

HANDS UP *because enough's enough!*



HANDS UP indicative action ballot

FAQs for NEU representatives and members

Why are we doing an indicative ballot?

Since 2010, real-terms funding per pupil has been cut by 8 per cent. This has had an enormous effect on our schools.

These damaging cuts have been further compounded by the Government refusing to fully fund or fully implement the latest pay recommendations from the School Teachers' Review Body (STRB), leaving our schools at breaking point.

This is the final straw.

Prior to the Autumn Budget, the National Education Union alongside heads' unions ASCL and the NAHT set the Chancellor six tests for his Budget. You can view these at www.neu.org.uk/handsup

The Chancellor continues to fail our pupils and schools and, as a result, we are seeking your views about what we should do next in our campaign for more school funding.

Some may think this dispute is just about teachers' pay. It is not. This is about a Government that has cut real-terms funding per pupil by 8 per cent since 2010; a Government that is ignoring the crisis in teacher recruitment and retention and its own experts in the STRB.

As a result of the extreme funding crisis our schools now face, this will not be like previous ballots. Like many of our own leadership members, heads across the country are left with the impossible task of delivering the best education for our children with ever-declining budgets. This is why we are working together with ASCL and NAHT in the 'Hands Up' campaign to each consult our members about the future of the funding campaign.

What is an indicative ballot?

An indicative ballot is a way for the union to understand what members think about an issue and if they feel strongly enough to take industrial action. The NEU rulebook stipulates that the union must undertake an indicative ballot before progressing to a industrial action ballot.

An indicative ballot is not a statutory ballot and therefore is not bound by any legal process.

How was it decided we would do an indicative ballot?

Over the past two years, the union has been at the forefront of campaigning around school funding, as part of the highly effective School Cuts coalition.

But our schools are at breaking point and asking them to use their funds to meet a proportion of the latest teachers' pay award is the final straw.

That is why the Joint Executive Committee (JEC) of the NEU voted to undertake an indicative ballot if the Chancellor's Budget did not meet the six tests to help solve the crisis in education.

Who will be eligible to vote in the indicative ballot?

We will be balloting all in service teachers working in state schools and sixth form colleges in England.

Why are we not balloting support staff members?

We are aware that under-funding our schools has a detrimental impact on all our members in education, not just teachers. However, we believe that the failure of this Government to fully implement and fund the School Teachers Review Body (STRB) recommendations will be the final straw for our financially struggling schools and many will simply be unable to find the money they need.

Because this additional funding pressure is linked to the implementation of the STRB pay settlement we cannot legally ballot support staff members on this particular issue. We do understand however that the funding in schools does affect everyone and welcome the participation of support staff in this campaign.

The support of all our members is critical if we are going to stop and reverse the savage funding cuts in our schools. The ballot is just one part of the 'Hands Up' campaign and during the next few months, we will be talking to all NEU members about they can support and get involved in the campaign for fair funding in our schools.

If you are the school rep, but not a teacher, we would like you to hold a meeting of all members in your school, talk to everyone about the funding campaign and encourage those eligible to vote and vote YES!

How will members receive their ballot?

Most members will receive an email with a unique reference number to carry out their vote online.

Those who don't have a valid email address will receive a unique ID via letter for them to also vote online.

Members in Coventry, Rotherham and Milton Keynes will receive a postal vote and return envelope.

I have moved school/house recently or have a new email address, what do I do?

For ATL Section members

All ATL Section members can update their details online via www.atl.org.uk/user and login, using your username and password.

If not you can complete an online web form by going to www.atl.org.uk/contact to update your details.

For NUT Section members

All NUT Section members can update their details online via www.teachers.org.uk/update

For NEU members

All National Education Union members who joined on or after 1 September 2017 can update their details via www.neu.org.uk/contact-neu-head-office or by calling **0345 811 8111**.

When you update your details, you will automatically receive a new ballot invitation to your updated email or home address.

How long will the indicative ballot last?

The indicative ballot will be open in November and will run until early January 2019.

I haven't received my ballot, what shall I do?

If you haven't received your ballot paper or email invitation by 30 November, go to www.neu.org.uk/ballotenquiries and complete our ballot enquiries form.

Can non-members join the NEU and take part in the indicative ballot?

Yes!

You will likely have colleagues who are not yet union members who are supportive of our campaign on funding and want to join. Please talk to them about why they should join the NEU in your school and our longstanding campaign for professional unity; that all teachers should be united in one union. The NEU is the largest education union in Europe and represents the majority of teachers in England and Wales. This is a great opportunity to build the union in your workplace and make our voice on funding even louder.

New members can join for 75% off their first year's membership fee, if they join before 31 December 2018 and haven't been a member of the NEU, ATL, or NUT in the last 36 months. Newly Qualified colleagues can join for just £1 and trainee teachers can join for free.

If a new member joins and is eligible to take part in the indicative ballot, they will automatically receive an email with their unique reference number to carry out their vote online.



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