



NORTHERN Teacher

Issue 39, Autumn Term 2008

Fair Pay For Teachers - The Campaign Continues

The ballot closed on Monday, 3 November. The turn out was 29.7 per cent and the voting was 51.72 per cent YES and 48.28 per cent NO in favour of discontinuous action. At its meeting on Wednesday, 5 November, the Executive gave careful consideration to the result of the ballot. Members voted in support of the Union's campaign, including industrial action as part of the strategy. However, the vote in favour was not sufficient to persuade the Executive to call on members to take industrial action. The views of all members are respected and equally valid and have been taken into consideration. In accordance with the requirements of the law the employers will be notified of the ballot result and the decision of the Executive. An NUT News is being circulated to all schools confirming the decision of the Executive.

Members in 6th form colleges were due to be balloted with effect from 5 November, so that they could take action alongside their school teacher colleagues. In the light of the outcome of the schools ballot, a decision has been taken to call a halt to the ballot in 6th form colleges. A special 6th Form Colleges NUT News is being despatched to notify members of this decision.

Associations and divisions who campaigned hard to deliver the vote are thanked for their work. It is clear that the present economic climate has given members pause for thought, not only in respect of their own family circumstances. Members have shown concern for other low paid public sector workers and the Union's support for other unions involved in securing better pay for their members will continue.

It is recognised that the situation has changed for many, both since the successful April strike day and since the decision of the Executive to proceed to a further ballot this term. The Union's case for Fair Pay for Teachers remains fully justified, however, and the campaign will continue at all levels. Industrial action was but one element in the Union's strategy. The campaign is important for the future of the profession: It is good for teachers and good for children.

With inflation rising and living standards falling, the NUT is the only Union which has balloted members on pay. The NUT, alone amongst teacher unions, has given members the democratic opportunity to take a stand.

The Union continues to work closely with the TUC, through the Public Services Liaison Group and the Public Services Forum, on general public services issues and public sector pay campaigns. Two key motions were passed by Congress this year: Public Services and Public Sector Pay. These motions have previously been circulated, but can be found on the TUC website at www.snipurl.com/56220. The first motion addresses the consequences of cuts in public services and creeping privatisation. The second condemns the Government's public sector pay constraints. It includes a call on the General Council to organise days of action including a major national demonstration against the Government's pay policy. The Union is pressing the TUC, through the PSLG, to set an early date for the national

demonstration. The Union will also continue to work jointly with the other teachers' organisations wherever possible, for the benefit of all teachers. The Union believes that public sector unions, working together, can make a difference.

Additionally, the Union is preparing its next submission to the School Teachers' Review Body. Further research will be undertaken to support the Union's submission. This research will canvass members' views on pay levels and salary structure.

The Union's campaign against SATS continues, bolstered by the ending of Key Stage 3 tests. A major conference on assessment and testing is being organised jointly with NAHT.

The Union's workload strategy is fundamental to reducing the burdens on teachers and helping to achieve a better work life balance. Industrial action is part of that strategy, whether in individual schools or in schools working together across a local authority area. Members should be encouraged to seek the support of the Union where a problem needs addressing. The Union's workload guidance and targets are available on the website. All members should be aware of these and of the support available from the Union. Where members seek support the Union can make a difference.

Members are to be thanked for their participation in the ballot and in the pay campaign and can be assured that the campaign continues. The Union will continue to be willing to stand up for teachers, to consult its members and listen to their views.

Steve Sinnott Fellowship For Secondary School Staff

A unique Fellowship for secondary school staff is to be set up in memory of the late National Union of Teachers' General Secretary Steve Sinnott.

The Sinnott Fellowship will enable 15 teachers or support staff a year from schools in disadvantaged areas, to transform their pupils' lives through establishing strong, lasting relationships with external organisations in this country and abroad.

The Fellowship will be awarded to individuals with a proven track record and clear vision of raising young people's aspirations; making them aware of global educational issues; and creating out of school connections that give them opportunities they have never had before.

These could include innovative work and relationships with voluntary and community organisations; further and high education institutions; neighbouring schools; parents and parenting organisations; and businesses.

It will pay for Fellows to be freed from their normal school responsibilities for two days a week, over two terms and will also give them outside support for their projects.

