

TKAT agrees to STPCD pay recommendation on all pay scales



NASUWT Pay Claim to TKAT – Cost of Living Pay Rise for all Teachers

This term, The Kemnal Academies Trust (TKAT) followed the recommendation from the School Teachers' Pay and Conditions Document (STPCD) and paid staff:

- 3.5% on the Main Scale on all points of the scale;
- 3% on the Upper Pay Scale on all points of the scale;
- 3% on the Leadership Pay Scale;
- 2% on all allowances.

The NASUWT submitted a pay claim to TKAT calling on it to offer a substantial above-inflation pay award which will address the recruitment and retention crisis. **Teachers have lost out on pay in real terms by over 17% since 2011.**

The NASUWT is disappointed that the Secretary of State for Education, Damian Hinds, did not recommend a 3.5% increase on all points of the scale as recommended by the independent School Teachers' Review Body.

The NASUWT pay claim is available at: <https://www.nasuwt.org.uk/advice/academies/the-kemnal-academies-trust-.html>.

Become an NASUWT Workplace Representative

The NASUWT Workplace Representative is a vital role in improving conditions for teachers, particularly important at this time of increased workload, constant change and pressure on the teaching profession.

As a Workplace Representative, you are entitled to time out for training, and would receive two days of training. This will inform you of your rights as an employee and give you the opportunity to contribute to consultations and negotiations around school policies, workload and working practices.

Call us today on 03330 145550 to find out more about the role.



My training as a Workplace Representative has informed me of our rights as teachers. I feel empowered to raise issues on behalf of NASUWT members.



continued overleaf

TKAT News

The NASUWT has met with TKAT this term and agreed a Trade Union Recognition and Facility Agreement and consulted and agreed a Drug and Alcohol Policy. The NASUWT is currently being consulted on grievance, disciplinary and redundancy policies. TKAT is currently reviewing its Health and Safety Policy with the NASUWT. All agreed policies will be placed on the NASUWT website. If you would like us to raise any collective issues before our next meeting on 15 May, please contact us on advice@mail.nasuwt.org.uk.

If you have any individual concerns you would like confidential advice on, please contact the Member Support Advice line on 03333 145550.

Public Sector Equality Duty and Pay Progression Data

The Public Sector Equality Duty requires employers (including academies) to eliminate discrimination and advance equality of opportunity for all staff, particularly those with a protected characteristic. The NASUWT has requested data from TKAT on whether teachers with protected characteristics are being rewarded equally. Pay progression was 65%. However, we are concerned that part-time teachers progressed at 34% and we have raised this at our meetings with TKAT. TKAT submitted partial pay data and you can see this information in our pay claim at <https://www.nasuwt.org.uk/advice/academies/the-kemnal-academies-trust-.html> on page 18.

Pay Progression

Were you eligible for pay progression and did you succeed in moving up the scale this academic year? This is a good time of year to check your pay slips and ensure they are correct. Check you are being paid correctly:

Main and Upper Pay Scale			
M1	£23,720	UPS1	£36,646
M2	£25,594	UPS2	£38,004
M3	£27,652	UPS3	£39,406
M4	£29,780		
M5	£32,126		
M6	£35,008		

Leadership Pay Scale	
L1	£39,965
L15	£56,434
L30	£81,515
L43	£111,007

Pay scales for School Leaders, Lead Practitioners, Unqualified Teachers including London Pay Scales, and TLR and SEN allowances are available at: <https://www.nasuwt.org.uk/advice/pay-pensions/pay-scales.html>.

You should have received a letter from your employer confirming your pay determination this year and whether you have progressed on the pay scale.

Performance Management/Appraisal Update

Are you on course to achieve your Appraisal Objectives?

This term is the ideal time to check you are on target to achieve your Appraisal Objectives. Check that you have your planning statement to hand and that you have received the written evaluations for your performance management observations. If you think there is an impediment to your achieving your objectives due to factors which are outside of your control, now is the time to raise this in writing with your line manager. If you are leaving the school at the end of term/year, ensure that your objectives are signed off and you have copies of your paperwork ready to take when you leave. It is good practice to keep a record of your appraisal documentation.

For advice on successful appraisal, read: *Taking Control of your Performance Management* at <https://www.nasuwt.org.uk/advice/performance-management.html>.



Data

The Department for Education (DfE) Workload Advisory Group has published its conclusions on the use of data in the setting of targets for pupils and its wide use in performance management. Unsurprisingly, its conclusions uphold the long-held position of the NASUWT regarding the inappropriate use of data to judge teacher performance.

Please see our summary of the Advisory Group's conclusions at: <https://www.nasuwt.org.uk/advice/conditions-of-service/workload.html>.

Health, Safety and Safeguarding Focus – Keep Safe!

Adverse Weather Guidance – Please see the following link for guidance: <https://www.nasuwt.org.uk/advice/health-safety/adverse-weather.html>.

Social Media – Don't put yourself at risk when using social media. Read our booklet, *Protecting your privacy online*, at <https://www.nasuwt.org.uk/advice/health-safety/social-media-the-abuse-of-technology.html>.

Keeping to the Directed Time Calendar

Calendar, Timetabling and Directed Time

NASUWT Representatives and members should have been consulted on the calendar, to ensure that the timetable of meetings is within the 1,265 hours' directed time contractual limit. This is a good time to check that extra meetings are not creeping into the published timetable.

Information on directed time is available at:

<https://www.nasuwt.org.uk/advice/conditions-of-service/directed-time.html>.

Workload – The DfE has recognised that workload is one of the main reasons teachers are leaving the profession. The NASUWT has contributed to three reports aimed at cutting down workload in three key areas: marking, data and lesson planning. For example, the **DfE report, *Eliminating unnecessary workload around marking***, clearly states: '*Marking – providing written feedback on pupils' work – has become disproportionately valued by schools and has become unnecessarily burdensome for teachers.*' The report gives a number of recommendations on cutting workload around marking, and references the Ofsted requirements. Schools are challenged to cut down workload relating to marking in order to make it '*meaningful, manageable and motivating.*'

Find further advice from the NASUWT and links to the DfE workload documents at:

<https://www.nasuwt.org.uk/advice/conditions-of-service/workload.html>.



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