Presidents' Suite at the Bells Hotel, Lords Hill near Coleford in the Forest of Dean. A map will be posted nearer the date on the Association's website: [www.glosnut.co.uk](http://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's Divisional Secretary:

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

**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)