

This issue: Important Pay and Appraisal News; NEU Recruitment Drive; Lobby of Parliament; Resisting Resilience Approaches to Teacher Stress; Responding to Student Questions and Fears

East Riding NEU (NUT Section) Newsletter: September 2017

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Dear NEU Member,

Five weeks in to the new term and summer already seems a long way away. Sadly, the new term still sees the same issues plaguing our profession; teachers are still being pushed to the limits and beyond - causing greater number of teachers to leave the profession as fewer and fewer new teachers enter it. Sadly, we are also seeing a huge rise in mental health issues amongst our students as they struggle to meet the demands of our exam factory education system.

The good news is we are now all part of a bigger, stronger education union (at almost half a million members we are the largest education union in Europe - the second largest in the world), that will be campaigning hard to make schools places where learning and teaching is not something to be endured (or, in the case of the many teachers and young people that are being broken by this system, not endured) but something to enjoy: inspiring, creative spaces where our children can grow and flourish; places where a life-long love of learning can take root.

YOU are the union. We can all do our bit to try to bring about the change we so sorely need, and I'd like to ask everybody to help by simply having conversations and talking about what you can do in your school. If you already have a rep in school, ask them to hold a meeting where you can discuss ways that can make learning and teaching in the school a more positive experience for all. If you don't have a rep, consider standing yourself or talk to colleagues who you feel may be interested in the role.

A school can have more than one rep, so you could share the role or consider being a Health and Safety rep, or a Learning Rep - promoting the highly acclaimed NEU CPD. We run a huge range of courses throughout the year, including: Teaching Shakespeare, Early Career Teaching, Certificate in Transactional Analysis, Aspiring to Leadership...and many more. Courses are free to you and the school, with free accommodation, meals and travel.

If you are a rep, and you haven't had training, please book yourself on the excellent reps training courses available online or get in touch with me. The school has a statutory obligation to release you, and your travel, accommodation and meals are all provided. The training is first class, and you will come back to your school with the skills and knowledge needed to support your members and make your schools better places to learn and teach. If you have completed the rep training, there are a wide range of superb advanced courses available to you. I'll be writing to all reps soon to discuss your training requirements, tell you about an upcoming meeting for reps and provide you with some of our new East Riding NEU merchandise – photos in this Newsletter.

If you want to discuss any of the above, don't hesitate to get in touch. **Whatever you do, please have those conversations with colleagues:** we don't have to passively accept the demise of state education. There are almost half a million of us in the National

Education Union – if we all have those conversations we can start to bring about real change.

Best regards,

Damian Walenta

East Riding NEU Division Secretary (NUT Section)

NEU Recruitment Drive

Sign up a Colleague - just £10 for the year!

New members signing up to the National Education Union can join for just £10 a year! We've also got some rather nice East Riding branded National Education Union merchandise - see above. We'll be giving a lovely NEU canvas tote bag full to all new members who sign up in schools – and anyone who signs up two members or more in a school can also have a bag full of merchandise! Let me know when you have signed up two new members, and I will get your bags to you as soon as the members appear on my database. They can sign up easily online at: teachers.org.uk/join

School Recruitment Lunches

I'm visiting schools in the area at lunchtimes to sign up new members to our union. If you want to host a recruitment event at lunchtime in your school, or want me to come in, please get in touch, and I'll bring some bags of merchandise for you and the new recruits - I'll also be giving away merchandise to any NEU teachers who drop by. If you like, I can also bring in packed lunches for you and those interested in signing up. **Remember that ALL members of staff in the school are welcome to join the NEU for just £10 for the year**, but we are not actively recruiting support staff who are members of other TUC affiliated trade unions.

Pay and Appraisal

IMPORTANT: *if you are expecting to progress on the main or upper pay scale there should be 'no surprises' – any issues should have been addressed as part of performance management. If you are unfairly or unexpectedly refused pay progression, please contact me or your school rep immediately.*

Pay Increase: Local Authority Schools

Six teaching unions, including the National Education Union, have sent letters to all the Local Authorities and Academies stating that we will only support pay policies that give a percentage uplift of 2% on the Main Pay Range and 1% otherwise – including TLR and SEN allowances (Option 3 – below).

