



Wakefield

The Teachers' Union

Dec 2018

NASUWT
The Teachers' Union

The ONLY union wholly dedicated solely to teachers and to protecting their interests, NASUWT is also the best value for teachers.

We wish you a Merry Christmas



... and a peaceful New Year

Happy New Year ?

Reflecting on the issues affecting teachers and the challenges that are ahead - workload, funding, pay, unachievable objectives, behaviour, etc etc - might well cause us to doubt the potential for next year to be happy for anyone in education apart from those multi-academy trust CEOs who can boost their pay packet at the expense of others' jobs, who make unrealistic demands of

school leaders, and who treat staff as mere numbers on a sheet of paper. Their involvement is often an ego trip, but the vast majority of you who carry out the real job day to day are committed to the education and wellbeing of the young people in your care despite the challenges, and show that commitment daily in your efforts on the students' behalf. It is you who can be proud of your work and of your achievements, and it is you who NASUWT exists to support and fight for. Collectively, we can have an influence on events and policies - NASUWT's continual pressure on workload issues resulting in the recent report by the DfE working group is just one example, but our strength is in you, the members, & when we act together, things can change.

Wakefield District NASUWT
241 Leeds Road, Rothwell, LS26 0GR

Negotiating Secretary : Gerry O'Donnell
Asst. Secretary : Mark Findlay

Website : wakefieldnasuwt.co.uk

<https://m.facebook.com/wakefieldexecnasuwt/>

For help or enquiries contact the national advice line :

03330 145550 or advice@mail.nasuwt.org.uk

Benevolence Assistance

Sometimes members experience financial hardship through no fault of their own and as a result of unforeseen circumstances. These situations can arise because of chronic illness, bereavement, an accident or loss of employment through dismissal or redundancy. The NASUWT Benevolent Fund was created to provide effective short-term assistance during such difficulties.

Members are eligible to apply to the NASUWT Benevolence Fund if they are, or have been, subscribing members of the NASUWT. Dependants of a member, or former member, of the NASUWT may also be eligible for support. Any NASUWT member who is experiencing hardship and wishes to make an application to the Benevolent Fund should contact the NASUWT to arrange a confidential visit from a local benevolence officer.

Member Support Advice Service

03330 145550 08.00 – 18:30.

All information will remain strictly confidential.

For those members who have accumulated large or un-manageable debts, the Benevolent Fund provides access to a money advice service through **PayPlan** which is a **free**, confidential debt advice company.

www.payplan.com

Freephone 0800 280 2816



Examples of support

A member was dismissed because of ill health. She had tried to manage household bills during a period on half pay. A problem with her pay when her salary was over £400 less than expected was eventually resolved. A donation was given by benevolence to tide her over.

A member applied to the Fund following an operation to her hip joint. Her husband was self-employed and had only recently secured permanent employment. They had three children to support. Having exhausted their financial reserves, the member applied to our fund for short-term financial assistance during the time she was convalescing.

Following an injury caused by pupil assault (which resulted in a knee operation) another member asked for support. Whilst on sick leave she discovered that she had breast cancer, requiring an operation then chemotherapy followed by radiotherapy. The member had no savings and no other income and was a single parent with a school aged child.

There are certain exceptions where the Fund cannot provide financial assistance to members:

- Where an applicant has in excess of £5,000 in savings
- To assist with legal fees
- To assist with private medical/dental care
- To assist with private school fees, education courses or house purchase
- To repay borrowed money from a relative/friend
- To assist with the repayment of a student loan or to assist students with general living expenses

PLEASE try to avoid charities who charge for helping to organise your debts and consolidate your repayments.

Experienced Teachers Conference

Wortley Hall, Sheffield

25th & 26th Jan 2019.

Workshops include : Making a Difference to My Wellbeing; Wesleyan Pensions; Flexible Working; Stress Management; Worry and Panic Management; To retire or not to retire; Performance Management; Workload; The Menopause at Work.

