

Workload

Action on workload and pay

Dear colleague

The NUT's national campaign on workload is beginning to secure some successes, with new Government-backed guidance on certain key issues. Yet the Government still has far to go in giving teachers meaningful help and lifting the demands on them.

Teachers' pay remains under attack, although the School Teachers' Review Body has told the Government to prepare for a pay increase significantly higher than its 1% limit. Meanwhile, the Government continues to encourage schools to deny teachers' pay progression or even the annual cost of living pay increase.

Workload and pay remain national campaign priorities for the NUT. But NUT members can also secure changes and improvements for teachers at school level by acting collectively. This briefing shows you how you and your colleagues can make a difference in your school.

Yours sincerely



KEVIN COURTNEY
General Secretary



Action on workload

Make sure all teachers are aware of their rights

The School Teachers' Pay and Conditions Document still offers protection on working time issues. Many teachers, including NQTs and even some school leaders, do not fully understand its provisions on directed time, PPA, cover and administrative tasks. Where teachers are being short-changed, a simple reminder may be all that is needed. Read the NUT's full guidance on workload and working time at www.teachers.org.uk/pay-pensions-conditions/workload

Demand change on marking, planning and data management

The DfE's Independent Teacher Workload Review Group Reports make recommendations to the Government, Ofsted, school leaders and governing bodies. They pull no punches in debunking myths, highlighting government failures and setting out what must change. Accepted in full by the Government, their implementation could go some way to reducing workload. But this will only happen if school leaders work with teachers on the necessary changes. The DfE are intending to produce publicity for schools so do look out for this and use it in your school. You can find the reports and NUT guidance on their use at www.teachers.org.uk/pay-pensions-conditions/workload

Make use of the *Ofsted Clarification*

This Ofsted guidance for English schools, published following NUT pressure and now part of the Ofsted school inspection handbook, clarifies what Ofsted does not expect from schools during or before inspections. It dispels some of the myths that lead to excessive workload, for example by making clear that Ofsted does not expect to see deep or extended marking or written records of oral feedback. Use it to reach agreement about what teachers do and do not need to do at school. Make sure your colleagues and managers are aware of its contents. Read it at www.teachers.org.uk/pay-pensions-conditions/workload

Press for a formal work-life balance policy

All teachers – including senior leaders – are entitled to a reasonable work-life balance, which supports their effectiveness and students' learning. The NUT's model work-life balance policy covers issues such as directed time, organisation of meetings and flexible working practices. Read it at www.teachers.org.uk/pay-pensions-conditions/workload

Use the NUT online stress survey

Stress surveys can provide powerful data for discussions with school management. You can use the NUT's online school stress survey to find out the extent, causes and impact of work related stress in your school. It takes no more than ten minutes to complete and teachers cannot be identified individually from their responses. Contact us at h&s@nut.org.uk to find out more.

Encourage school leaders to undertake a stress risk assessment

Encourage school leaders to use the NUT guidance on undertaking risk assessments in order to tackle stress and work-related mental health conditions at www.teachers.org.uk/help-and-advice/health-and-safety/p/preventing-work-related-mental-health-conditions-tackling-stress

Doing this will help meet the employer's duty to ensure employee health and safety at work. Doing nothing is not an option. Combine this with the NUT's own stress survey described above.

Make full use of the NUT's Action Short of Strike Action (ASOS)

Where the above strategies haven't been successful, NUT members can rely upon the NUT's programme of Action Short of Strike Action. This action – which has the legal backing of our national industrial action ballot – authorises members who want to stand up collectively on any of a wide range of issues including appraisal, observations, lesson planning, meetings or email demands.

Read about how to use ASOS at www.teachers.org.uk/pay-pensions-conditions/workload

There are also NUT model leaflets which you can send to governors and parents to secure their support.

Action on Pay

Key points for action on pay this term include:

- Have teachers at your school been awarded the 1% cost of living increase, separate from any pay progression decisions? Read the NUT's joint advice with other unions on the 2016 pay increase and pay scales.
- Is your school's pay policy fair and have you checked it against the NUT's model policy? If not, have you considered gathering colleagues to collectively secure a fairer deal? Read the NUT's advice on challenging unfair pay policies.
- Has the school budgeted to allow teachers to receive pay progression? If not, you may find that your school tries to use funding as an excuse to deny pay progression.
- Are your colleagues prepared for their appraisal review meetings? Have they registered any concerns that arose during the year? Read the NUT's advice on how to ensure pay progression this year.
- Are teachers ready and able to negotiate realistic objectives this year? Have you and your colleagues agreed appropriate arrangements with your head teacher on objective setting and observations? Read the NUT's advice on how to ensure pay progression again next year.

You can find all of our advice at www.teachers.org.uk/paytoolkit

If any of these throw up issues which you think need to be tackled in your school, seek support from your local NUT if necessary. Acting together can protect everyone's pay.



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