

East Riding Association NUT

April 2016 Newsletter

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Dear NUT Member

I am not normally given to fontfares such as the one above. However the Government White Paper published a few weeks ago makes changes to teachers' terms and conditions which are the most extensive ever and which seriously undermine our professional terms and conditions; indeed, the very foundations of our education system.

Their plans to forcibly academise all schools will affect:

- Your pay – academies are not obliged (and in some cases don't) use current pay-scales – criteria for pay progression could become very harsh, starting salaries will be affected as will the pay of those on UPS
- The length of the school day – some academies have made the school day much longer
- The 1265 hours of protected time – you could be obliged to sign a contract asking you to come in during what used to be school holidays
- Your non-contact time may be reduced
- Sick pay could change
- The pay of head teachers – in some academy chains, so-called "superheads" earn in excess of £400,000 per annum (remember, this is public money paid out of your taxes)
- Disciplinary procedures and changes to other policies may occur – your employment rights are in danger
- Maternity, Paternity and Adoption leave

The white paper represents a huge change to our rights as teachers and to the kind of education we can provide and outcomes for children.

There needs to be a big response which is why NUT Conference voted for a ballot on strike action.

BALLOT PAPERS WILL BE COMING TO ALL MEMBERS WEEK COMMENCING 23 MAY – PLEASE VOTE

To hear more about this important issue, please attend the **East Riding Division OGM on 7th May at 10.00 am at The Tiger, Beverley, HU17 8JG** when it will be the main agenda item.

Go [here](#) to see further details of concerns regarding the White Paper as published in an article for the Hull Daily Mail – the level of disquiet is considerable – when a Tory Councillor is agreeing with a Trade Union representative about government legislation, it is clear that there is a problem with Government legislation.

Also [here](#) you can hear an interview on Radio Humberside where I talk about the White Paper and its effect on our profession – the NUT interview is 17 minutes into the Burnsy programme.

OTHER EAST RIDING NEWS

Brighton Conference – First Impressions

The NUT annual conference and the powerful pink book!

When I volunteered myself to attend the NUT annual conference I had no clue what to expect. I had heard from other officers in our division that it was "tiring but worthwhile" and that it would be a great experience. Sign me up.

Our first session at conference was an eye opener. Hundreds of delegates took their seats and paid special attention to the speeches made by General Secretary Christine Blower and President Anne Swift, as well as a welcomed and refreshing speech made by Labour Party leader Jeremy

Corbyn which spoke of the importance of trade unions and how damaging the current government had been for the education sector, especially since their announcement that all schools in the UK would become academies by 2020. The response to Corbyn's speech was enough to tell me that I was surrounded by impassioned, dedicated teachers who were determined to continue the fight for quality education in the UK.

This is where the fun began. Before we attended conference we were sent a delightfully pink book that included all of the sessions that we were going to attend and itemised motions that were to be discussed and voted on throughout each session. These motions ranged from the boycotting of baseline testing in primary schools to the creation of a working party to support young teachers, and quite literally everything in between!

Unaware of the procedures for voting at conference, three other first-time delegates from the East Riding and I took advice from our Divisional Secretary, Julie, about how to vote on motions. You were to raise your pink book to signal that you were for/against/abstaining from voting on a motion.

Well, well! As soon as this information was passed down to us we let rip. We raised our pink books, and we raised them good! We were able to have our say on changing the way that the NUT supports all of its members - an opportunity that I certainly didn't take lightly. It's a powerful thing, being able to vote. Some motions were genuinely difficult to consider, but being there with both first-time East Riding delegates and other delegates who had attended before meant that we engaged in discussions that helped us to reach conclusions. The best part about that was that we discussed whether we thought our East Riding members would support the decisions that we were making, we were voting in their behalf after all.

It was interesting to see how conference procedures operated as a whole too. It's all very official. Somebody makes a speech to "move" a motion, someone makes a speech to second that motion and then people can speak for or against the motion and its amendments to persuade people to vote in a particular direction. Some of these speeches were incredibly emotional because delegates were talking from a real place of pain or fear or elation. It enlightened me quite a bit with regard to struggle - as a

profession we are feeling the pressures of relentless stress, workload, pay progression in relation to performance in a job where the goalposts are constantly being changed by the government, the list goes on. We are not alone in our struggles. I was sat in a room full of people who are fighting and want to continue fighting for fairness and, ultimately, a better education for our children. I felt strong in that room.

As a Young Teachers Officer I feel angry when I think about how difficult my job has become in the last few years. It was not like this 5 years ago when I first qualified. And the majority of this difficulty is unnecessary and imposed upon us all by the detached view that our current government has on education. I think it's time we took the reins back a little. Action will be taken in the very near future. Strikes to oppose the academisation of all schools in the UK will be happening. Boycotting of baseline testing in primary schools will be happening. Meetings, rallies, marches will be happening and we need everyone to get involved. If you are a secondary school teacher, support your primary teacher colleagues in their fight. If you're a primary school teacher support your sixth form teacher colleagues in their fight too. The only way that we will regain any sort of control over the jobs that we love is to stand up together and do something.