However, the local authority have notified heads that they have three options:

Option 1 - STRB minimum statutory requirements

- (a) 2 % Uplift to the minima and maxima of the main pay range (MPR)
- (b) 1% uplift to the minima and maxima of the upper pay range (UPR), the unqualified teacher pay range and the leading practitioner pay range
- (c) 1% uplift to the minima and maxima of the leadership group pay range and all headteacher group pay ranges
- (d) 1% uplift to the minima and maxima of the Teacher and Learning Responsibility (TLR) and Special Educational Needs (SEN) allowance ranges

Option 2 – 2% uplift to the minima and maxima pay points (M1 and M6a) on MPR, and 1% increase on all other pay points (including M2 to M6)

Option 3 – 2% on the all reference points in the Main Pay Range (M1 to M6a inclusive) and 1% on all other scale points and allowances

I spoke to HR on 4th October, and was told that the consultation with heads has ended, but the authority has yet to decide on the advice they will give head teachers. I will get back to members when I hear the outcome.

Because of the consultation, there will be a delay in implementing the pay increase. Pay will obviously be back dated, and the authority have told me that they expect it to be finalised 'before December'.

Pay Increase: Academies

EBOR academies have agreed 2% for M1-6, 1% for all other teachers and 1% for all other references and allowances.

I am waiting to hear from other academies regarding their plans. Again, I will let members in academy schools know as soon as I hear anything.

You can use the new National Education Union Salary Card, below, to check what you should be getting:

<https://www.teachers.org.uk/sites/default/files2014/salary-card-neu073-single-pages.pdf>

Lobby of Parliament – 24 October 2017

The NEU are organising a lobby of parliament on 24 October. We are looking for parents, teachers and governors to lobby their MP. Please come along or spread the word amongst your colleagues and friends – it isn't in our school holidays, so most teachers from the East Riding will not be able to make it. The division will cover the cost of travel for those who can come: please get in touch with me to discuss.

Some of us are travelling to Wakefield to take a coach with teachers from the division most hit by the WCAT issues. You are welcome to join us. **A journalist from The Politics Show will also be travelling with us**, as they are airing a program about academies in the next few weeks. If you can't make it, but there are any stories you would like me to share with them, please do get in touch and I will pass on your details.

Supporting Teachers to Respond to Young People's Questions and Fears

NEU Officer Carolyn Cantrell reports on a course she attended recently - contact her for a great classroom resource

Who would you invite to a barbeque? That's the question we were asked on a recent NEU (NUT Section) course: Supporting teachers to respond to young people's questions and fears.

Recent terror attacks seemed to have given rise, understandably so, to many children wanting answers. I had noticed an increase in Islamophobic comments in the school I was teaching at, and it became clear that a lot of other teachers were facing the same issues.

Just when it was needed, I found out that the NUT were running courses in conjunction with Equaliteach.

I travelled to a meeting at The Midland Hotel in Manchester. It was well attended and throughout the day we were provided with many ideas for lessons and activities that could be used to respond to young people's questions and fears.

One of the most interesting activities was Who would you invite to a barbecue? Which allows children to recognise how their prejudices might affect their judgement of people.

For example, Zayn Malik/a singer from a boy band/ a Muslim from Bradford are all the same person as are Cesc Fabregas/ a footballer with Chelsea/ a Spanish Immigrant. Using these and other individuals the children would be expected to explain why, for

example, they selected Zayn Malik and not a Muslim from Bradford, or why they chose a Chelsea Footballer and not a Spanish immigrant. This activity could be used as a starter or could form the basis of a full lesson.

I came away with loads of new ideas, knowledge and feeling much more confident. I would highly recommend courses that the NUT run as they not only provide you with ideas for lessons but they provide great quality training, and are a great way of meeting other teaching colleagues.

If anyone would like the plan & PPT to go with this activity please contact me.

Carolyn Cantrell
(carolyncantrell1966@yahoo.com)

Resisting Resilience Approaches to Stress

Employers in education are increasingly trying to make their employees more 'resilient' to job demands rather than preventing and removing the work-related causes of stress as they are legally required to do. This individualistic approach is often combined with various workplace 'wellbeing' initiatives.

The union is concerned about this and has provided guidance for reps and health and safety advisers.

If your school is not doing anything to reduce excessive workload and is adopting 'resilience' and 'well-being' initiatives, please get in touch.

***If you want to talk to me about anything in this newsletter,
or if you have any other issues and concerns, don't
hesitate to contact me on: damiannut@gmail.com or call
me on [07720 293926](tel:07720293926)***