

## Pay – Cost of Living Uplift



Swale Academies Trust 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.nasuwat.org.uk/PayScales](http://www.nasuwat.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.nasuwat.org.uk/Coronavirus](http://www.nasuwat.org.uk/Coronavirus).

The Hub provides FAQs and information about:

- Remote and Blended Learning;
- Health and Safety and Risk Assessments;

(continued overleaf)

- Performance Management and Pay Progression;
- the Coronavirus Job Retention Scheme or Furlough.

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](http://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](mailto: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](mailto:advice@mail.nasuwt.org.uk).

## Swale Academies Trust Update

The NASUWT has signed a trade union recognition agreement (TURA) with the Trust that enables the Union to enter into consultation and negotiation on behalf of NASUWT members working in Swale Academies Trust schools. The TURA also commits the Trust to paying into local facility time arrangements for the release of NASUWT accredited representatives.

The Trust reported that it has progressed all members of staff other than those subject to a formal procedure (e.g. capability). Swale Academies Trust is still considering the removal of the link between pay and appraisal, but the NASUWT expressed disappointment that the Trust does not intend to look at this for the academic year 2021/22.

Furthermore, the Union expressed concern at the intention of Swale Academies Trust to adopt Kent County Council's policies and procedures, particularly as these have not been agreed with local NASUWT colleagues.

The Trust reported that it has revised its risk assessments in consultation with staff and trade unions. If this is not the case, please contact the NASUWT.

The NASUWT has raised concerns about workload expectations; in particular, blended and remote learning and an increase in the demands placed upon teachers.

## 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](mailto:advice@mail.nasuwt.org.uk) and state that you are working at a Swale Academies 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.nasuwt.org.uk](mailto: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](mailto:advice@mail.nasuwt.org.uk). All correspondence will be confidential.

