

Damning workload survey results

We're going to make some changes.....and we need your help!

For a number of years, teacher workload has consistently been the main issue raised with us, with teachers in many schools suffering with excessive working hours, leading to stress, illness and many teachers leaving the profession they love.

Coventry NUT is one of only 8 Divisions chosen to be part of a pilot campaign to bring about a substantial and sustained reduction in teacher workload and to redress the work/life balance that has slipped too far for many teachers.

The first step in the campaign was a survey of all Coventry members in December. The results were very worrying but, sadly, not surprising.

Of the respondents, a massive **85%** said that they had considered leaving the profession in the last year, with a significant number of those actively looking.

Over 95% said that their workload has increased since they joined the profession, and around **65%** of respondents told us that over half of the work they have to do in their role does not help them as a teacher and does not help their pupils.

This workload campaign will be a medium to long term strategy focussing on improving working conditions in all of our schools, so it is important that we get in to visit as many schools as possible over the next half term or more. We will be in touch to arrange a meeting at your school, but in the meantime, please e-mail the office and let us know when is the best time for a meeting in your school, **and let's work together to win back a fair work life balance!**

Just some of the personal testimonies from the Coventry Workload Survey

"I get no quality time with my family"

"Triple marking!!!"

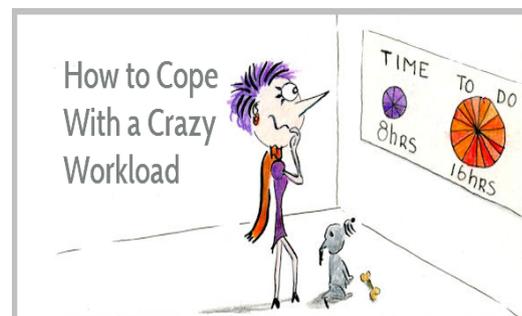
"Meetings for meetings sake, it has to stop"

"I work 12 hours every day"

"I don't socialise in term time unless pre-arranged months in advance!"

"I get not enough PPA time"

"Endless admin tasks and data inputting don't help my kids"



Let's Act Now... Together we can redress the balance. We need members to get involved and help develop ideas for short and long term strategies.

Interested in joining the Workload Action Panel? E-mail us at Coventry.nut@btconnect.com

Dates for your diary

**General Meeting – Wed 01st Feb,
General Meeting – Tue 07th March,
General Meeting – Wed 24th May,**

All at the Railway Bar and Grill, Spon End 5pm – 7pm

A free meal for all attending
Childcare Expenses Available

NUT and ATL amalgamation

After the positive 5 November special conferences, both unions' members will be balloted between 27 February and 21 March 2017 for approval of the amalgamation.

NUT + **ATL** = **New Union**

**WE'RE
STRONGER
TOGETHER**

Unity is Strength!

Following overwhelming votes at previous conferences, the union is launching a ballot to amalgamate with the ATL, to form a new union, the **National Education Union (NEU)**.

It has long been NUT policy to have professional unity, one union for all teachers, and this proposal is the first step towards one education union. The NEU would be by far the largest education union in schools, would represent both teachers and support staff and provide a collective voice for nearly 600,000 education workers.

It is important that as many members as possible vote in the ballot. What can you do?

- 1. Speak to as many colleagues as possible, explaining that an amalgamated union will make the voice of our profession stronger and more effective.*
- 2. Encourage non-members to join the NUT and to help to shape the new union.*
- 3. Discuss issues and the importance of amalgamation with ATL members in school.*
- 4. Call a school meeting – let us know and we can either come in or provide information for you.*

Central Services Funding cuts.

You may be aware that our colleagues in the education central services are currently undergoing a re-design of the service. Any cuts to these services will have an impact on schools and potentially the support that is provided to teachers. Our Performing Arts Service is also undergoing huge changes to pay and conditions whilst other services are becoming 'traded' services.

A member of the team spoke passionately about the potential impact on children and families at the public meeting in Coventry, organised by Coventry TUC. Massive cuts are facing the wider services that the City Council provides, despite the fact that reserves have increased. Our public services are being squeezed whilst the rich are getting richer.



Pay Progression – Did you get it?

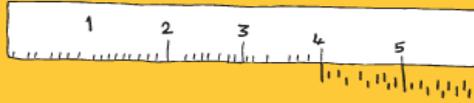
We will soon be seeking information from all Coventry schools on pay progression, including a breakdown by age, gender, equalities data, so that we can see where schools are unfairly withholding pay progression.

We would expect all teachers to progress unless serious weaknesses were highlighted well in advance, with an opportunity to rectify them through the year. You should receive written confirmation, including an annual pay statement regarding your progression up the pay scale, with a right to appeal any decision. If you have not had this as a school, ask for that to be done.

