

NORTH YORKSHIRE TEACHERS' ASSOCIATIONS CONSULTATIVE PANEL

Annual Report for 2019

The North Yorkshire Teachers' Associations Consultative Panel comprises of representatives of all 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 School Masters Union of Women Teachers (NASUWT), The National Education Union (NEU) and Voice. The National Association of Head teachers (NAHT) was unable to send a representative in the latter part of 2019.

Lunch Time is YOUR Time

Teachers are entitled to a lunch break of a reasonable amount of time around the middle of the school day.

You cannot be directed to attend meetings – it's your choice

This is YOUR time to rest and socialise with colleagues

Management has a responsibility to consider your health and well being – you have a responsibility to look after yourself. Taking a break is vital.

You cannot be directed to act as a midday supervisor

This is YOUR time to eat some lunch and use the toilets

You owe it to yourself and to be refreshed and ready for your afternoon classes

You cannot be directed to stay on the premises – just abide by the arrangements for signing out

This is YOUR time to get some fresh air

Remember
Lunch time is YOUR time – make the most of the opportunity to rest and recharge

ASCL Association of School and College Leaders

NAHT

national education union

NASUWT The Teacher's Union

Voice

Contact your Professional Association if your right to lunchtime is being curtailed or denied.
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Throughout the year your representatives have met to discuss a number of issues which affect teachers working in LA maintained schools and Multi Academy Trusts. Topics included funding, redundancy, transfer of schools to academy status, Ofsted inspections and pay. The reorganisation of SEND and Inclusion services has been a major topic of consultation throughout the year and this will continue into 2020. Jane Le Sage, the LA officer responsible, has attended meetings to answer questions and explain the rationale which has driven the changes. The rise in the number of pupils with additional needs coupled with insufficient funding from central government has had a devastating impact for all concerned, including staff who are in danger of losing their jobs. It also became apparent through the year that your representatives were increasingly dealing with the impact of excessive workload on the health and well-being of staff and they produced the poster on the left and sent it to every establishment to remind staff of their right to a lunchtime break of a reasonable length.

Representatives also attend North Yorkshire Education Partnership (Schools' Forum) and Mr Chris Head has successfully persuaded the Forum to continue the de - delegation of funds for maintained schools to release your representatives to perform their statutory Trade Union duties. This is called the "Facilities Arrangements". The Academy Trusts can buy into the arrangements at a very competitive rate of £2.70 per pupil (2019 rate) and most do. You can find out if your MAT "buys in" by asking your head teacher or contacting you association secretary. Last year the fund was in deficit but this has been reduced and is on track to be in balance by next year. The panel has been very

grateful to LA officers in finance for all their modelling of various scenarios to bring the budget into the black and the Schools' Forum for continuing to support the scheme. In order to more accurately describe the service the unions agreed to change the name from Professional Association Facilities Arrangements (PAFA) to Trade Union Support for Schools (TUSfs).

The county secretaries of each association met with the Local Authority on 4 occasions to discuss corporate policies which schools and academies can adopt: Recruitment and Selection, Early Retirement, Health and Well-being Strategy and Appraisal. The Pay Policy was discussed in the Summer term in preparation for Autumn and agreed in September. The Local Authority provided pay scales in line with the government pay award of 2.75% for schools to adopt within the policy. If your school has not applied the full amount of the pay award please let your rep know asap.

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, County Secretaries are increasingly negotiating terms and conditions for 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) and do they have a JCC; if not contact your county secretary for advice.

Your representatives also attended six separate meetings to discuss terms and conditions of service with LA HR officers. School Improvement advisors and officers who have particular responsibility for aspects of the education service such as Finance or Special Education Needs and Disability also attended to provide information and discuss concerns raised by your representatives. Staff working in schools which are forcibly transferred to academy status can find themselves in very difficult situations and are urged to contact their union rep so that matters can be raised at an early stage.

Increased fragmentation of the school system and the continuing chronic underfunding of the education service is evidenced by the number of redundancies and restructures which reps attend and this is likely to continue in 2020.

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 a great education for all the children and young people in North Yorkshire.

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