Residential Delegate: Friday/Saturday = £164, Day Delegate: Saturday £78.

Meals and accommodation are provided for residential attendees;

Wakefield Association will provide funds for up to 3 members to attend.

Please contact Gerry at Wakefield NASUWT (contact@wakefieldnasuwt.co.uk) if you would like to attend.

Have you been set objectives based on data ?

You will have recently received by email a briefing on the DfE Advisory Group on Teacher Workload 'Making Data Work' report; ASCL, NAHT and the NGA have all signed a covering letter to the Report stating that they endorse its findings and the Report is supported by the DfE and Ofsted.

NASUWT General Secretary Chris Keates says "This report confirms the NASUWT's longstanding concerns about the unacceptable way in which too many schools use pupil performance data in teachers' performance management.

"While pupil assessment data has an important role to play in teaching and learning, the Advisory Group is correct in its finding that its use by schools in their performance management systems is often poor. Teaching is a complex and multifaceted activity that cannot be reduced to crude targets based on pupils' test or assessment outcomes.

"The Advisory Group's message is clear: schools must stop using assessment data to deny pay progression to teachers or to call their competence into question. This data is simply not valid or reliable enough to be used for highly consequential decisions about teachers' performance or their pay. The report notes rightly that when data is used for this purpose, it often results in burnout and attrition from the profession.

"There is no excuse for persisting with this debilitating and entirely irrational practice."

If you have recently had P.M./Appraisal objectives set which are based on the use of data in a way which makes them unrealistic and unachievable, you should consider challenging the objective and seek to have it amended on the basis of the report's findings. If all teachers in your school have been given similar objectives we may be able to challenge it collectively.

More information at nasuwt.org.uk

Pupil Behaviour & indiscipline

The NASUWT Big Question Survey shows that pupil indiscipline is in the top three concerns of teachers, and casework on pupil indiscipline, both individually and collectively, is increasing significantly. Members have a right to a safe working environment, and even in special schools and units, being verbally or physically abused is not just part of the job.

School Funding - union ballots

Most schools are currently struggling to make ends meet with their budgets and are having to make cuts, often resulting in redundancies of staff. The continuing austerity measures by the government show no sign of being lifted despite vague promises, so this will continue to be a significant issue for us for some time.

NEU and NAHT are balloting their members on this issue but NASUWT members are covered by a previous ballot which is the foundation for our ongoing legal trade dispute with the government on many issues including funding, so we do not have to re-ballot.

ADVICE

Need Help or advice ?

NASUWT **Member Support Advice** Service operates from 8.00am to 6.30pm on weekdays

The service gives support & advice by phone &/or email on issues ranging from simple membership queries through to complex employment matters.

03330 145550

- **free** from all landlines & mobile phones with inclusive minute call packages.

or email : **advice@mail.nasuwt.org.uk**

All enquiries are treated in strictest confidence

Non-NASUWT sources of support / advice :

Education Support Partnership: 08000 562 561 Text: 07909 341229

<https://www.educationsupportpartnership.org.uk/helping-you>



Whatever you need, ESP are here for you 24/7 and 365 days a year. Their trained counsellors will listen to you without judgement & will help you think through the problems you are facing to find a way forwards and feel better. No issue is too big or too small for them.

www.moneyadvice.service.org.uk

www.payplan.com

Emergency Advice on possible Criminal allegations:

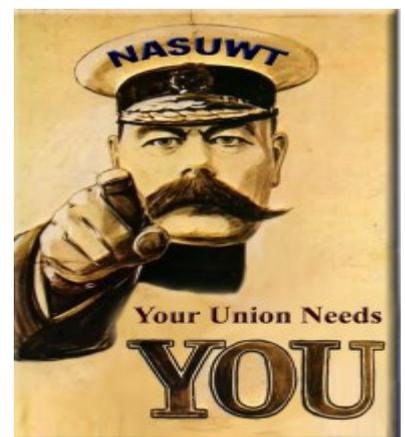
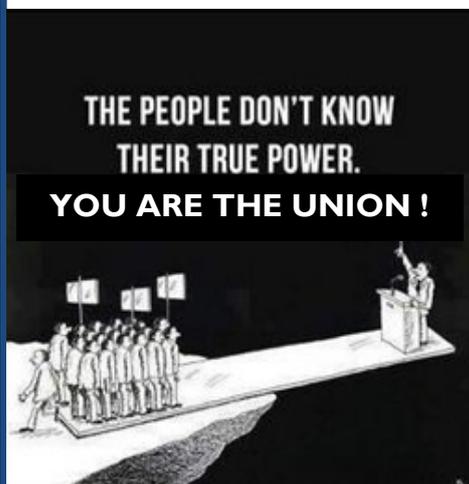
If you require urgent legal assistance (or are arrested) as a result of a criminal allegation being made against you which is related to your teaching employment, please contact the Advice Line or, if they are closed, then ring Thompsons Solicitors on the freephone number 0800 587 7530.

Could you be a school rep or contact ?

The NASUWT is only fully effective when its members take part in its work and are engaged with its policies and campaigns.

Every school needs someone who can act as a contact to pass on information to & from the local secretary, or someone who can represent members in the school (free training)

Email us on contact@wakefieldnasuwt.co.uk to find out more.



www.nasuwt.org.uk

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ALL MEMBERS ARE INVITED TO NASUWT WAKEFIELD AGM including officer elections

7 pm Wednesday 23rd January 2019

at the Holiday Inn, Wakefield, WF5 9BE

AGENDA includes :

- Discussion of local issues raised by members attending : pay, workload, funding, academies, etc.
- Annual Report of Executive Committee
- Financial Report & accounts
- Amendments to Local Association Rules
- Election of officers & Executive Committee
- Induction of new Wakefield President

Meal (provided)

Please let us know by 18th January at contact@wakefieldnasuwt.co.uk
if you intend to come so we can make proper catering arrangements.

All OGMs & AGMs are open to all members -
they provide a forum for teachers to exchange information & to discuss issues of concern.
Come along, bring other members - these are for you to get to know what's going on, to air
your views and concerns, and to get involved.

Would you like to stand for nomination as a Local Officer or
member of the Executive Committee?

Simply fill in the nominee details on the nomination form available from the regional office
(Tel: 0113 201 4600)

Then a member of the Wakefield Local Association should propose you and another member will need to
second you by completing the other parts of the form.

Return your completed nomination form with the documents specified on the form to
[Yorkshire & Humberside Regional Centre, 241 Leeds Road, Rothwell, Leeds, LS26 0GR](#)
by 21st December 2018

Alternatively, you might want to nominate another NASUWT member?

Annually you can elect your Local Association Officers and Executive Committee, who meet between General Meetings to carry out the business of the NASUWT in Wakefield District.

Elections are being held for the following posts.

Negotiating Secretary: The Negotiating Secretary is the lead local officer representing and negotiating on behalf of Wakefield NASUWT Association members. Any member with a contract to teach, lecture or instruct is eligible to stand for this post.

Vice President: The Vice-President is a three-year term of office. On the annual anniversary of their appointment the Vice-President takes up the office of President and then Ex-President. The presidential role can involve chairing meetings and supporting local negotiations and other NASUWT activity. Any member with a contract to teach, lecture or instruct is eligible to stand.

Treasurer: The Treasurer monitors the Wakefield NASUWT Association finances in accordance with local financial procedures. All full members of the NASUWT are eligible to stand.

For all of these roles the NASUWT provides support, advice and training.

Executive Members: Executive Committee is made up of 10 members who support the local officer group in running the Wakefield Local Association and supporting NASUWT members locally. The amount of their involvement varies - it may be no more than attending and playing an active part in Executive Committee meetings or it may be volunteering to take on small tasks as the need arises. All full members of the NASUWT are eligible to stand.