We would encourage you to appeal any negative decision, as we have a very good record in these cases, and the cumulative losses could be £10,000!!

Primary assessment

This pressure on children and schools can't go on



It is disappointing that the NAHT has decided not to ballot members on a boycott of KS2 SATs. This pressure on children and schools from a broken system can't go on. Teachers are adamant that the fiasco of primary assessment 2015/16 must not be repeated this year. Primary assessment is not fit for purpose. It is harming children's learning and, in some cases, their well-being.

Parent's groups are sprouting up all over the country to challenge SATs and the 'More Than a Score' campaign is a very important campaign. The latest book produced by the Union called the 'Mismeasurement of Learning' is available on the website or order a copy from the Coventry NUT office.

Please support make sure that your school signs the statement that has been included in the mailing to Reps and send it back to us. For more information see <https://www.teachers.org.uk/campaigns/primary-assessment/>

**more
than a
score**

Have you been mis-sold PPA?

I didn't get my
minimum 10%
PPA allocation!

We were given directed
tasks like data in-
putting or performance
management in our
PPA time!



We had our PPA taken from us on a
week with an Inset day!

We contacted the
NUT and they helped
us to win back our
right amount of PPA
time!

Planning, Preparation and Assessment are essential elements of a teacher's role and support effective teaching and learning. The STPCD provides that all teachers are entitled to at least 10% of their time-tabled teaching time for Planning, Preparation and Assessment and that teachers cannot be required to carry out other duties during their PPA time. This is therefore non-negotiable for teachers covered by the STPCD. PPA time should be clearly marked on the timetable and distinguished from other kinds of non-contact time. It should be for teachers to determine how this should be used.



Call the NUT now to claim your PPA time!
coventry.nut@btconnect.com 02476 670182 www.coventrynut.org



Regional NUT Courses

Casework Course (part 1)

Thursday 2nd – Friday 3rd March 2017

Health & Safety Reps Course (Part 1)

Thursday 9th – Friday 10th March 2017

NUT Reps' Training (Advanced)

Wednesday 22nd – Friday 24th March 2017

NUT Reps' Training (Foundation)

Tuesday 28th – Thursday 30th March 2017

NUT Reps' Introduction to Employment Law module

Thursday 27th April 2017

NUT reps Restructuring & Redundancy module

Thursday 4th May 2017

NUT Reps' Training (Advanced)

Wednesday 17th – Friday 19th May 2017

All courses are free to NUT members and are held at the Midlands NUT Regional office, 8 Edward Street, Birmingham. B1 2RX.

Contact the office if you are interested in attending.

98% OF SCHOOLS TO LOSE OUT UNDER THE GOVERNMENT'S SCHOOL FUNDING PROPOSALS

Unless the Government allocates additional money, schools and academies will lose huge amounts in cuts — rising to £3 billion a year in real terms by 2020. Head teachers are already speaking of the impossible job they have balancing the books and offering the best education for all children. Yet there is worse to come.

Under the Government's new funding formula we estimate that 98% of schools could lose out. These cuts will hurt us all. They will result, amongst many other things, in:

*increased class sizes,
loss of school staff, and
cuts to extra-curricular activities and resources.*

The updated website www.schoolcuts.org.uk shows that Government funding for schools indicates schools in Coventry will be worse off by £26,076,151 in 2019/20 than they were in 2015/16. The NUT and the ATL are calling on the Government to take immediate action to inject much needed money into an already beleaguered system and protect our children's education.

Want to find out more? Have you checked how your school will be affected? Visit www.schoolcuts.org.uk

Phone or e-mail the office to book your free place on the coaches to these national demos

NATIONAL DEMONSTRATION
STAND UP TO RACISM

Saturday 18 March
London & Glasgow
Details tbc.

Refugees welcome
Black Lives Matter
No to racism, Islamophobia, antisemitism and fascism

Supported by the TUC



Demonstration organised by Stand Up To Racism. More details to follow. Keep in touch:
standuptoracism.org.uk [@AntiRacismDay](https://twitter.com/AntiRacismDay) [Stand Up To Racism](https://www.facebook.com/StandUpToRacism)

NATIONAL DEMONSTRATION
SATURDAY 4 MARCH 2017

#ourNHS
no cuts | no closures | no privatisation

12pm, Tavistock Square, London WC1 (tube: Russell Sq / Euston)
March to Parliament

Called by Health Campaigns Together and The People's Assembly
For info, coaches & supporting organisations visit:
www.itsournhs.org.uk

Health Campaigns Together

