



Annual Report 2017
of
The Cumbria Division NUT Section
of the
National Education Union

February 2018



National Education Union

Cumbria Division NUT Section Report 2017

This report is likely to be last submitted on behalf of the NUT in Cumbria as we officially began a merger process with our ATL colleagues in September 2017, and will be operating as one union from 1 January 2019, prior to the first Cumbria District AGM of the National Education Union before the end of May 2019.

We have been lucky to enjoy the services of a large group of active members across the county, and we must record our appreciation for their commitment to the Union. Thank you all.

Having received no nominations for new officers, and understanding that most are happy to continue, the following are proposed:

PROPOSED OFFICERS 2018

President	Alan Rutter
Vice President	n/a
Past President	Marie Nunes
Secretary	Chris Brooksbank
Assistant Secretary	Alan Rutter
Senior Casework Officers	A Rutter, A Leonard, A Ingall, J Reardon, M Charlton J Douglas, M Cunningham & C Brooksbank
Negotiating Secretary	Chris Brooksbank
Treasurer	Allyson Ingall
Diversity Officer (Equalities)	Gemma Thorp & Katie Galvaey
Health & Safety Officers	Ann Kay
Internal Communication Officer	Dave Ramshaw - to December 2018
Early Careers Teachers' Officer	Paul Parkinson
Trainees' Officer	Richard Wilson (& Alan Rutter link to UoC, Carlisle Campus)
Union Learning Representative	Emma Cook
Social Secretary	Lucy Hillbeck
SLAGO/STAGO	Jonathan Whitwell & James Douglas
Recruitment & Membership	Mike Charlton
SACRE	James Douglas
Campaigns	Vacancy
National Executive Member	Chris Brooksbank
Auditor	P Ingall and H Whittle
Trustees (4)	Mike Cunningham, Malcolm Ford, Alan Rutter & James Douglas

It is very creditable that we have such a focused, experienced and effective group of activists, all of whom also work as a part of our seven constituent associations. I would like to thank all our Officers and activists for their work and support across Cumbria.

Constituent Local Associations (7): Barrow in Furness, Carlisle, Copeland, Furness, Penrith, Westmorland & Workington.

I am pleased to be able to report the reinvention of Barrow, Copeland and Furness, with new Officers in place in each, meaning that currently all the associations are functioning. I would especially like to thank the secretaries of each association for their work. Though we often find it difficult to recruit more active members at association level, we do have some very active members and officers.

Having considered the implications of the national rules and restrictions for the National Education Union, we propose to operate as a single entity, as ATL currently operate, from 1.1.19. This will require each association to transfer to the Cumbria District NEU when the NUT ceases to exist on 31.12.18.

Currently each Association is entitled to 1 representative on the Division Council per 200 members and can propose motions and send delegates to conference. The attached motion instructs the existing executive to devise a new model to promote local level engagement and activity. This should also include a system by which the District funds local area activities, and accepts nominations for conference delegates and motions.

Meetings and Activities of the Division

Cumbria Division Council met on three occasions in addition to the Annual General Meeting which was at the Lodore Falls Hotel, Borrowdale, last year. Marie Nemes gave an excellent Presidential speech, yet again reflecting and predicting the mood of education with a focus on women in education and the more widespread ongoing gender pay gap. As an MFL teacher with French heritage she naturally referred Brexit, noting that so far not much had happened, but that the vote was a response to people feeling left out. She expressed concern about the rise of extremism and the far right. She also shared some of her educational experiences and concerns about assessment and asbestos in schools, concluding stating that she really wanted to be given the time, resources and trust to do her job.

Ann Swift, the National President, unfortunately had to cancel her visit to Cumbria, having been invited to Australia. Alan Rutter therefore stepped in and gave a few recollections of his time as the Cumbria Secretary and a National Executive member.

The Cumbria Executive met on other occasions in order to implement policy determined by Council and to deal with the organisation and management of the Division. Both Council and Executive dealt with a wide range of issues concerning conditions of service and educational matters, and discussed school based, county and NUT / Conference business.

