



Coronavirus Pandemic

The coronavirus pandemic has resulted in an unprecedented situation for schools and teachers. Teachers are on the front line 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.

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 and Furlough.

NASUWT General Secretary Dr Patrick Roach has written to Secretary of State Gavin Williamson on the reopening of schools. The details are available on: www.nasuwat.org.uk/ReopeningDuringPandemic.

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.

Academy Transformation Trust (ATT) Update

The NASUWT met with ATT on 18 March and discussed the following issues:

- **Briefing from ATT strategy and people development** – clarified strategic aims – Education outcomes, developing and supporting staff, developing positive reputation around finance and business outcomes and the need to re-imagine the world post-COVID.
- **Institute update** – Blended learning project, what worked well in lockdown to continue, local curriculum excellence using technology and sharing outside academy, no longer constrained by time and place, increased use of webinars and co-operative working. Supporting NPQH and developing own ATTT masters for leaders in collaboration with Roehampton University.
- **Performance development policy to replace the performance management that linked progression to pay** – Now based on enquiry-based learning not linked with pay.
- **Developments: pay progression** – Pay progression now automatic M1 to M6 and on all other scales except Upper Pay Scale 1-3, further proposals on threshold and Upper Pay Scale progression to be put on next agenda.

(continued overleaf)

Performance Management/Appraisal Update

The final half-term of the academic year is a good time to revisit your performance management objectives and make sure that you are on track to achieve pay progression. If there is a reason that you have not been able to achieve a particular objective fully, make sure this is documented with your line manager. If you are leaving the school, this is the time to make sure your performance management objectives are signed off, as your new school may ask for this evidence for your pay progression. If you intend to apply for the Upper Pay Scale, ask to see the school's pay policy so that you are aware what is required. This should not require excessive evidence collecting or self-assessment against the Teachers' Standards. Do not be put off applying for the Upper Pay Scale. If you do not, your pension and pay will be lower in the long term. Pension is 'deferred pay'. The NASUWT has identified that in many trusts, part-time workers are not receiving pay progression at the same rate as their full-time colleagues. The Upper Pay Scale should not increase your workload and is not a management payment such as a Teaching and Learning Responsibility (TLR) payment.

Read '*Taking Control of your Performance Management*' at: www.nasuw.org.uk/PerformanceManagement.

Managing Menopause in the Workplace

Teaching is a predominately female profession; therefore, the health of teachers during the menopause should be a high priority in all workplaces. Our guidance explains the impact of the menopause in the workplace and how employers should comply with their statutory duties under the Health and Safety at Work Act and the Equality Act: www.nasuw.org.uk/Menopause.

Flexible Working Applications

You may be considering an application to apply for flexible working in September. You can only do this once in a 12-month period, so make sure you have read the NASUWT advice and request the school flexible-working policy: www.nasuw.org.uk/FlexibleWorking.

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.nasuw.org.uk and state that you are at an ATT Academy Trust school. All correspondence will be confidential.

If your school does not have a School Representative, Health and Safety Representative; and you would consider taking on this important role in the future, please email us at advice@mail.nasuw.org.uk or call 03330 145550 and let us know the name of the school and the Academy Trust in your email.

Advice for Members

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



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