

East Riding Association  
**National Union of Teachers**  
May 2012 Newsletter



Editor: *Brian Swinton*

## **Pensions Campaign**

When you got your pay slip at the end of April you will have seen just how costly the Government's pension changes are to you. From now on you start paying more in pension contributions. This is the first of three rises the Government wants to make. They will take more from you next year and the year after. In two years we'll be paying 50% more. This while our pay is being frozen and whilst we're being asked to work longer to get less when we finally do retire. This is daylight robbery. NUT Conference over Easter renewed its commitment to our pension campaign. Teachers simply should not have to work till 68 or possibly even 69 or 70 to get a full pension. The vast majority of teachers' unions have rejected the Government's pension proposals and the NUT stands willing to work with any and all of those unions. The National Executive members are currently consulting with Regions and Local Associations to decide the long term strategy to continue the fight. If you want to know more come to the **next meeting in the Tiger Inn, Lairgate, Beverley, Saturday May 12<sup>th</sup> 10 am.**

## **Appraisal and Capability**

We have worked very closely and at length with the other Unions and the East Riding LA to reach agreement locally about the best way to implement the changes necessitated by the Coalition's ever more aggressive statutes. Just before Easter we had reached agreement on a practical, non-threatening, supportive, Appraisal and Capability policy. As NUT secretary I have been present at a series of Head Teachers' meetings where this policy was presented and explained. It will be going to School Governors in 2 stages for their approval and adoption. It is important that wherever possible school reps and school groups avoid getting into further in-school negotiations about this policy and that it is adopted as it is presented. The first stage, appraisal, will be in school this term. The second stage, capability, will be in school early in September and at the same time we hope to be able to recommend an agreed observation protocol – our negotiations on this are still on-going. Acceptance of this policy will give teachers in East Yorkshire stability and fair, supportive, processes. Sadly I have to report that at a recent meeting another teachers' Union NASUWT has indicated at the last minute that it cannot sign up to the policy due to an instruction from its National Headquarters. Neither has the NASUWT signed up nationally to the principles agreed by all the other Unions. It is to be hoped that this minority view does not prevent our agreement with Heads and the LA from being implemented in your school.

## Regional/Local Pay bargaining

In a recent radio broadcast I did on BBC Radio Humberside with Peter Levy it was clear that the opposition as represented by the Tax Payers Alliance has only one aim – the reduction of the public sector pay bill. Regional pay is abhorrent; it removes a fundamental human right, equal pay for equal work. It doesn't matter which side of a line on a map someone teaches within a country they should be paid the same. We already have the London Weighting, maybe it needs adjusting but we don't need regional pay. For areas such as parts of ours where it is already hard to recruit staff it will become impossible to get good quality teachers as the pay will be so low. It is the early stages of this campaign but it is clearly on the Government agenda as a money saving exercise. We must fight it at every opportunity.

## Conference Snapshots

As I am rapidly approaching retirement I must tell you that this Easter was certainly my last NUT conference as your local association secretary and may be my last ever. I have greatly enjoyed conferences over the years despite it removing a huge chunk of time from an Easter holiday with my family. This last conference will stand out in my mind for its honesty and genuine debate of what to do about a Government increasingly set on destroying state education as we know it. General Secretary Christine Blower puts it nicely. Commenting after the debate on Motion 40 'The Government'; *"In the short time this Coalition Government has been in power it has wreaked havoc with our education system, plunged more families into poverty and put higher and further education out of the reach of many. A recent YouGov survey commissioned by the NUT showed that teachers' morale had worsened over the last two years. I am sure this is the case for huge swathes of the country. The Government needs to urgently address issues of youth unemployment. It has a massively demoralising effect on communities. The Education Maintenance Allowance needs to be restored to its full value. Failure to do so is simply pricing the most disadvantaged young people out of education, as does higher tuition fees. The fragmentation and privatisation of our education system is a disaster for any coherent planning in our schools and for achieving a good local school for every child. We are very obviously not 'all in this together'. We need to see Government initiatives and policies that address all in society not just those at the top".* B Swinton

Other members of our local delegation had these thoughts about conference:

*My second conference and I now know what the 'broadsheet' is...one thing I will be looking to follow up is when references are made to pensions and in particular NQTs and young teachers, it seems to be assumed that all new teachers are in their twenties when in actual fact this is definitely not the case.* Carolyn Stroud

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*Thoroughly enjoyed my second NUT conference - first time as a delegate! Reassuring to hear the same concerns raised by Teachers from all over England and Wales: Academisation, workload, excessive observation and relentless innovations being imposed in the name of Ofsted. The main theme was that collectively we can make a difference. The Pensions campaign will continue to build on concessions already won. Some lively debates but only one card vote!* – Chris Leeman

*"Lots of good, humorous speeches, little in the way of debate as Conference was mainly united on policy if not strategy. Executive criticised (as usual). Honesty from Exec member, Alex Kenny (a rarity [This is a personal opinion expressed by 1 delegate not the view of the association])*

*Footnote. The amorous couple in the balcony reprimanded by the President were NOT from the East Riding delegation. – Stuart Smith*

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*As an 'Observer' (listen, think, decide - but **no** vote!) conference can be a frustrating experience. However, even from my segregated observers perch away from our own Delegates, I still felt part of it all. The overall experience, inside and outside of the conference hall, good humour, good company and good conversation.  
– John Leeman*

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*My first for twenty five years, has much changed? The extremists are still there in force, rightly derided as 'infantile' by my conference star turn, Simon Horne. Marvellously chaired by Marilyn Harrap and a demanding task too. We have tough fights on many fronts, are we fit for purpose? – Ian Richardson*

