



Coronavirus Pandemic

The coronavirus pandemic has resulted in an unprecedented situation for schools and teachers. As key workers, you are supporting the nation's vulnerable children and the children of our other key workers.

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 at the current time, and when schools reopen.

The Coronavirus Advice Hub is updated daily and is available at: <https://www.nasuwat.org.uk/advice/health-safety/coronavirus-guidance.html>.

Requirements for the Reopening of Schools

The NASUWT has fundamental concerns over the DfE guidance to reopen some schools on 1 June. Dr Patrick Roach, NASUWT General Secretary, wrote to Gavin Williamson, Secretary of State for Education, outlining these concerns. In response to the DfE guidance for reopening schools, which is 'inadequate, incomplete and lacks detail on a number of critical issues relating to the health and safety of staff in schools and colleges', all members will have received an email regarding the reopening of schools, and all CEOs were written to, outlining our concerns and reminding them of their obligations under the Employment Rights Act. All correspondence is available on the 'Requirements for Reopening of Schools' section of the website at: <https://www.nasuwat.org.uk/advice/health-safety/coronavirus-guidance/requirements-for-reopening-of-schools.html>.

This is a constantly changing situation and we advise you to check the website regularly for updates.

Advice on remote working is available at: <https://www.nasuwat.org.uk/advice/health-safety/coronavirus-guidance/arrangements-for-remote-teaching-learning-support.html>.

Dr Roach's letters to Gavin Williamson are available at: <https://www.nasuwat.org.uk/uploads/assets/uploaded/ea9cf35c-ada0-489c-b17d3f01115c465b.pdf>.

<https://www.nasuwat.org.uk/article-listing/key-issues-to-be-addressed-before-schools-reopen.html>

The Co-operative Academy Trust Update

The NASUWT meets with the Co-operative Academy Trust termly. Our recent meeting focused on the arrangements for the coronavirus situation. The CEO, Chris Tomlinson, commented on the Trust's commitment to partnership with unions, and his pride at the dedication shown by staff to the pupils despite the current difficult circumstances. Support from the Co-operative organisation allowed the Trust to provide food vouchers for parents. He expressed the Trust's concern for staff wellbeing. Please note that the meeting took place before the DfE announcement regarding the possible reopening of schools.

(continued overleaf)

Automatic Pay Progression

The Trust has agreed to automatic pay progression for the academic year 2019-20. This will apply to all teachers, except for those who were on a documented informal support programme, capability or disciplinary procedure on 23 March, and those moving from M6 to the Upper Pay Scale (UPS) this year. Those applying for movement to the UPS will still be able to apply, but may use a wider range of evidence, and will be given the opportunity to apply in October, December and April. Those on the Leadership Pay Scale and the lead practitioner scale will progress if they are eligible to do so. Those on the UPS progress in a two-year cycle. If you are in the second year of that cycle, and you have passed the first year, you should progress.

Remote Working

The NASUWT raised concerns that teachers in some Co-op academies are being asked to telephone parents and/or pupils regularly. The Trust was reminded of the Union's position that, 'under no circumstances is it appropriate to insist that teachers or school leaders make telephone calls or hold one-to-one video conferences with children', particularly given e-safeguarding issues for staff associated with the use of personal devices and the ability to 'unmask' 141 calls. The Trust accepted that making contact does not necessarily mean by telephone but could instead refer to e-mail or learning platforms such as Google Classroom. There seems to be varied practice in different academies, and the Trust has issued further advice to headteachers to clarify expectations. If you are concerned by an expectation of your academy to call pupils, please contact us for advice. Further guidance on remote working can be found on the NASUWT Coronavirus Hub on: www.nasuwat.org.uk/coronavirus.

Health and Safety

The Trust has been considering measures to safeguard health and safety of staff and pupils when schools reopen. These include the availability of personal protective equipment (PPE), cleaning, social distancing, and staggered breaktimes and start and end times to the day. The Trust is considering support for pupils and staff who may have suffered bereavement or mental health issues during the lockdown.

Risk assessments are being drafted for schools when they are reopened. Headteachers have been reminded by the Trust to involve Union Representatives in discussions around health and safety. If you are interested in becoming a Health and Safety Representative for your school, please see the instructions below.

Supply Teachers

The Coronavirus FAQs include advice for supply teachers regarding the Job Retention Scheme. There is further advice for supply teachers at: <https://www.nasuwat.org.uk/advice/supply-teacher.html>.

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. Please get in touch if further advice is required, via: advice@mail.nasuwat.org.uk, stating the name of your school and the academy trust.

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 e-mail us at: advice@mail.nasuwat.org.uk and let us know the name of the school and the academy trust. All correspondence will be treated confidentially.

Advice for Members

If you would like any specific advice about the current situation or any other workplace issue, e-mail us at: advice@mail.nasuwat.org.uk. All correspondence will be treated confidentially.



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