



THE GLOUCESTERSHIRE TEACHER

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

GENERAL MEETING

**7pm Thursday 2nd November
University of Gloucestershire
Oxstalls Campus - Room LC 103**

Be well informed.

Items on the agenda will include the latest information about changes to performance management and pensions.

Do you want to influence NUT policy, and draft a motion to go to NUT Annual Conference? The meeting will be discussing motions to go from the Association.

INDUSTRIAL ACTION AT MARLING SCHOOL

**For the first time in over 20 years, members of the
NUT have been on strike in Gloucestershire.**

It's over the move from management allowances to TLRs.

Members of the NUT at Marling school went on strike for the day on the 13th July. They did it to defend members at the school facing pay cuts as a result of the school restructuring with the introduction of TLRs.

The strike was called after 6 months of negotiations with the head teacher and governors had failed to secure any firm offers to protect any of the 10 NUT members facing cuts in their pay. At the time of writing, the situation is not resolved. The Union is seeking further talks with the governors. Sadly, further days of strike action cannot be ruled out at this stage.

● While members of the other teacher unions at the school expressed support for our action, any chance of their striking too is out of the question - their unions have signed up to promoting these changes!

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Send an email to the Secretary at secretary@gloucestershire.nut.org.uk and let us email this newsletter to you. It would get to you more quickly, save the Association money and spare a few trees. Please put **EGT** in the subject line.

HERE WE GO AGAIN!!!

- more RIG inspired upheaval

The government plans to link Performance Management for teachers and head teachers to pay – and its partners in the RIG are helping it!!

The DfES has been in negotiations with the unions in the **Rewards and Incentives Group** (RIG) (NASUWT, ATL, PAT and ASCL) and together they have agreed radical changes to teachers' and head teachers' performance management schemes. NUT members hardly need reminding that the Union is excluded from the RIG (and the NAHT has withdrawn).

The changes proposed by the RIG will cause as much or more upheaval in schools than the introduction of TLRs. They will impact most heavily on every teacher not currently on UPS3.

If adopted unchanged, the proposals will

- fundamentally change professional relationships between colleagues within schools, faculties and departments and create the potential for strife between staff ;
- remove any sense of 'ownership' felt by teachers and introduce a significant amount of potential penalty for them;
- open up the possibility of significant additional workload, both for reviewers and for reviewees; and
- create an imbalance between the school's corporate and a teacher's personal professional development.

The current performance management regulations are embedded and have been largely accepted. They have enabled the NUT to limit workload for reviewers, reviewees and head teachers to reasonable levels. Decisions on pay progression have rested with head teachers. Many teachers (admittedly not all!) have seen positive improvements as a result of the current procedures. NUT guidance has been largely accepted in most schools. It set the template for schools' performance management policies and placed the relationship between pay and performance management within a recognised context. Where there have been problems over pay progression on the Upper Pay Scale they have mostly been resolved by discussion with the head teacher with only a very few cases going before governors' pay panels.

Proposals causing the Union serious concern

- Progression up the pay spine for teachers on the Main pay scale is to be dependent upon their performance review, similar to those on the Upper Pay scale. This represents a sea change in current practice where points are awarded for experience.
- Reviewers will make pay recommendations to head teachers and governing bodies. This will inevitably lead to the fracturing of relationships within faculties and staff rooms and is seriously divisive. Its greatest impact will be upon younger teachers who will face annual reviews regarding their pay progression. They will be less likely to seek professional advice and support from their line managers, and other more experienced colleagues, for fear of it putting their pay progression at risk.
- **There will be no scope for the head teacher to change reviewers' pay recommendations** with the inevitable loss of consistency of approach within schools. The potential for unfairness is manifest with reviewees' pay progression being in the gift of reviewers.

The NUT warns: "These changes will damage friendships and bring division and discontent to our staff rooms".

- There is no mechanism for providing consistency between schools, already a problem with TLRs.
- There is no limit on the number of objectives set. This has serious workload implications and potential for unfairness.
- Three observations a year per reviewee is too onerous for reviewers causing additional workload. Reviewers with more than three reviewees will face an unacceptable workload and will have their energies diverted away from teaching and learning. Reviewers with more than three reviewees are struggling to do one observation per year under the present arrangements.
- There will be inconsistency over application of the teaching standards framework from one reviewer to another.
- The implications for pay progression of centrally employed teachers, supply teachers and agency employed teachers have not been addressed.