Participants will share what they have learnt with other schools across the country – through producing a final report; promoting their work actively, for example at teacher conferences; and mentoring other schools. The aim is to raise the visibility and professional recognition of this important role: making external links which help raise the aspiration and attainment of pupils.

The scheme, worth around £400,000 annually, will run initially until 2011. Applications will open towards the end of 2008 and those applying will be assessed by a panel of experts, including representatives from the NUT. The first Fellowship will run over the summer and autumn terms of 2009.

Potential projects might include:

- ◆ raising their pupils' awareness of global education challenges and establishing links with schools in

countries that are facing challenges in providing good education;

- ◆ pupil mentoring by volunteers from the business community;
- ◆ setting up apprenticeship opportunities with local firms and inviting companies to support the diploma curriculum;
- ◆ building closer links with health services and the police;
- ◆ promoting positive activities for young people, in and out of school, by working with community youth projects and ensuring links with relevant voluntary organisations who can offer extended services to the school.

Ed Balls said: "Steve Sinnott was a passionate advocate for education's power in raising young people's aspirations and overcoming disadvantage. I know from our many meetings and phone calls that he believed strongly that every child matters and deserves the best.

"The Fellowship in his memory is about transforming the life chances of children and young people and unlocking their talent. It will be a fitting tribute for everything Steve stood for.

"The Fellowship will broaden the horizons of pupils in areas of deprivation, where some families are not as well placed to support their children, and it will make a real difference to the choices they make about their future."

Christine Blower, Acting General Secretary of the National Union of Teachers, said: "The creation of this fellowship is a fitting tribute to Steve Sinnott who was above all a fighter for the rights of young people. As Steve would say, youngsters from the toughest backgrounds need and deserve the advantages afforded to those from better off families. I commend the Government for this initiative. It would have made Steve proud."

TWO NEW EDUCATIONAL RESOURCES ARE NOW AVAILABLE FROM SHOW RACISM THE RED CARD

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A DOUBLE DVD BOX SET £30 (INC P&P)
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Don't work for free!

Robert Owen



The NUT is advising its members: Don't Work for Free. Don't take on additional responsibility without being properly paid, whether because of the impending end of MA safeguarding or being expected to do extra work without an appropriate additional payment.

The implementation of Teaching and Learning Responsibility (TLR) payments in place of Management Allowances (MAs) has already meant many thousands of teachers losing their payments for additional responsibility. After 31 December 2008, all safeguarding for MAs comes to an end, affecting many more teachers who previously held MAs. The NUT is concerned that, in many schools, teachers will be asked to continue to carry out their additional responsibilities with no additional payment.

The rules of MA safeguarding have required teachers to continue to undertake appropriate additional duties in return for their MA payment being protected. This meant teachers not awarded a TLR payment, or awarded a TLR lower in value than their MA payment, could be required to continue to carry out their additional responsibilities as long as safeguarding remained in place. The removal of safeguarding, however, means that those responsibilities should also end.

Schools should consider whether and how those responsibilities should continue to be undertaken. If the work in question still needs to be carried out, the school should either establish a new TLR payment in the staffing structure to give that teacher an appropriate payment for that work, or consider whether another teacher (or teachers) should take on all or part of the work in return for appropriate payment reflecting the revised level of responsibility. Such changes should, of course, be subject to proper consultation

within the school.

In some schools, it is argued that teachers can be required to undertake additional work without appropriate TLR payments, simply because they are on the Upper Pay Spine or are on UPS3. This is not true. The professional duties for UPS and Main Scale teachers are identical. There is no provision permitting greater demands on UPS teachers. Any additional responsibility should attract an appropriate level of TLR payment.

New guidance in the 2008 School Teachers Pay and Conditions Document advises, in particular, that responsibility and accountability for subject areas or management of other teachers should be connected to TLR posts or leadership group posts. While teachers may be expected to contribute to curriculum development by sharing their professional expertise with colleagues and advising on effective practice, additional responsibilities should attract additional payments. Don't work for free – and seek NUT support if any demands are made on you which you believe to be inappropriate.

