



---

**FACTSHEET FOR MEMBERS**

---

**FROM 1 SEPTEMBER 2009, TEACHERS WILL BE ABLE TO RELY ON A CONTRACTUAL RIGHT TO PROVIDE COVER “ONLY RARELY” WHICH HAS BEEN INTRODUCED IN ORDER TO HELP TO REDUCE TEACHERS’ WORKLOAD**

**HEAD TEACHERS WILL BE CONSULTING TEACHERS ON THE DEVELOPMENT OF COVER POLICIES TO ENSURE TEACHERS ARE ASKED TO COVER FOR COLLEAGUES ONLY IN EXCEPTIONAL CIRCUMSTANCES.**

**THE GOVERNMENT AND ITS PARTNERS HAVE ISSUED ADVICE TO HEADTEACHERS ON ESTABLISHING NEW POLICIES. REPRESENTATIVES SHOULD BE VIGILANT THAT THE ADVICE IS NOT USED TO EXCUSE REDUCTIONS IN TEACHER ENTITLEMENTS.**

**YOU CAN HELP TO DEVELOP A FAIR POLICY THAT:**

- provides that no teacher’s non-contact time will be cut;
- allows for pupils to be taught by a qualified teacher by engagement of supply or cover teachers;
- maintains current leave of absence provisions;
- does not expect support staff to work beyond their proper role;
- does not propose re-timetabling which would undermine the ‘rarely cover’ provisions.

**THE NUT IS DETERMINED TO PROTECT TEACHERS’ RIGHTS TO ENSURE NO TEACHER IS DISADVANTAGED BY IMPLEMENTATION OF THE WAMG GUIDANCE.**

School Representatives should:

- inform the head teacher that they wish to engage in the process of establishing a school cover policy in order that teachers’ workload is reduced;

- call a school meeting to discuss the head teacher's plans and members' responses;
- check contractual entitlements to leave of absence (available from your Division Secretary) to ensure proposals do not undermine existing rights
- request a preliminary meeting with the head teacher to highlight the principles of a fair cover policy.

**Keep your Division Secretary informed of progress and, in particular, any attempts to impose unacceptable arrangements, in order that further support can be provided.**