Other Training and events: We have offered a number of Mental Health First Aid courses through the year, run by Ann Kay, and a course for supporting Autistic Pupils following a conference fringe event led by Mandy Rutter. These courses have received very positive reviews and will be run again later this year.

We have also offered to run Leadership sessions, with a focus on doing procedures properly. Sadly these have not recruited. This is especially disappointing as we appear to face increasing issues with different HR providers guiding schools in challenging ways.

This term we were pleased to provide a brief input for PHA on recent policy developments, the new National Education Union and the above courses, at both the Netherwood and Greenhill Hotels.

Several Association and Division Officers have also attended national training this year. This is an continuing focus of activity. I am pleased to report that several of our school reps have also attended training, and this is proving especially helpful in academies that don't buy-in to the county facilities arrangements.

Our school rep density and the buy-in rate have both improved this year. Rep density remains fairly low, but we feel that this reflects the spread and sparsity of our schools and membership.

The **Casework Team** has met approximately bi-monthly to share intelligence on casework locally, provide some on-going training and improve liaison across the County on casework matters. We did receive monthly reports from the Adviceline and Regional Office on the number and focus of cases across the county. We are told that these represent about 20% of the referrals received, as they deal with nearly 80% of enquiries without forwarding them to us.

However this represents a small proportion of the cases our team deal with as we often get calls direct due to the high profile of our officers across the county.

We recognise that for many members the Union is an emergency service and as we currently rely extensively on lay officers to handle casework it is important that we acknowledge and respect the work our caseworkers do. The current team of 8 will need to expand and regenerate as we become the NEU, especially as we start to support Green Book staff from January 2019, incorporate our ATL colleagues, and look for new caseworker volunteers.

Support is always available from our own team, or less frequently from the regional and national staff, but we are encouraged to direct initial enquiries through the Adviceline - now on all agenda.

Membership appears to have remained fairly steady through the year. Nationally we have seen growth since the creation of the NEU, but these new joiners have not normally been allocated to the NUT and we do not get NEU new joiner information on a regular basis.

All new joiners and leavers receive an exit and welcome email from the Division.

Trainee Recruitment: We have visited most of the College / University and School Direct training programmes, often giving a short talk, and recruited well from these. Nationally recruitment of trainees remains a high priority as Union membership levels is falling for new and young teachers. Trainee programmes change frequently, and are sometimes less than welcoming, and so we urge members to keep us informed of courses and contacts.

Cardiff Conference - 2017: Cumbria Division and its constituent associations were all well represented at the Cardiff Conference in April 2017. The conference was largely consensual.

The Cumbria reception was again a great success due in no small part to the musical input led by Mike Cunningham, with Mike Thompson, Alan Rutter. Many thanks to the band.

Cumbria Division and the Local Authority – Children’s Services and Corporate CC: We have continued to work closely with the LA and note the significant pressures they operate under with reducing budgets and resources. The NUT is represented at all consultative levels within the CC. School Safety Committee, Education JCG and Polices Group, Corporate JCG and H&S, and CC JCG. This takes a considerable commitment and I would like to thank Angie Leonard, Mike Charlton, Alan Rutter, Mike Cunningham, Alison Ingall and Ann Kay for their work on these committees. The NUT represents all teachers at all levels both in Schools and in Central Services – ours is a strong voice and we have had some considerable successes this year in the face of a corporate culture that appears quite removed from day to day school life.

The **Teacher Union Rep on the School Forum** continues to be Alan Rutter. He Chairs the Cumbria School Forum - which we believe is a unique recognition of his, and the Union’s, contribution to the county - unmatched in any other local authority.

The **Local Authority** has seen yet more change over this year. Katherine Fairclough is the new Chief Executive, and Dan Barton is a new Assisstant Director for Schools and Learning. John Macilwraith remains the Corporate Director for Children’s Services. The County remains graded “inadequate” though their last inspection, earlier this term, did note some improvements. The main concerns remain in the care side of the county services.

