

The Park Federation agrees to STPCD pay recommendation on all pay scales



NASUWT Pay Claim to The Park Federation – Cost of Living Pay Rise for all teachers

Last term, The Park Federation followed the recommendation from the STPCD and paid staff:

- 3.5% on the Main Scale on all points of the scale;
- 2% on the Upper Pay Scale on all points of the scale;
- 1.5% on the Leadership Pay Scale;
- 2% on all allowances.

The NASUWT submitted a pay claim to The Park Federation calling on them 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: www.nasuwt.org.uk/parkfederation.

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

The Park Federation News

The NASUWT met with The Park Federation this term and we are currently consulting on a number of policies including the appraisal, disciplinary and pay policies. The Park Federation carried out a Well-being Survey for the first time in the autumn term. We look forward to discussing the results of the survey at our next meeting, including possible measures the Trust could take to reduce teacher workload and improve wellbeing. If you would like us to raise any collective issues such as workload before our next meeting, 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 Team on 03330 145550 or advice@mail.nasuwt.org.uk.

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 requested data from The Park Federation on whether teachers are being rewarded equally. The majority of teachers who were eligible (80%) achieved pay progression for the academic year 2017-18 across the Trust. We are concerned that only 52% of part-time teachers progressed and we have raised this at our meetings with the Trust. Staff on the Main Pay Scale and the Leadership Scale progressed at 81% and 91% respectively; however, staff on the UPS Scale progressed at 66% and of those who applied for UPS1, 59% were successful. The Park Federation submitted pay data, and you can see further information on page 16 of our pay claim on: <https://www.nasuwt.org.uk/parkfederation>.

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 accurately.

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>.

Please note that The Park Federation Main Pay Range exceeds the London scale (Hillingdon – Outer London/Slough – Fringe) so should be higher than our published scales. All other pay scales will be as the London pay scales linked above.

You should have received a letter from your employer confirming your pay determination this year and advising 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 www.nasuwt.org.uk/performancemanagement.

Workload – 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: www.nasuwt.org.uk/workload.

Health, Safety and Safeguarding Focus – Keep Safe!

Social Media – Don't put yourself at risk when using social media. Read our booklet, *Protecting your privacy online*, at www.nasuwt.org.uk/abuseoftechnology.

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 www.nasuwt.org.uk/directedtime.

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: www.nasuwt.org.uk/workload.



03330 145550

E-mail: advice@mail.nasuwt.org.uk

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