

Pay – Cost of Living Uplift



Consilium Academies has agreed to pay the cost of living uplift to teachers on all scales as per the recommendation of the School Teachers' Review Body (STRB). The STRB has recommended that advisory pay scales are reinstated, as opposed to making recommendations solely on the basis of maxima and minima of each pay range. The STRB's report states that, '*Teachers' earnings lag behind those of other graduate professions*'.

NASUWT Pay Scales 2020-21

M1	£25,714	5.5%	UPS 1	£38,690	2.75%
M2	£27,600	4.95%	UPS 2	£40,124	2.75%
M3	£29,664	4.4%	UPS 3	£41,604	2.75%
M4	£31,778	3.85%			
M5	£34,100	3.3%			
M6	£36,961	2.75%			

Allowances for Unqualified Teachers, the Leadership Group, Lead Practitioners, Teaching and Learning Responsibilities, Special Educational Needs and members who work in London and the Fringe are available on the following link: www.nasuw.org.uk/PayScales.

Coronavirus Pandemic

The coronavirus pandemic has resulted in an unprecedented situation for schools and teachers. Teachers are on the frontline as key workers. Workload has increased due to the challenges of social distancing, remote learning and the absence of pupils and staff. The NASUWT has prioritised the provision of information and advice for our members via the website and our Member Support Advice Team. We are in regular contact with the Department for Education (DfE) regarding the measures required to protect teachers. The Coronavirus Advice Hub is updated daily with the issues raised by our members, and is available at: www.nasuw.org.uk/Coronavirus.

The Hub provides FAQs and information about:

- Remote and Blended Learning;
- Health and Safety and Risk Assessments;
- Performance Management and Pay Progression;
- the Coronavirus Job Retention Scheme or Furlough.

(continued overleaf)

NASUWT General Secretary Dr Patrick Roach has written to Secretary of State Gavin Williamson detailing a ten-point plan called 'Securing Safe Schools during the Coronavirus Pandemic'. The details are available at: www.nasuwt.org.uk/TenPointPlan.

The NASUWT is providing webinars on a number of topics over the lockdown. They are listed on the fortnightly email sent to all members.

If you are not receiving emails from the NASUWT, please ensure we have the correct details by emailing: membership@mail.nasuwt.org.uk.

It should be noted that it is a legal requirement that schools consult with recognised trade unions and staff in regards to matters relating to health and safety, including risk assessments. If this is not the case, then you should contact the NASUWT on: advice@mail.nasuwt.org.uk.

Consilium Academies Update

Throughout the COVID-19 pandemic, the NASUWT has continued to meet with Consilium Academies. The Trust has informed the NASUWT that all schools were expected to review the risk assessments in line with revised advice and guidance from the Government and the DfE.

The NASUWT raised issues around directed hours and workload and the need to ensure that contractual rights and entitlements are maintained in the current COVID-19 pandemic. The Trust has confirmed that it adheres to 1,265 hours for directed time.

The NASUWT also raised concerns around workload across the schools in the Trust.

Consilium Academies has concluded consultation on the grievance, disciplinary, leave of absence, management of sickness absence, appraisal and redundancy policies. Despite numerous requests from the NASUWT for amendments to be made, these have not been accommodated. As such, the NASUWT was unable to agree these policies with the Trust.

The restructure and redundancies across Consilium Academies schools continue and the NASUWT has met with the Trust to express the concerns of members.

Consilium Academies has confirmed the expectation that schools in the Trust must engage with local NASUWT representatives over proposals to introduce additional twilight sessions later in the year as a response to changes to the school day on 18 December 2020. If this is not the case, then please contact the NASUWT.

Supply Teachers

The coronavirus FAQs include advice for supply teachers regarding the Coronavirus Job Retention Scheme which has been extended until March 2021. The NASUWT's 'Better Deal for Supply Teachers' campaign is aimed at improving the pay and working conditions of supply teachers. Advice for supply teachers and details of the campaign, including how you can contact your MP, can be found at: <https://www.nasuwt.org.uk/Supply>.

Thanks to our NASUWT Representatives

We would like to thank our School Representatives, Health and Safety Representatives and workplace contacts for supporting members at this difficult time. If you are a representative, please get in touch if further advice is required via advice@mail.nasuwt.org.uk and state that you are working at a Consilium Academies school. All correspondence will be confidential.

If your school does not have a School Representative or Health and Safety Representative, and you would consider taking on this important role in the future, please email us at: advice@mail.nasuwt.org.uk.

Advice for Members

If you would like any specific advice about the current situation or any other workplace issue, email us on: advice@mail.nasuwt.org.uk. All correspondence will be confidential.