The corporate HR provision remains unavailable for schools (alongside OH), and we continue to fight the issues for schools and members. We were successful in gaining the full pay rises for all teachers in the annual pay negotiation. This has not been the case in all local authorities. In other policy developments we have had successes, but have not always been successful in getting what we consider “fit for school” approaches.

SACRE (Standing Advisory Council for Religeous Education)

Our representative is James Douglas.

North Regional Council, Executive and TUC: The Division continues to work with the Regional Council and Chris Brooksbank, Angie Leonard, Alison Ingall and Alan Rutter have attended Council and Executive meetings over the year. Ann Kay represented Cumbria at H & S events. Chris Brooksbank represents the Northern Region NUT on the Northern TUC Executive.

We had a strong contingent attend regional training at the Redworth Hall Hotel near Darlington.

Regional Office (Gateshead): I started this report by thanking all the officers. I must also give my thanks to the work of Regional Office. In particular I would thank Jemma, Natalie and Sandra, Liz, Amy, Joe, Adam, Robbie and Mike. Adam has recently moved on to a new post with another Union.

Amy Hunt has recently been offered a secondment within the union. We hope to have a replacement Regional Officer soon.

Liz Smith, the regional solicitor, has recently retired after many years of service. We did send a donation for her leaving gift and our best wishes for her retirement.

National Executive: Chris Brooksbank has represented Cumbria through what has seen considerable change at national level, with work towards bringing together the ATL and NUT. There remains a sense that that the HQs of both are too London centric.

Other Professional Associations: Regular meetings take place, often prior to Education JCGs, with ATL, NASUWT, NAHT, UNISON, GMB & ASCL. These prove very useful to our work.

Cumbria Division Web Site: Dave Ramshaw has run the website for several years. Please forward dates of meetings and information on local events and activities to Dave. He quickly uploads any items sent. Dave has stated that he does not intend to continue with the website once we become the NEU and so we will need to find a new tech guru.

Dave Ramshaw has been an active and engaged Officer for many years, especially using his IT skills but also attending events and representing Carlisle at Conference for many years. Thank you Dave.

Internal Communications: The development of a new national website has increased the potential for reps and officers to communicate with members.

We also have access to distribution of information via the School's Portal – these items should be forwarded via the Division Secretary (Chris). Sadly it appears that the LA place our posts in an “other” folder which I do not believe gets much attention. Access to the School's Portal continues to be frustrating. This is an area that we will need to continue to work on.

There have been some developments in Data Protection regulations and while it is unlikely to be a major issue, we will need to be careful to maintain membership details confidential. I understand that most of the new legislation will require action at a national, rather than local level.

Plans for 2018:

It is clear that we must continually look to developing informal structures around key issues, and reinvigorate the Union. We are now engaged in a period of considerable Union change. We have very good relations with our ATL colleagues but recognise that this is likely to be period when personnel change. The new National Rules dictate that Divisions need to operate as a Branch with District(s) and a Committee.

Through the year we have identified some key activities (see Organisation 2017 sheet):

- Adopting 2018 County Rules, Review Officer structure and promote new locality or network groups (to reduce formality and encourage engagement and activity)
- Mapping membership across the county
- Reviewing expenditure - moving from a 21% to 15% local fee - albeit for a significantly greater membership when as the NEU - from approx. 3000 to approx 5000.
- Expanding casework team and develop expertise for support staff.
- Increasing rep density and training
- Training and retraining Officers and reps
- Promoting Academy engagement and buy-in to the facilities arrangements
- Nurturing Quality Teachers (Early Career)

- Developing Leadership engagement and training (including H&S – see below)
- Continueing to promote Professional Unity both within the LA and nationally
- Re-developing internal communication platforms for Officers, and associations, and all members.

Additional note to consider with the Treasurers report: The National Executive reviewed expense rates in the autumn of 2017 and increased and made the following changes:

“The maximum claim when absent from home LESS than 8 hours is £10.50, unless over the evening dinner period when that limit will not apply. Actual out of pocket expenses to the following limits:

Breakfast	£7.60
Lunch	£10.70
Dinner	£29.60”

Tea allowance, £7.30, and car allowance 45p per mile, remain as per 2017.

