

# **TLRs – some real lessons learned!**

Has **your** school seen **pay cuts**, loss of **status**, increased **workload**, reduced **promotion opportunities** - OR a process that **values teachers** despite the destructive intent behind the Government's imposed **'staff restructuring'**?

We've seen **both** in Derbyshire. **Most Headteachers** and **Governors** made the transition from **Management Allowances** to **TLRs without undermining teachers** and largely according to the **NUT** advice that they had all been sent. **But some did not plan to do so.** Where members got the **Union** involved, **we succeeded in protecting NUT members...**

The process, *still continuing*, is one that really rams a few lessons home here in Derbyshire and everywhere else in England that the **Union** has faced the challenge...

**Teachers, like any other workers, are strongest when they stick together and look after each other. "An injury to one is an injury to all"**

Where teachers were threatened with **pay cuts** and **loss of status**, and where they **contacted the NUT and acted together**, we achieved great success in getting more **TLRs** of the right value put into the structure, gaining permanent **pay safeguarding**, preventing increases in **workload**, and loss of opportunity for younger teachers.

**In a number of cases, we held "indicative ballots" for strike action, and we are to hold more.**

In each case so far there has been no need to take industrial action because our members' willingness to support each other has been enough to bring about necessary changes.

**Trade Unions are there to protect all members, not reach Social Partnership deals with Government to cut pay and status for some members in the hope that there will be more "winners" than "losers".**

Unfortunately, only the **NUT** and the **NAHT** saw it this way, and our other sister unions joined in the Government's ironically entitled **"Rewards & Incentives Group"**

**We need to build strong NUT organisation in every school and service, with an NUT Rep with time to do the job, and members prepared to act together.**

Not all **NUT** members with **TLR** problems contacted the **NUT**. Some thought nothing could be done, some that "rocking the boat" would make things worse. Nothing could have been further from the truth. Where **pay cuts** and **loss of status** were proposed and **NOT** resisted, they **have** taken place.

## **We need one Union for ALL teachers**

The Government has tried to play unions off against each other – and to an extent they have succeeded. Now that the Government promotes the policy that **"Every school should be an independent school"** we are going to need real unity and strength in every school.

**WE NEED ONE UNION FOR ALL TEACHERS - NUT policy, but not yet that of all unions. Why not?**

**IF YOU NEED HELP WITH THE TLR PROCESS IN YOUR SCHOOL CONTACT THE NUT A.S.A.P**  
01629 585086      derbysnut@softhome.net

# **The White Paper** **Don't take your eye off this very dangerous ball!**

**The Government Education White Paper – planned to become a Bill and be bulldozed through Parliament, is meeting great resistance. Not surprising as it represents a fundamental threat to State Education.**

**We have written to all Derbyshire MPs and County Councillors asking them to meet with the Union and to oppose the proposals.** The County Council has expressed its opposition, and support for an "alternative" White Paper that about 70 Labour MPs are signed up to. We have yet to hear from our MPs.

The proposals would have a devastating effect on our schools, the education service as a whole and teachers' pay and conditions of work.

**The Government plan is to**

- ❑ **Marginalise LEAs** and make every school an independent institution competing with others
- ❑ **"Popular" schools would grow** with no pupil admission number, free transport to "bus-in" children, extra money for "high quality temporary classrooms". Meanwhile other schools would decline and close.
- ❑ **Prevent the establishment of any new normal state community status schools.** Any new school would have to be 'offered' to voluntary groups, private companies, parental organisations, 'faith' groups etc
- ❑ **Establish more "Academies"** – a £2million contribution from a wealthy individual or company gets them about £30million of public money to help them open and run their own school – and the state continues to meet the costs  
*[continued overleaf . . . ]*  
while the individual/company and their appointed friends run the school. Derbyshire does not want an Academy – but the Government may force one or two on us by refusing its "Building School For The Future" funding if we do not comply!
- ❑ **"Encourage" existing schools to become "Trusts"** – independent of the LEA and running their own affairs – increasingly taking control of the curriculum, teachers pay and conditions of work – and competing for children
- ❑ **Re-establish selection and "academic" and "vocational" pathways and Specialist Schools**

**The Union is launching a positive campaign FOR COMPREHENSIVE STATE EDUCATION for the 21<sup>st</sup> Century – and so against this destructive White Paper.**

**You should have received a briefing document from the National Union under the title "AGOOD LOCAL SCHOOL FOR EVERY CHILD"**

It's an excellent start, but our campaign must reach out into the community. Derbyshire NUT will be asking for your views on building a campaign locally. We want EVERY school to become an organising centre for the local community. Every Governor, every parent, every local person must be aware of the intent and consequences of the Government proposals.

We will be running a campaign through the media and other activities – but if it is to be successful it needs the involvement of members in every school. Please contact the Office with ideas and suggestions for developing the campaign over the next few weeks.

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# Derbyshire Learning Reps

Happy New Year to all Derbyshire NUT’ers!

We hope that all those who have ‘signed-up’ for courses in January and February enjoy developing (or enhancing) skills, meet lots of new friends and feel that the time-commitment is worth it!

We would also like to encourage NUT members who haven’t yet accessed our courses to ‘jump on the bandwagon’, ‘come on down’ and ‘get into the groove’.

We still have places available on our voice-care and website design courses beginning on the 7<sup>th</sup> February at Hurst House in Chesterfield. These are being run in collaboration with the WEA, UNISON and the NASUWT, will cost participants £22.00 and will comprise of 5 weekly sessions. The voice-care will run from 5.00 –7.00p.m and the website design will run from 4.45 – 6.45p.m. The LEA has endorsed the voice-care course and recommends that Headteachers cover the fees through their professional development budgets – IT MIGHT BE WORTH DISCUSSING THIS WITH YOUR HEAD!

A new multimedia ICT course is starting in Derbyshire in January 2006 and we were overwhelmed by applications from teachers eager to explore digital photography, interactive whiteboards and Publisher. As a result we have liased with the National NUT - who organise funding for these courses - and we are pleased to offer a further two *free* multimedia ICT courses at Chesterfield College in summer 2006.

A *free* Intermediate ICT course is also planned for Derby in the Summer Term. This 12-week, OCN accredited course deals with PowerPoint, Desktop Publishing and the Internet.

***If you want to be put on the waiting list for either of these summer courses phone the office with your details ASAP.***

In order to organise courses across Derbyshire we need you, our members, to contact us with details of courses that *you* want in *your* area. We need sufficient people on waiting lists to access funding and arrange tutors. If you are interested in voice-care, digital photography, basic ICT, intermediate ICT, multimedia, whiteboard training, website design or any other training – professional or personal- please let us know.

**Debbie & Terry**

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