

your campaigning union

workload • funding •
assessment • pay •





your campaigning NEU

Your NEU is a campaigning union with a clear vision of what our education system should look like. Together, we want to shape the future of education for the benefit of teachers, support staff, leaders and pupils.

There is a crisis in education. Funding cuts are hitting schools, workload is at a record high and the assessment and accountability system is broken, driving excessive workloads. Add to this eight years of barely-rising pay and it is no wonder there is a recruitment and retention crisis. This is why it is so vital that the NEU works with allies to articulate our alternative vision and to win on the key issues of workload, funding, assessment and pay.

Workload:

time to take action

In March, the DfE and Ofsted jointly launched a video detailing the tasks around planning, marking and data that Ofsted does not want to see, and which your head should not ask for. The Government is now poised to launch a workload reduction toolkit for leaders, teachers and education professionals to support them in looking for ways to reduce workload. We are clear that unless the Government moves to address the funding crisis in schools and the broken accountability system, then some of the drivers of workload will continue. But we want members to use this guidance – along with the previous DfE and Ofsted clarifications – to discuss with school management ways to strip out tasks which Ofsted says are not required and free up time for teaching.

Three steps you can take to reduce workload:

1. Call a union meeting and watch the DfE and Ofsted video on our website at: **www.neu.org.uk/workload**
2. Discuss as a union group the issue(s) you'd like to see changed to reduce workload.
3. Write to your head teacher asking for a meeting to discuss measures to reduce workload in your school.

Use our step-by-step guide to reducing workload to help you: **www.neu.org.uk/workload**

Funding:

◆ pressure the politicians

In recent months our joint union campaign, School Cuts, has been successful in keeping funding at the top of the political agenda, with our pressure pushing the Government to allocate an extra £1.3bn of cash for schools last year. But it is not enough to address the cuts already felt and schools are still struggling.

We are calling for an immediate increase in funding for schools to reverse the real-terms cuts already experienced, as well as a wider review into the amount of money needed to provide a great education system in the future. There must be enough money available to schools to afford sufficient staff to ensure workload is manageable, to pay teachers and school staff properly and to fund a rich and resourced curriculum for pupils.

Our national Weekend of Action in April 2018 brought together hundreds of teachers, parents and members of the public. We organised street stalls and leafleting events to get the Stop School Cuts message to as many politicians as possible, ahead of the May local elections. Everyone can build this pressure on social media via Facebook or Twitter or by contacting their local MP and councillor. Find campaign materials at www.neu.org.uk/funding and at www.schoolcuts.org.uk



Assessment:

better without Baseline

Despite abandoning it in 2015, the Government is in the process of reintroducing the Baseline assessment for children in Reception. ATL and NUT opposed it last time around and, as the National Education Union, we continue to campaign for an assessment regime which supports pupils and teachers, rather than narrowing the learning experience.

The Government has not yet been able to provide answers to the key questions around Baseline.

These questions include: the impact of pupil mobility, the appropriateness and validity of a snapshot tablet-based assessment, implications for pupils who achieve low scores, and the legality of introducing a mandatory test into a phase of education that is not statutory.

The More Than A Score coalition has produced a dossier exploring these issues in further detail. Find it and sign the MTAS petition opposing Baseline at www.morethanascore.org.uk

Pay:

◆ worth 5%

The NEU is calling for higher pay for all teachers to address the recruitment and retention crisis. We have called on the School Teachers' Review Body (STRB) to recommend an immediate 5% increase for school teachers from September 2018, followed by further action to restore the 15% real-terms cut in pay since 2010.

The NEU has spoken in unity with ASCL, NAHT, UCAC and Voice to say that teachers' pay has fallen too far and must now be substantially increased across the board. The Government's response to the STRB recommendations is a hugely important moment for the teaching profession.

We have called on the Government to provide extra funding to support the implementation of any pay rise. But it is crucial that, when the Government's decision is announced, we ensure in every school that all teachers receive the salary increase they deserve and which the STRB recommends.

Read our guidance on how to secure fair pay in your workplace at: www.neu.org.uk/pay



Cymru/Wales:

ymgyrchu dros gyflogau/ campaigning for pay

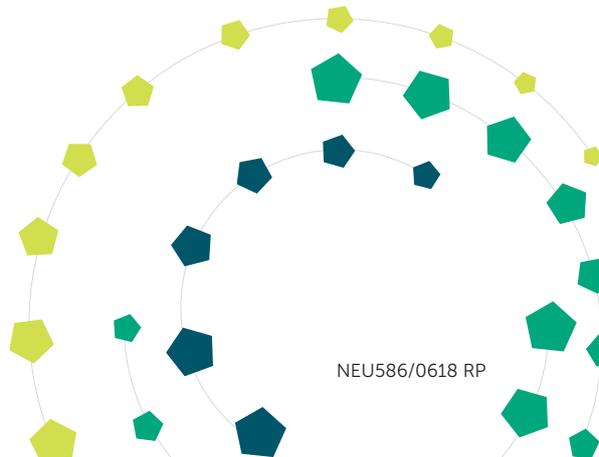
Yng Nghymru, mae'r NEU yn ymgyrchu i sefydlu cydfargeinio fel y dull i'w ddefnyddio yn y dyfodol i benderfynu ar gyflogau ac amodau athrawon. Mae'r NEU yn awyddus i gadw strwythur cyflogau cenedlaethol i'r holl athrawon ac uwch arweinwyr, gyda dulliau tryloyw o gynyddu cyflog drwy raddfeydd cyflog cenedlaethol, a chyflogau cludadwy rhwng pob ysgol yng Nghymru. Rydym hefyd yn glir fod yn rhaid inni sicrhau bod cyllid ychwanegol ar gyfer unrhyw benderfyniad ar gyflogau yn cael ei ddarparu'n llwyr gan Lywodraeth Cymru a bod y cyflogau yng Nghymru ar yr un lefel â'r rheini yng ngweddill y Deyrnas Unedig.

In Wales, the NEU is campaigning to establish collective bargaining as the future mechanism for determining teachers' pay and conditions. The NEU wants to retain a national pay structure for all teachers and senior leaders, with clear and transparent mechanisms for pay progression through national pay scales, and pay portability between all schools in Wales. We are also clear that we must ensure that extra funding for any pay award is fully-funded by the Welsh Government and that pay in Wales keeps pace with that elsewhere in the UK.

We need you to get involved

We need you to get involved to help us to build an education system of which we can all be proud.

Visit www.neu.org.uk/campaigns to find out more and contact us if you would like support with campaigning in your school or local area.



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