

Pay Update



Following David Ross Education Trust's (DRET's) decision in the autumn to uplift scale points M2-M5 by only 1% rather than the expected 2%, the NASUWT has been using every opportunity to press the Trust to reverse this decision and pay all teachers on the main scale a 2% uplift backdated to 1 September 2017.

This recently culminated in a meeting between senior officers of the Trust and NASUWT National Executive members. The outcome of this meeting was that the Trust continued to decline, on budgetary grounds, to uplift M2-M5 by the additional 1% required, even though this would only represent a cost of around £100,000, which is less than 0.2% of DRET's total budget. The Trust did, however, give a commitment to apply the School Teachers' Review Body's recommendations for 2018/19 (awaiting publication) in full and the Trust also stated that it would consider awarding an additional 1% for M2-M5 to allow for the discrepancy from 2017/18, although this would not be backdated.

The NASUWT is clearly disappointed that the Trust continues to deny teachers on M2-M5 the uplift they are entitled to and the Union has made it clear this represents a lack of understanding of the importance of demonstrating the value of the workforce. If the Trust does not honour the commitments given, the NASUWT will consult further with members.

The NASUWT is eager to have feedback from members on the situation, and members can send comments to CPC@mail.nasuwt.org.uk.

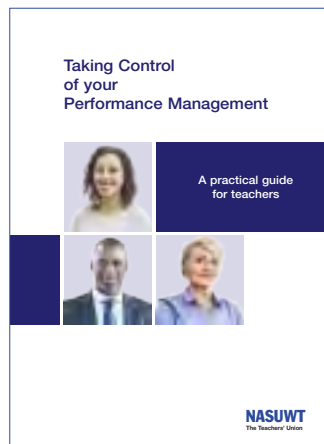
Public Sector Equality Duty and the Gender Pay Gap

The Public Sector Equality Duty requires employers (including academies) to eliminate discrimination and advance equality of opportunity for those with a protected characteristic. The NASUWT requested data from DRET on whether teachers with protected characteristics are being rewarded equally. DRET's submission on the gender pay gap can be seen at <https://www.gender-pay-gap.service.gov.uk>.

continued overleaf

Performance Management/Appraisal Update

Are you on course to achieve your Performance Management Objectives?



This term is the ideal time to check you are on target to achieve your performance management (PM) objectives. Check that you have your planning statement to hand and that you have received the written evaluations for your PM observations. If you think there is an impediment to your achieving your objectives due to factors which are outside your control, now is the time to raise this in writing with your line manager. If you are leaving the school at the end of term, ensure that your objectives are signed off and your paperwork ready when you leave. Your next employer may ask for this evidence before granting you pay progression.

Read 'Taking Control of Your Performance Management' at <https://www.nasuwt.org.uk/advice/performance-management.html>.

SUMMER TERM – Exam time!

NASUWT Action Instructions – Invigilation and Gained Time

It is not part of the teachers' contract to invigilate public exams. In fact, your presence in an exam could leave you open to allegations of malpractice. Action instructions 23 and 24 protect members from invigilating GCSEs, A levels and SATs. You should also be aware that gained time should not be used for cover. Action instruction 21 clarifies the activities gained time should be used for. The instructions can be found at: <https://www.nasuwt.org.uk/news/industrialaction/england.html>.



Health, Safety and Safeguarding Focus – Keep Safe!

Asbestos – Is your school complying with asbestos regulations? If there is likely to be building work going on in your classroom over the summer, make sure that you check our Asbestos Advice leaflet on <https://www.nasuwt.org.uk/advice/health-safety.html>.

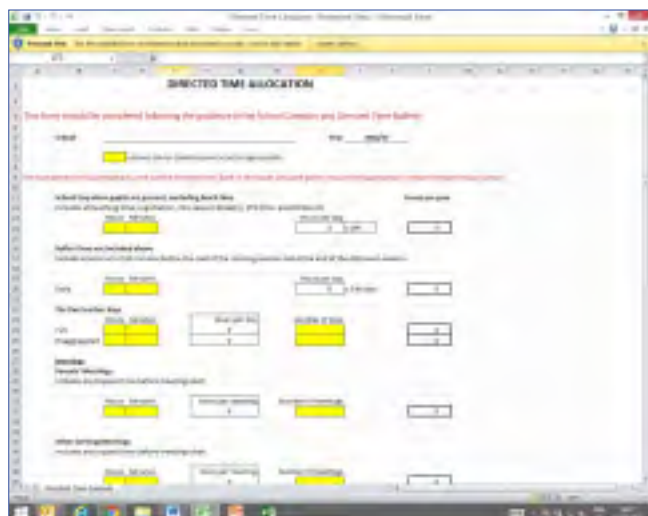
Excessive Heat – See our guidance at <https://www.nasuwt.org.uk/advice/health-safety/excessive-working-temperatures.html>.

Educational Visits – Members of the NASUWT who are leading school trips should make sure all risk assessments are in place and there is adequate staffing on all trips. Please note that, legally, parents who assist on school trips are only responsible for their own children and should not be shown confidential information about the pupils in your care.



Social Media – Do not put yourself at risk when using social media during the holiday. Read our booklet, 'Protecting your privacy online', at <https://www.nasuwt.org.uk/advice/health-safety/social-media-the-abuse-of-technology.html>.

LOOKING AHEAD TO THE NEW ACADEMIC YEAR



Calendar, Timetabling and Directed Time

This is the time of year when calendars are set for the new academic year. NASUWT Representatives and members should be consulted on the calendar, to ensure that the timetable of meetings is within the 1,265 hours' directed time contractual limit. Information on directed time is available at <https://www.nasuwat.org.uk/advice/conditions-of-service/directed-time.html>.

Flexible Working

Are you planning to request flexible working for the new academic year? You have the right to formally request flexible working once in a 12-month period. Although you can apply for flexible working at any time of year, if you would like to start in September it is a good idea to apply as early as possible. Advice on your rights and how to make a request is available at <https://www.nasuwat.org.uk/advice/conditions-of-service/flexible-working.html>.



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E-mail: advice@mail.nasuwat.org.uk
Website: www.nasuwat.org.uk

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INVITE A FRIEND TO JOIN