- Performance statements and accompanying evidence will be transferred from school to school as teachers move jobs. Such a requirement would mean that the statement would become a de facto substitute for a reference and that performance management evidence, partial statements and full statements will be expected by those conducting interviews for posts. It is not possible to predict the consequences of this proposal.

... And not forgetting head teachers...

- Once a School Improvement Partner (SIP) has been appointed to a school, the head teacher has no choice over his or her reviewer. Essentially, if a head teachers disputes the objectives set by their SIP, including the professional development objectives, then they will be in dispute with the local authority, albeit that the reviewer is making a recommendation on pay progression to the governing body. Unlike the relationship of external advisers to head teachers, this is not the role of a critical friend.
- External advisers, the predecessors of SIPs, have been highly beneficial for head teachers, governors and schools generally. They have been seen as outsiders with no axe to grind. In contrast, there are a number of axes that SIPs are required to grind, including the Strategies' priorities and local authority national curriculum assessment targets. They are not suitable automatically to take on the role of advisers to governing bodies for head teachers' performance reviews. It is vital that a distinction is made between the role of the SIP, acting on behalf of the local authority, and the specific reviewer/reviewee relationship within the performance management arrangements.

Implementation

The RIG proposals envisage a key remodelling and advisory role for local authorities and the RIG unions with the RIG Guidance being heavily touted around schools. The NUT will be sending its own guidance to schools once the final regulations are published.

There is supposed to be consultation between governors, head teachers, staff and their unions before the implementation date of

the 31st October 2007 for teachers and the 31st December 2007 for head teachers. As with TLRs, we once again face the nonsense here in Gloucestershire of local Union officers endeavouring to consult with 302 schools and 14 Authority service areas all at the same time. Inevitably, much of the onus will fall upon School representatives.

NUT recommendations already made to the Local authority:

- One classroom observation per Performance Management cycle rather than the three. The Local Authority is free to recommend this to schools.
- No classroom observation to be more than 60 mins. The Local Authority is free to recommend this also.
- Reviewees should be required to agree no more than 3 objectives. There is freedom for the Local Authority to recommend this.
- No reviewer, other than the head teacher, should have the responsibility for recommending pay progression to the Governors' Pay Panel.
- Reviewers should be limited to a maximum of 3 reviewees.
- The Local Authority should establish an external appeal system to resolve objections to review statements.
- There should be no collection of information or evidence, oral or written, from other staff without the prior agreement of the reviewee.
- Performance Management meetings should be in directed time.
- Schools should adopt policies of not increasing class sizes or groups to facilitate observations.

- Local Authorities should not issue advice on links between pay & performance management until the regulations are issued.
- Any revised performance management regulations should not come into force before 1st September 2007.
- Current performance management regulation 10(i) should remain i.e. 'if a teacher moves to a post in another school or to a new post as a head teacher, the appraisal cycle shall begin again'.
- Head teachers should have a choice of SIPs from a range of head teachers or teachers. Governing bodies and head teachers should have the right to request the replacement of particular SIPs if they have concerns about the SIPs relationship to head teachers.

The changes to our performance management schemes will undoubtedly be the subject of discussions in Gloucestershire's Workforce Agreement Monitoring Group (WAMG) where the NUT is represented. Yet again, the teaching unions will not be speaking with one voice. The NASUWT, ATL, PAT and ASCL are tied into the RIG committed to promoting these changes lock, stock and barrel. The NUT's exclusion from the RIG allows us to be independent and free to defend our members. The Union has urged the Gloucestershire Local Authority to press the government to abandon its exclusive RIG approach and instead invite all the teaching unions to discussions on teachers' pay and conditions at a national level. The NUT did not walk out of the talks on the National Agreement; it was excluded by the Secretary of State of the time, Charles Clarke.

Andy Johnson, Divisional Secretary

DATES FOR YOUR DIARY

General Meetings: Wed 17th Jan 2007 at University of Gloucestershire, Oxstalls Campus, 7pm & Thurs 14th June 2007 (venue to be arranged), 7pm.

