



Minutes of the Executive Meeting
Held at 1pm on Friday 7th November 2008
at The Roundthorn Hotel, Penrith

Present: Alan Rutter, Angie Leonard, Mike McDonald, Dave Ramshaw & Chris Brooksbank

Apologies for absence: Mike Cunningham, Ann Kay, Jonathan Whitwell, James Douglas. Allyson Ingall & Jennifer Marshall.

Minutes of the Meeting held: The Executive and EGAG meeting on Thursday 25th September 2008 was not quorate.

Matters arising: Assistant Secretary to ensure that all local associations are invited to the next meetings Saturday 22nd November (Division at Cumbria Park, Carlisle).

Reports:

Secretary / Executive Report – The lack of direction of, and organisation within the LA is raising significant concern. Locally working well with ATL. HR issues are rapidly increasing.

Political inertia within the Council is not helping. Lack of clarity of SIO / SIP roles at school level are providing difficult advice. This is reflected at TACG with lack of attendance.

Academies – the Carlisle start has been very difficult. Staff absence is very concerning, and their new absence policy is problematic. There seems to be major issues around standards and service to children and parents.

The West Lakes Academy appears to have been a much smoother transition.

Progress in Barrow is frighteningly slow. We may end up with less than 2 terms run in!

Single Status – progress has been slow. Jim Savage is now doing this full time to get this through ASAP.

Alan represented us at recent retirement events in London.

Chris, Allyson and Angie attended the National Leadership Convention in October, staying on to represent Cumbria at the End Child Poverty March.

Teacher Rep: See comments above about lack of effectiveness in the County. Chris has been asked to lead a scrutiny sub-group looking at the implementation of “Short Breaks” for disabled children.

Health & Safety: Dave expressed concern about the emergence of a Corporate H & S group, which appears to be duplicating Education H& S work, and does not seem to be as practical as current officers (Kym Allan etc...). The county are taking on the “Well-Being” programme – this programme is not far from the existing NUT/Cumbria stress policy. The next H&S course will be booked for early in the summer term. It was suggested that the Swan at Newby Bridge might be a good next venue. Dave will organise.

Treasurer: No report

Website: Dave requested minutes or notes to be emailed. He would especially like pictures or movies.

Dave is to be invited to the forthcoming national website training development for associations and divisions

Conference

Arrangements: We will be staying in the N Region Hotel, Cardiff. We do need names

fairly soon.

Motions: Alan will email motions being promoted by some executive colleagues.
At the last meeting we suggested considering motions on; Academies; SIP/SIO; New Ofsted arrangements; Bullying; Reducing Bureaucracy for HTs; and SATs.

Conference notes that despite five years of workforce reform initiatives no impact has been made on reducing workload, in fact it has increased.

In particular the workload of members in the leadership group has significantly increased causing unacceptable stress levels and an absence of a reasonable work-life balance. Conference calls on the Union to use evidence already available (through the STRB workload surveys, NUT Mental Health Working Party, ...) to highlight and publicise these issues.

Conference calls on the Union to engage in negotiations with other teachers' organisations to mount joint campaigns to raise awareness and support developments to:

- *Support school leaders who take legitimate direct action to limit unreasonable demands placed on their time.*
- *Negotiate a protocol with the DCSF to reduce and limit Leadership Workload*
- *Provide the STRB with a model of Leadership duties and appropriate delegation levels to ensure acceptable workload is achieved.*
- *Lobby government for earmarked funding to ensure all schools can achieve work-life balance for their School Leaders.*
- *Repeal punitive legislation which leaves school leaders personally culpable; even in cases where they have not been negligent.*

Conference also calls upon the executive to ensure we highlight and publicly promote our support for members in schools in refusing to accept unacceptable workload that causes them to work outside the EU working time directives.

The above motion was composed and will be promoted.

Correspondence: None

Cumbria matters: As above plus:

The profile of Cumbria is very high at national level. We are however looking at ways to improve further recruitment, and training options.

National matters: There are big changes in structure and personnel at national levels – new departments, several retirements.

AOB: None

Place, time and date of the next meeting:

Division Council 10.30am on Saturday 22nd November, at Cumbria Park, Carlisle
Executive at 7pm on Wednesday 21st January, Roundthorn – this to be re-arranged.
Division AGM Saturday 7th February at Cragwood, Windermere

Meeting closed: 2.52pm

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