

## THE NASUWT CALLS FOR AUTOMATIC PAY PROGRESSION FOR ALL TEACHERS AT THE CO-OPERATIVE ACADEMY TRUST, FOLLOWING ANOTHER YEAR OF DISAPPOINTMENT FOR THOSE APPLYING FOR THE UPPER PAY SCALE.

The NASUWT advocates automatic pay progression for teachers in academy trusts, and we note that the Co-operative Academy Trust adopted this approach for all teachers except those moving from M6 to UPS1 in the last academic year, due to the pandemic.

Nevertheless, the NASUWT continues to be extremely concerned at the poor level of pay progression for those staff who applied for movement to the Upper Pay Scale. **For the past three years, this has been extremely low, to the point where in 2018-19, only 8.7% of primary teachers working at the Co-operative Academy Trust progressed.** This year, the figure for primary pay progression was 27% which, although it has improved, makes it clear that a change in culture at the Co-operative Academy Trust in relation to progression to the Upper Pay Scale can no longer be left to the current pay arrangements.

**The NASUWT calls on the Co-operative Academy Trust to adopt automatic pay progression immediately for all teachers, including from M6 to UPS 1 and through the Upper Pay Scale.** This is the only way to change the system in the Co-operative Academy Trust that is holding back our members from progressing.

In 2018-19, 89.7% of staff on the Main Pay Scale progressed, and 91.6% of staff on the leadership scale progressed. Why should the majority of teachers who were successful in their Main Pay Scale progression not be competent enough to move to the Upper Pay Scale? A shocking 50% of Co-operative Academy Trust teachers did not apply for the Upper Pay Scale in 2018-19.

Year	Overall progression M6-UPS (number of staff on M6)	Primary Pay Progression M6-UPS	Secondary Pay Progression M6-UPS	Applications refused	Percentage of eligible teachers who did not apply
2019-2020	37.6% (109 eligible)	27.7%	45.2%	Overall, 62.4% did not progress. Figures for those who did not apply were not reported due to the pandemic.	
2018-2019	37.5% (80 eligible)	<b>8.7%</b>	49.1%	11.2%	51.3%
2017-2018	39% (41 eligible)	Figures not available		4.9% (12.2% pending)	43.9%

### Why should you apply for the Upper Pay Scale?

The Upper Pay Scale was introduced so that good teachers would be paid fairly as they progressed in their career, enabling them to stay in the classroom rather than move into middle management or leadership to increase their pay. Extra responsibilities outside classroom teaching should be remunerated by payment of a

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Teaching and Learning Responsibility (TLR) payment. Unfortunately, many teachers have been led to believe that they are required to carry out extra responsibilities in order to be paid on the Upper Pay Scale. The criteria for the Upper Pay Scale is that teachers should be 'highly competent' in the Teachers' Standards, and their contribution should be 'substantial and sustained'. This should not be interpreted as teachers having to carry out extra responsibilities in order to merit the payment. Teachers' workload is already at unacceptable levels, as recognised by the Department for Education (DfE) before the pandemic, with the Workload Reports and Toolkit.

The NASUWT policy position is that those teachers who apply to move to the Upper Pay Scale will be awarded pay progression with regard to their most recent performance management review. This review will be deemed successful unless significant concerns about standards of performance have been raised in writing with the teacher during the annual performance review cycle, which have not been addressed through support provided by the school by the conclusion of that process.

Movement to the Upper Pay Scale means that your pay increases significantly; for example, an M6 payment of £36,961 to UPS1 of £38,690, which is an increase of £1,729. Payment on the Upper Pay Scale represents a significant difference to your monthly wage and has long-term consequences on your pension, which is deferred pay. Please log on to the Teachers' Pensions website to check your annual statement, which will indicate the pension you will receive based on your current earnings and length of service.

**The NASUWT calls on the Co-operative Academy Trust to take immediate action to change the culture of low progression to the Upper Pay Scale. The only way to do this is to adopt automatic pay progression for all teachers.**

**The NASUWT will be holding webinars to discuss the issue of pay at the Co-operative Academy Trust, so look out for an invitation via email. Webinars are an opportunity to raise other issues and to meet your local NASUWT Representatives.**

## JNCC Meeting Update

### What is a Joint Negotiating and Consultative Committee (JNCC) Meeting?

This is a termly meeting where the NASUWT and colleague education unions meet to negotiate issues in relation to your working conditions. These include policies, workload and matters of health and safety. Last term, we were consulted on the following policies:

**Equality, Diversity and Inclusion Policy** – we applaud the Co-operative Academy Trust Board's decision to make equalities a critical objective in the current academic year;

**Stress at Work Policy** – additions relating to COVID-19 and the associated workload were requested by the NASUWT;

**Disciplinary Policy** – the NASUWT has **strongly objected** to revisions in the Disciplinary Policy that would allow the senior staff who are hearing a disciplinary case to also hear a grievance that arises or is in relation to the disciplinary process. If a member of the NASUWT is subject to a disciplinary procedure and decides to take a grievance out about the way the process is being managed or the staff involved, the grievance could be heard by the same staff who would be adjudicating the disciplinary. This lacks independence and, in our view, is not fair to the member of staff.

