

## ARK agree to STPCD pay recommendation on all pay scales



### **NASUWT Pay Claim to Ark Schools Academy Trust – Cost of Living Pay Rise for all Teachers**

This term, Ark 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;
- 2% on the Upper Pay Scale on all points of the scale;
- 2% on the Leading Practitioner Scale;
- 1.5% on the Leadership Pay Scale;
- 2% on all allowances.

The NASUWT submitted a pay claim to Ark 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 on: [www.nasuwt.org.uk/ark](http://www.nasuwt.org.uk/ark).

### **Become an NASUWT Workplace Representative**

The NASUWT 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*

## Ark News

The NASUWT has met with Ark this term and the Trust has identified the policies for which they see a high priority for consultation, including Absence Management, Probation, Recruitment and Personal Relationships at Work. The Ark teacher contract was also discussed, but the Trust has yet to respond to the comments received by the NASUWT.

If you have any individual concerns you would like confidential advice on, please contact the Member Support Advice Line on 03330 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 Ark on whether teachers with protected characteristics are being rewarded equally. Overall pay progression at Ark was 84%, however, we are concerned that the progression for certain groups is lower, including:

- teachers on family leave (e.g. maternity) (77%);
- teachers who define themselves Black British (74%), Black Caribbean (76%) and Black British (other) (71%);
- teachers on the upper pay range – 75% (UPR1) 80% (UPR2) and 59% (UPR3); and
- teachers aged 45-49 (67%), 50-54 (71%), 55-59 (53%), 60-64 (75%) and 65+ (0%).

The NASUWT have raised concerns at our meetings with Ark.

## 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 accurate. Check you are being paid accurately. These are the minimum expectations the NASUWT has regarding each point on the pay:

Main and Upper Pay Scale				Leadership Pay Scale	
M1	£23,720	UPS1	£36,646	L1	£39,965
M2	£25,594	UPS2	£38,004	L15	£56,434
M3	£27,652	UPS3	£39,406	L30	£81,515
M4	£29,780			L43	£111,007
M5	£32,126				
M6	£35,008				

Minimum expectations for pay scales for School Leaders, Lead Practitioners, Unqualified Teachers including London Pay Scales; and TLR and SEN allowances are available at:

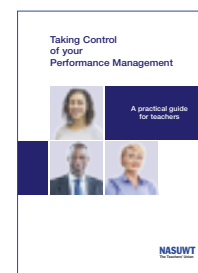
Pay scales for School Leaders, Lead Practitioners and Unqualified Teachers, including London Pay Scales and TLR and SEN allowances, are available at: [www.nasuwat.org.uk/payscales](http://www.nasuwat.org.uk/payscales).

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 Performance Management (PM) Objectives?

This term is the ideal time to check you are on target to achieve your PM Objectives. Check that you have your planning statement to hand and that you have received the written evaluations for your PM observations. If you think there is an impediment to your achieving your objectives due to factors which are outside 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.nasuw.org.uk/performancemanagement](http://www.nasuw.org.uk/performancemanagement).

### Data

The 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 on: [www.nasuw.org.uk/workload](http://www.nasuw.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.nasuw.org.uk/abuseoftechnology](http://www.nasuw.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.nasuw.org.uk/directedtime](http://www.nasuw.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.nasuw.org.uk/workload](http://www.nasuw.org.uk/workload).



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Website: [www.nasuw.org.uk](http://www.nasuw.org.uk)

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