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*For the last 26 years Easter has meant conference so this, which was to be my last, was no different. I have seen many changes as the years have gone by – both in the motions debated and the mellowing of some delegates as they have aged. As a 'young' delegate I never dreamt that pensions would become such an issue – we struggled to get superannuation on the agenda way back then. One change I still regret was the eventual passing of a motion which allows other issues than education being debated – this year that meant there was only one primary education issue debated (phonics), one secondary (youth unemployment) and one S.E.N.(inclusive education) and yet an equal amount of time was spent on workers (not necessarily even teachers) in Egypt.*

*I have bought my grumpy old woman badge which I will wear with pride next to both my NUT badges – the torch and the limp hand. – Sue Green*

## **Next Ordinary Meeting:**

For the latest information on both the pensions campaign and the Appraisal/Capability issue the President and officers of East Riding Association NUT would like to invite all reps, letter openers, interested members to a briefing on

**SATURDAY 12<sup>th</sup> MAY 10AM AT THE TIGER INN, LAIRGATE, BEVERLEY HU17 8JG**

The meeting will run till noon. Refreshments will be provided and a meal after the meeting for those members attending.

## **Communications**

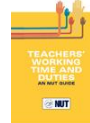
In the past year we have sent out newsletters in March, June, July, September, October, November and December. If you haven't received them or if you aren't sure please send an email to [enews@eastridingnut.org](mailto:enews@eastridingnut.org) and you will be added to our email list.

To update your details with Headquarters please contact HQ with your change of details by post, Records & Subscriptions Services, NUT, Hamilton House, Mabledon Place, LONDON, WC1H 9BD, always include your membership number. Or phone 0845 300 1666 or 020 7380 6366 between 9.00 and 17.00 Monday to Friday with your membership number or online at [www.teachers.org.uk/update/](http://www.teachers.org.uk/update/).

## Workload Campaign

The NUT believes that teachers deserve improved protection against excessive workload. We will be pursuing this vigorously with employers and the Government over the coming months.

### Campaigning on workload and working time issues in school – teachers' working time and duties guide - 2012



This guide summarises the entitlements of teachers under the STPCD; their rights under regulation and legislation; and the NUT's policies and advice on workload and working hours. Teachers who are employed by a local authority or by the governing body of a foundation, or voluntary aided school are covered by STPCD conditions. Many teachers working in Academies will be too, though this is not automatic in all cases.

Click [here](#) to download summary guidance on teachers working time and duties

Click [here](#) to download detailed guidance on Teachers Working Time and Duties

Click [here](#) to download the Sixth Form Colleges Teachers' workload and working time guidance.

### Young or Old – Something for You

The last year has seen the revitalisation of the local retired teachers' group. Run jointly with Hull Association the **Retired Teachers** group has a successful monthly meeting. To find out more contact Stuart Smith, [treasurer@eastridingnut.org](mailto:treasurer@eastridingnut.org). At the opposite end of the age spectrum it has been wonderful to see the increasing engagement of younger members particularly with the Pensions Campaign, lobbying Parliament and presenting an alternative voice of the NUT to the media. **The Young Teachers Group** is another joint venture with Hull. They have run a successful meeting and are planning for next year already. There is now a Hull & East Riding Young Teachers Group on Facebook. This is a closed Facebook group, membership by invitation only. To join the FB group or to find out more about the **Young Teachers** group contact Emma Hardy, [emmaannhardy@googlemail.com](mailto:emmaannhardy@googlemail.com). Also now on twitter [@nut\\_yt\\_hull\\_er](https://twitter.com/nut_yt_hull_er)

### Paid too much tax?

In order to claim tax relief on subs paid to the NUT, simply email [enquiries@nut.org.uk](mailto:enquiries@nut.org.uk) with your membership number & request for the sum paid over the last 6 years. They will provide you with a slip to send to HMRC.

### The Robin Hood Tax

Three years after the economic crash, ordinary people around the world are still paying the price for a crisis they did nothing to cause. A Robin Hood Tax on the banks could raise tens of billions to help protect public services, fight poverty and tackle climate change at home and abroad. This Tax has gathered support from dozens of countries, including Germany, France, South Africa and Brazil. Yet the UK Government is continuing to resist this growing international pressure to introduce a Robin Hood Tax. A Robin Hood Tax could happen but it needs your help. Follow the link below to ask your MP to use their influence in Parliament to make this tax a reality.

[click to support Robin Hood Tax](#)

## **Teachers Assurance**

is making changes to the range of services it offers NUT members. They offer free advice particularly to members who are newly qualified, in mid service, approaching retirement or just retired. For further details about this, visit their website [www.teachersassurance.co.uk](http://www.teachersassurance.co.uk) or call the customer support team on 0800 056 0563

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**The NUT, the largest teachers' union and the only teachers' union  
resolutely committed to one Union for all teachers.**

**Tell friends to join the NUT 0845 300 1669**

**If you've changed schools or hours - 0845 300 1666**

To contact your local association for any reason:

Casework and general advice Brian Swinton 01482 448653, [brian.swinton@eastridingnut.org](mailto:brian.swinton@eastridingnut.org)

Local Association on the web – [www.eastridingnut.org](http://www.eastridingnut.org)

Local Health & Safety - John Leeman – [h.s@eastridingnut.org](mailto:h.s@eastridingnut.org)

Local membership, treasurer & local email admin – Stuart Smith –  
[treasurer@eastridingnut.org](mailto:treasurer@eastridingnut.org)

**Next Meeting all welcome**

**Saturday May 12th 2012, 10am**

**The Tiger Inn, Lairgate Beverley, HU17 8JG**

National NUT on the web – [www.teachers.org.uk](http://www.teachers.org.uk)