The Treasurer suggests that these new rates are adopted for 2018-19.

Conclusion:

The NUT has continued to be the premier teaching union in Cumbria and our recruitment figures are evidence of that. We have over 3000 members, with a large casework team who support individuals and groups. We take the lead role in all aspects of negotiation with the LA.

We provide training on a range of issues and take items of concern from members forward within the county, schools and out to national levels.

Working with our ATL counterparts from Januray 2019 we will, even more clearly, be the teacher and education union in Cumbria. We will have a membership of around 5000 and with the goodwill and continuing hard work of both sets of current and future officers will continue to lead the way in Cumbria.

Chris Brooksbank

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February 2018

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CUMBRIA DIVISION 2018 CALENDAR



Saturday 24 February 10.30am AGM & Council @Lodore Falls Hotel

Monday 5 March 6.30pm Casework Team @Stoneybeck Hotel

Friday 30 March – Tues 3 April Annual Conference – Brighton

Tuesday 24 April 7.30pm Executive @Stoneybeck Hotel

Friday 18 – Sunday 20 May Regional Training at Redworth Hall, Darlington

Monday 14 May 6.30pm Casework Team @Stoneybeck Hotel

Thursday 7 June 7pm Cumbria Executive

10.30am Sat 16 June *Regional Council AGM @Centre for Life, Newcastle*

Saturday 30 June 10am for 10.30 Council @Stoneybeck Hotel

Monday 2 July 6.30pm Casework Team (or after Council 30.6.18 TBC)

Thursday 20 September 7pm Cumbria Executive

Monday 1 October 6.30pm Casework Team

Saturday 13 October 10 for 10.30am Final Cumbria Council

Monday 5 November 6.30pm Casework Team

Saturday 10 November Northern Region Council

Thursday 29 November 7pm Cumbria Executive

Thursday 7 February 2018, 7pm Final Cumbria Executive

Prior to 31 May 2019 **NEU Cumbria District Innaugural AGM**

Northern Regional Executive – 2pm Wednesday 9 May and 3 October @Gateshead

Other groups like the School Leadership and Training Groups traditionally set their own dates through the year.

Motion 1: Cumbria NUT transition to Cumbria National Education Union

Following the successful amalgamation vote of the NUT and ATL in November 2016, the Cumbria Division AGM instructs the Executive Committee of the Division of Cumbria NUT to take all measures to transfer all assets, resources, plans and activities to the proposed Cumbria District of the National Education Union.

This transfer builds upon the work being undertaken at all levels of both Unions and especially that by the Cumbria NUT and ATL. This transfer will begin on 1 January 2019.

The intention is to extend officer posts of each union to 31 August 2019, following the creation of a NEU Cumbria District at the inaugural AGM in spring 2019 (prior to 31 May) and the new committee appointments on 1.9.19, and each year thereafter.

The AGM recognise that the NUT Division and ATL District have operated finances and managed casework on a largely county basis and have therefore proposed a single District model for the new National Education Union in Cumbria.

This transfer will include alignment of financial and academic years with the ATL. At this point it is unclear how and when these parts of the transfer should take effect. The AGM therefore instructs the transfer of all assets and monies of the Cumbria NUT Executive to the NEU Cumbria District after consideration of what the Secretary and Treasurer agree to be the most appropriate moment between 1.1.19 and 31.12.19.

The AGM believes that it is essential to nurture and develop grassroots engagement and activity with members, and in all education settings, across all parts of the county. It therefore instructs the NUT Executive to work with the ATL Executive towards developing a Cumbrian model of local area / network activity with a view to developing and supporting input from every part of the county into, and liaison from, the NEU Cumbria District and Branches.

The District will work as closely as possible with all Branches operating in Cumbria. All Branch secretaries will be ex-officio members of the Cumbria NEU committee, with voting rights if also members of the District. At this point we anticipate two Branches - Cumbria and Adventure Learning (National MAT), but are aware that other Branches can and may be formed.

Chris Brooksbank, Cumbria NUT Secretary