### COVID-19 Health and Safety and Workload

During the pandemic, we have consulted on school risk assessments and arrangements for clinically extremely vulnerable teachers, including pregnant staff members. The Trust has shared information on the arrangements for the reopening of schools, including testing. We have raised concerns about the workload involved with remote learning and administrative tasks such as telephoning pupils.

The NASUWT has requested that there be a Trust-wide Health and Safety Committee meeting, and the first meeting will be convened at the end of this month.

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The Trust has kept us informed of initiatives such as the MIND survey, which has taken place in secondary schools and will be rolled out across the Trust.

### **How can I contribute to the JNCC so that issues from my school are raised in the meeting?**

The best way to contribute to the JNCC is to elect an NASUWT School Representative and Health and Safety Representative. Your elected representatives will receive training and are entitled to time out for training. They have an important role in passing on the views of members. Your school representatives will be able to contact your local NASUWT Secretary and National Executive Member in order to pass on issues which require advice or intervention and which can be raised at the meeting. Collective issues can be raised at the JNCC on behalf of all members, so no member will feel vulnerable in highlighting issues of concern. If you are interested in being the School Representative, please contact [advice@mail.nasuw.org.uk](mailto:advice@mail.nasuw.org.uk) or call 03330 145550. All enquiries will be confidential.

If you do not have an NASUWT Representative, you can contact our advice line and state that your concern is a collective issue and that you are a member at the Co-operative Academy Trust. As above, all enquiries are confidential. Our advice line will also be able to advise you on individual matters and provide information. The contact details are by email at [advice@mail.nasuw.org.uk](mailto:advice@mail.nasuw.org.uk) or by telephone on 03330 145550.

The Co-operative Academy Trust, as you would expect from the Co-op ethos, works with unions on a trust level. However, we understand that some aspects of working conditions for our members vary depending on the academy. The more information we have about issues in individual schools, the more we can achieve on behalf of our members in Co-op academies.

We look forward to hearing from you.

## **General information for NASUWT Members**

### **National Conference**

The NASUWT National Conference took place online over Easter. Listen to our National President Phil Kemp's inaugural speech on: <https://www.nasuw.org.uk/article-listing/fat-cat-academy-chain-heads-pay-must-be-stopped.html>.

Our General Secretary Dr Patrick Roach's address can be accessed on: <https://www.nasuw.org.uk/article-listing/general-secretary-s-address-to-conference.html>.

### **Big Question Survey**

The NASUWT surveys all members annually on their experiences of teaching. This is the only national survey of teachers and your responses will provide a unique insight into the challenges of this unprecedented year. You can complete the survey in your copy of *Teaching Today* or online at: [www.nasuw.org.uk/EnglandBigQuestion2021](http://www.nasuw.org.uk/EnglandBigQuestion2021).

### **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 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](http://www.nasuw.org.uk/Coronavirus).

The Hub provides FAQs and information about:

- Exams and Qualifications;
- Remote and Blended Learning;

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- Health and Safety and Risk Assessments;
- Performance Management and Pay Progression;
- Testing;
- Education Recovery;
- The Coronavirus Job Retention Scheme or Furlough.

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.nasuwat.org.uk](mailto:membership@mail.nasuwat.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.nasuwat.org.uk](mailto:advice@mail.nasuwat.org.uk).

### Supply teachers

The coronavirus FAQs includes advice for supply teachers regarding the 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 for supply teachers. Find advice for supply teachers and details of the campaign, including how you can contact your MP, at: <https://www.nasuwat.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.nasuwat.org.uk](mailto:advice@mail.nasuwat.org.uk) and state that you are at a Co-operative Academy Trust 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.nasuwat.org.uk](mailto:advice@mail.nasuwat.org.uk) or call 03330 145550.

### Advice for members

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



E-mail: [advice@mail.nasuwat.org.uk](mailto:advice@mail.nasuwat.org.uk)  
Website: [www.nasuwat.org.uk](http://www.nasuwat.org.uk)