



## NORTH YORKSHIRE TEACHERS' ASSOCIATIONS CONSULTATIVE PANEL

### Annual Report for 2023

The North Yorkshire Teachers' Associations Consultative Panel comprises of representatives of the professional associations recognised by North Yorkshire Local Authority for consultation purposes. These are: the Association of School and College Leaders (ASCL), the National Association of Head Teachers (NAHT), the National Association of School Masters Union of Women Teachers (NASUWT), the National Education Union (NEU), and Education and Early Years Sector of Community (formerly Voice). NAHT was unable to send representatives in 2023. In addition, a representative from Unison has attended meetings of the Panel as an observer.

After a long period of relative stability, several personnel changes have made 2023 a challenging year. This has resulted in a number of cancelled, deferred or inquorate meetings. As a result, longer periods of time (up to four months) have elapsed between meetings, adding pressures to agendas, not to mention delegates' memories! Thankfully, there is every sign that we will be able to look forward to 2024 being a more settled year. Hopefully, the quorum will be adjusted to allow the business of Panel to be undertaken more effectively.

Anne Swift stepped down as Panel Secretary after giving one of the longest notice periods ever known! Her fine attention to detail and scrupulous recording of meetings and financial transactions has given the Panel a very sound and informed basis upon which to work. Anne continues her reporting as our Schools' Forum representative.

It was sad to also see Julie Hudson stepping down from her role as NASUWT Secretary. Julie added a persuasive, considered and well-thought-out approach to her representation of members. We have recently welcomed her co-successors, Stephen Jennings and Ian Bloor. Regarding unions representing senior leaders, Emma Lambden's departure as our ASCL rep. saw Carl Parker stepping into the role. The representation of headteachers can be a bonus in consultations, and with the current lack of any NAHT rep., this has been beneficial to our collective thinking and consultations. We also welcome John Roy who represents Community.

Though daunting to follow in Anne Swift's footsteps, it has been a real pleasure to renew working relationships with former colleagues. The torturous seven-month process of changing signatories on the Panel bank account has now finally been settled. Access to the NYES database to monitor the paying-in of academies has now also been set up.

The Panel met on five occasions, four of which were via Zoom. This is effectively a pre-meeting prior to meeting with employers. A wide range of issues were covered including Long-Covid, vexatious complaints against staff, support plans, school reorganisation, isolation booths, holiday entitlement,

funding, redundancy, school closures, workload, facility arrangements, H&S, pay and many other working conditions.

Throughout the year, 5 JCC meetings were held with the LA, with officers from Human Resources, Health and Safety, and School Improvement. These meetings have included a two-way sharing of information and to discuss several issues which affect teachers working in LA maintained schools and Multi Academy Trusts. Topics were generated from the Panel Meetings as well as matters relating to the Facilities Agreement. Due to the unexpected changes in personnel, an unplanned surplus had been created of £92k. It was therefore agreed to maintain the current level of charging for a further year before continuing with the plan to gradually increase the amount. This should allow us (in 10 yrs. time) to reach the industry standard of 0.2FTE for every 200 members.

The County Secretaries of each association met with the Local Authority on four occasions to discuss corporate HR policies which schools and academies can adopt, these are the policies discussed: Attendance management, Leave & Parental Leave, Pay, Recruitment and Selection, Induction, Probation, Managing Allegations Against Staff, Infectious Diseases. 2024 will see many of the key policies being reviewed.

The policies and associated guidance for LA maintained schools and those for the academy schools are considered separately. The associations do not necessarily agree with all aspects of the policies but are able to make constructive suggestions. In addition, unions also negotiate terms and conditions for their members at Joint Consultative Committees (JCC) in academies. If you work in an academy, ask your Trust if they have adopted the LA policies (if they buy HR services from North Yorkshire), do they have a JCC and do they pay into the facilities arrangements? If not contact your local union for advice.

Under-funding of Local Authorities by central government continues despite rising costs and demands, incidence of SEND, maintenance backlogs and rising energy costs. This inevitably has an impact on the services the Local Authority can provide and the core budgets for schools.

The impact on members of government policy continues to be considerable. All Education staff are to be commended for their heroic efforts to maintain a service to their pupils, their families and communities.

The Local Authority has now completed its transformation from NYCC to NYC. As education has been the responsibility of the County Council for some time, this has had little direct impact on education staff in terms of working conditions, though some improvements have been seen.

The Teachers' Associations representatives and Local Authority officers maintain cordial working relationships; discussion is robust but respectful as, together, our aim is to improve working conditions for teachers whatever setting they are in and maintain and promote the best possible education for all the children and young people in North Yorkshire.

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