A.G.M.: Wed 7th Mar 2007 (venue to be arranged), 7pm.

Young Teachers' weekend 24th and 25th November:

- Under 35, in your first few years of teaching and in the NUT?
- Sessions on behaviour management, voice care, conditions of service, how the Union can work for you and more.

Join local officers at a hotel near Cirencester on the Friday evening, enjoy a social evening, and then spend Saturday attending sessions

which will help you in your work. Evening meal, bed, breakfast and lunch all included.

Interested? There are 15 places available.

Send an email to the Secretary at secretary@gloucestershire.nut.org.uk with your name and membership number. Please put **YTW** in the subject line.

School Reps training day: Feb 9th, Hucclecote Centre.

There are 22 places available for this topical and popular day of training for School Reps. Send an email to the Secretary at secretary@gloucestershire.nut.org.uk with your name, school and membership number. Please put **SRT** in the subject line.

DRIVING THE SCHOOL MINIBUS - CHANGES AFOOT

There has been a long tradition of school teachers transporting small numbers of pupils in 12-17 seater minibuses and many colleagues will be concerned to learn that they will soon need a D1 PCV licence if they wish to continue as a minibus driver. **As your Health and Safety adviser I have to admit that I have always found it difficult to convince myself that one person can be responsible for 16 children and drive a vehicle at the same time!** The Government's current view of course is that teachers should be teaching; driving buses is not part of a teacher's contract!

THIS IS THE PRESENT SITUATION:

The Bottom Line

If you have an old (pre 1997) licence or you have held a B category licence for two years then you may drive a school minibus as long as you receive no consideration for driving other than out of pocket expenses and the minibus weighs less than 3.5 tonnes.

Best Practice

Most authorities recommend that minibus drivers undertake further training. The MiDAS (Minibus Driver Awareness Scheme) Certificate is the commonest qualification used but there are others including a good one provided by RoSPA.

But It Is Almost Impossible To Buy A New Minibus Under 3.5 tonnes

This is where the crunch will come. New requirements mean that virtually all new minibuses weigh more than 3.5 tonnes. This means that you need a D1 PCV licence to drive it. To obtain such a licence is an expensive and time consuming process. Now is the time to plan for the future. Will you train a non teacher to do all your driving or perhaps it would be easier to hire buses with drivers?

Each school will make its own decision. My advice is that teachers should leave driving buses to bus drivers!

Colin O'Hare is our Association's Health & Safety Adviser - further information can be found on his webpage on www.glosnut.co.uk



COLIN'S CORNER

INFORMATION & ADVICE READILY AVAILABLE

WANT TO FIND OUT MORE ABOUT

- ABSENCE MONITORING
- ACCESS TO PERSONAL FILE AND REFERENCES
- ACCIDENTS AT WORK
- ADOPTION
- ATTENDING COURTS AS A WITNESS
- BULLYING
 - CAPABILITY PROCEDURES
 - CLASS SIZE
 - DISCIPLINARY HEARINGS
 - DISCRIMINATION
 - EARLY RETIREMENT
 - EDUCATIONAL GRANTS
 - FERTILITY TREATMENT
 - FIXED TERM (TEMPORARY) CONTRACTS
 - INDUCTION OF NEWLY QUALIFIED TEACHERS
 - JOB DESCRIPTIONS
 - JOBSHARE
 - LEAVE OF ABSENCE
 - MATERNITY LEAVE
 - NOTICE PERIODS
 - PARENTAL LEAVE
 - PART-TIME TEACHING
 - PENSIONS
 - PLANNING
 - PROFESSIONAL DEVELOPMENT
 - PUPIL BEHAVIOUR POLICIES
 - PPA TIME
- REDUNDANCY
- REFERENCES AND DATA PROTECTION
- REFERRALS TO OCCUPATIONAL HEALTH
- SALARIES
- SCHOOL PAY POLICIES
- SCHOOL DAY CHANGES
- SICK PAY
- STRESS
- SUPPLY TEACHERS – PAY/PENSION/THRESHOLD
- TEACHING IN INDEPENDENT SCHOOLS
- TEACHING OVERSEAS?

...THEN GO TO

www.glosnut.co.uk

CLICK ON "HELP AND ADVICE"

AND FOLLOW YOUR NOSE!

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

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