Yes, conference was tiring but it was potentially one of the most worthwhile experiences that I have ever had. It taught me that a pink book is a powerful tool for making a difference. It also taught me that we're all powerful tools, instruments for change as long as we work together. There is so much good in this profession. We get to work with little personalities that amaze us and make us laugh every day. We get to teach the subjects that we love and put smiles on kids' faces. We help to nurture and develop and strengthen the minds of the young people who will be future trailblazers. How cool are our jobs, seriously?

It's worth the fight.

Cally Prichard
Young Teacher Officer

President's Conference Report

This was my first time at conference and I was proud to be part of the East Riding delegation of six. We maintained a constant presence between us throughout the five days of speeches and conference business.

We kicked off on a high with Jeremy Corbyn. He received a very warm welcome - we were all on our feet even before he spoke about his affection for the NUT; his mother was a member and a maths teacher. Corbyn is a proud trade unionist and will be till the day he dies! Watch his speech [here](#) (and look closely towards the end when you will catch a glimpse of Catherine and Richard as the camera sweeps round!)

You will also see Christine Blower in a stylish hat - her Easter bonnet - which she changes each day. The first time delegates briefing was very helpful. Conference is democratic and inclusive. There were plenty of first time speakers, several of them were also first time delegates. Again, have a look on the NUT website for a flavour of the speeches. We covered a lot of ground: workload; teacher shortage and funding; supply; bullying of staff; sixth form college funding; Prevent; testing in primary schools; Ofsted; equalities; young teachers; professional unity; fair pay and perhaps most urgently 'The White paper: The Wrong Priorities'. Each motion is proposed and seconded by delegates most of whom make a speech for 4 minutes (till the red light shows) and then amendments are debated in the same way. It was sometimes moving, sometimes shocking, sometimes funny to hear the stories from delegates - young teachers, supply teachers, teachers struggling to live in London, disabled teachers, trans teachers, LGBT+ teachers.....each with their own experiences, sometimes familiar but sometimes very different from mine in rural East Yorkshire. It was an enriching experience.

Being in Brighton, on the seafront, was a treat, as was getting to know Richard and Cally better and spending time over dinner with my friends and colleagues from the East Riding delegation. So.....I move that the question be put! All those in favour? That is carried unanimously!

Now the really hard work begins.

Sarah Sheen
President

For further information on what's happening in the East Riding, please visit our facebook page [here](#) or log onto our website [here](#) .

Events

We are affiliated to the People's Assembly and there was representation from East Riding officers at the next People's Assembly on 16th April when thousands marched in London to protest against the Government's austerity measures including its attacks on education. Catherine Scarlett has posted pictures of the event on East Riding and Hull facebook page [here](#)

Rep of the Year – Damian Walenta

Congratulations to Damian Walenta, school rep at Driffield School who has won the title of Yorkshire Midlands Rep of the Year after being nominated by members at the school. He talks here about what being a rep means to him:

Although I was very flattered and honoured to receive the Yorkshire Midland Region Representative of the Year Award, I know there are reps all over the region who are working just as hard to represent their members. They too feel that being a rep is something that is absolutely vital if we are to stand up against the constant attacks on our profession, and protect learning and teaching conditions in our schools.

To me, being a successful rep is all about communication with colleagues who are also prepared to stand up, and we have those in abundance at my school. I am sure that they are there in every school - if you haven't got a

strong union group, start talking, arrange meetings and build one.

There are too many members in school who are always there to discuss issues to mention them all by name, but I must say a special thank you to our Learning Rep, Sarah Sheen. Outside of school our Divisional Secretary, Julie Davies, has always been there, alongside the wonderful officer group of the East Riding Division. Regional and National officers have also been supportive and are always just a phone call or email away. In short, the clue is in the name: National UNION of Teachers. I am proud to receive the award on behalf of everyone in the union who I work with. If you are interested in becoming a rep, please get in touch with me or any of the East Riding officers. Far from being alone you will find yourself part of a supportive network that works hard to protect the learning and teaching conditions in school. If you are a rep and would like to discuss building your school group, there has never been a more important time to do it.

Equality News

Please update your membership details with your equality data. This helps to direct you to relevant information and groups and events that you might be interested in. This information is only accessible by the union HQ, the Div Sec and the Equality Officer. The membership update page on the main NUT website can be accessed via a link on the eastridingnut.org homepage

You will need your NUT membership number to register and then check and update all your information.

Date of Next Meeting

The next meeting will be our URGENT, STRIKE BALLOT DISCUSSION OGM which will be held on Saturday, 7th May at 10.00 am at The Tiger Inn, Beverley. All are welcome and a free meal and a drink will be provided.
Best regards,

Julie Davies
Divisional Secretary

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