“Teachers are expected to contribute, both orally and in writing as appropriate, to curriculum development by sharing their professional expertise with colleagues and advising on effective practice. This does not mean that they can be expected to take on the responsibility of, and accountability for, a subject area or to manage other teachers without appropriate additional payment. Responsibilities of this nature should be part of a post that is in the leadership group or linked to a post which attracts a TLR on the basis set out in paragraph 22.” School Teachers’ Pay and Conditions Document 2008, SECTION 3: Guidance on School Teachers’ Pay and Conditions (general), Page 168, Paragraph 65

**Thursday 4 December 2008,
Darwin Suite, International
Centre for Life, Times Square,
Newcastle upon Tyne, NE1 4EE,
7.00 pm - 9.00 pm**

Lecturer: Tony Jeffs

2008 marks the 150th anniversary of the death of the social philosopher ROBERT OWEN. As a pioneer of progressive education and Co-operative ideas, Owen promoted the principle that nurturing the interests of children and adults within a rational education system, and putting happiness at the core of learning, would bring about a more civilised society and better human beings.

This free event, sponsored by the Workers’ Educational Association and The Co-operative, will recall Robert Owen’s ideas, and explore what has happened to education in an age of targets and tests.

Anyone involved in education will find this meeting especially interesting, but as education is the concern of all, everyone is welcome. To book a place, contact the WEA on 0191 212 6100 or northeast@wea.org.uk

Tony Jeffs is researching the work of Robert Owen and, with Ruth Gilchrist, wrote *Good Neighbours: Settlements, Social Change and Community Action* (2001). He is an editor of *Youth and Policy*.

WEA
 **The co-operative**
membership 
Learning for Life

RECT 2009

Preparations are currently under way for The Regional Early Careers Teacher Weekend which will take place 6th – 7th March 2009 at the Thistle Hotel in Newcastle. There will be members there from throughout the region. The event which is free to members has proven to be very popular and highly successful in recent years and since numbers are limited it is important to book your place early to avoid disappointment! Feedback we have received from previous delegates has always been very positive with many wanting to attend meetings and get more involved in the life and work of the Union. A representative sample of last year's evaluation comments is reproduced below:

"Excellent – thank you to everyone involved in organising

the weekend!

Thought the people running the course were approachable and friendly.

A great weekend. Informative and sociable. Made new friends and gained new ideas. Thank you!

The weekend was fantastic – it was great to meet other union members. Thank you!

I really enjoyed how social this weekend was.

This was a brilliant weekend and well worth attending. Thank you very much.

Enjoyable weekend – glad I came.

Thanks very much; I have every intention of attending future NUT CPD courses.

Really enjoyed the weekend. Met lots of interesting people.

Got to know about course from a colleague – was not a member

of NUT so joined so I could come.

A really enjoyable weekend – better than expected! Covered lots of aspects and has improved my understanding of the NUT.

Information on the course by email was extremely helpful, I would not have known about the course without the email reminders. Being able to choose workshops meant that all sessions were relevant. Everyone was very positive and it was nice to meet the union officials."

If you are interested in reserving a place on the event, or would like to assist by leading a workshop or suggesting a topic for a workshop please contact the NUT Regional Office on 0191 389 0999 or northern@nut.org.uk.

Not only the biggest, but also the best!

Why choose the NUT? Here are ten good reasons to join us

- 1. The NUT is the largest and most influential teachers' organisation in England and Wales.*
- 2. The NUT seeks professional unity: one teachers' organisation to speak for the whole profession.*
- 3. The NUT provides access to a first rate legal service through its network of experienced and qualified staff, including practising solicitors in its offices throughout the English regions and in Wales to give immediate cover to teachers in trouble – legal and professional advice, guidance and support.*
- 4. The NUT has a network of representatives working on a voluntary basis to represent members in schools, colleges, services and units throughout England and Wales.*
- 5. The NUT offers a wide range of high quality, good value benefits and services from endorsed suppliers.*
- 6. The NUT offers its members a range of opportunities for high quality training and professional development in a 'no threat, no blame' climate.*
- 7. The NUT is a trade union and a professional association, working on professional and curricular issues as well as teachers' conditions of service and pay.*
- 8. The NUT recruits qualified teachers or those who are on courses or in posts that will lead to teacher qualification, so it is best placed to speak on behalf of the profession.*
- 9. The NUT has a long and proud tradition of campaigning for equal opportunities for teachers and for pupils.*
- 10. The NUT is affiliated to the TUC but not to any political party so it can speak freely and independently to the Government.*

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Our Aim:

One Union for all teachers

