## NORTH YORKSHIRE TEACHERS' ASSOCIATIONS CONSULTATIVE PANEL

## Annual Report for 2017

The North Yorkshire Teachers Associations Panel comprises of representatives of all the professional associations recognised by North Yorkshire Local Authority for consultation purposes. These are the National Association of School Masters Union of Women Teachers (NASUWT), The National Education Union (NEU which is the NUT section and ATL section until 01.01.19), The National Association of Head teachers (NAHT), The Association of School and College Leaders (ASCL) and Voice.

Throughout the year your representatives have met together to discuss a number of issues which affect teachers working in LA maintained schools and the increasing number of academies. Topics included redundancy, transfer of schools to academy status, school reorganisations including federations and amalgamations, various LA services including behaviour support, inclusion, pay and funding. Representatives also attend North Yorkshire Education Partnership (Schools' Forum)



Workload has been a hot topic this year and the flyer, pictured left, has been agreed with all the Teacher Unions, the DfE and Ofsted. If you would like a copy for your noticeboard please contact the panel secretary (email address at the end of this report).





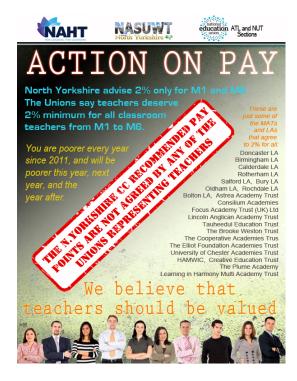


The county secretaries of each association also met with the Local Authority on five occasions to discuss corporate policies which schools can adopt; Developing Performance, Discipline, Attendance Management, Capability and Pay Policy were discussed this year. The Policies and associated guidance for 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 in academies.

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 Governance, Finance or Special Education Needs and Disability also attended to provide information and discuss concerns raised by your representatives.

The new director of CYPS, Mr Carlton, also addressed a meeting introducing himself and his vision for education for all children in the County. He felt that there was still a role for local authorities in place planning, SEND, supporting vulnerable children and system leadership.

In September, the LA carried out a survey of schools to ascertain views on the implementation of the pay award. The Panel was pleased that the LA agreed to recommend the use of pay scales but disappointed that they didn't recommend a 2% pay increase to all pay points. The panel conducted its own survey of all 347 establishments. Over 100 schools replied with the vast majority, 66%, following the LA advice of adding 2% to M1 and M6 but 1% to all other pay points. Some schools commented that they would like to have given a 2% pay increase to all points but were constrained by a lack of money. However, 20% of respondents gave 2% on all M1 to M6 points.



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.

Anne Swift NYTA Panel Secretary January 2018

contact at anne.swift4@btinternet.com