



# NATIONAL UNION OF TEACHERS DERBYSHIRE ASSOCIATION

**When you joined the NUT, did you ever believe that the Union would be campaigning for every class to have a qualified teacher?** Did you think that had been achieved years ago? Didn't we all, but we find ourselves back in that position now. Many teachers – both new to the profession and long established – are joining the NUT every month, and making the NUT not only the largest qualified teacher union in England & Wales, but the fastest growing union too.

## **Why is this happening?**

- ❑ **The NUT is continuing to campaign for every child to have the right to a qualified teacher**, and that our invaluable Teaching Assistants should not be exploited by turning them into on-the-cheap substitutes for teachers, teaching whole classes. (something we are increasingly seeing used as a way of introducing PPA time, long deserved by primary colleagues)
- ❑ **We were the only union fighting for TLRs to be introduced without our members losing pay.** The other unions have been unable to do this as they are bound by the 'social partnership' which introduced the changes. Where members have desired it we have balloted for action in support of colleagues likely to be disadvantaged. So far we have been successful in almost all cases
- ❑ **The changes to pensions have been, in the main, acceptable, thanks to NUT leadership.** The new scheme is not perfect, but is far removed from the draconian changes originally proposed by the government, and maintains benefits for those already in the scheme.
- ❑ **We believe in publicly funded state comprehensive education** – primary and secondary. We don't think that trusts, foundations or private companies should take over running of state schools – we will continue to campaign against that happening, in Derbyshire as well as nationally.
- ❑ **We will resist the imposition of new performance management regulations** that increase workload and observations and make line managers directly responsible for pay decisions. The RIG unions have already accepted proposals to increase the number of objectives and observation time. The NUT sought judicial review to get 'meaningful' consultation and the possibility of alterations to the proposals

*...and there are lots more reasons for our rapid growth nationally and locally!*

**As always the NUT is leading the way, arguing, lobbying, publicising and, if necessary, taking action to achieve the best possible outcomes for our members and for the young people for whom we have responsibility.** We will not be hamstrung by 'partnership' with government which would restrict our ability to campaign for our policies and oblige us to promote unpopular government strategies as other unions are doing. We will, as always, consult our members and act accordingly. We believe that is the way a trade union and professional association should behave! Whether you are beginning your career, in mid career or nearing retirement, the NUT stands up for you, for the children you teach, and for the education service of which you are a part.

## **What is on the cards for the next term or so?**

- ✓ **As normal we'll be contacting all Newly Qualified Teachers about their Induction Process.** Every year most NQTs have a very successful experience. But every year there are a few who need support, advice and representation from the Union where they have been let down, or have run into trouble
- ✓ **We'll be organising briefings** – for all members and School Reps on various topics including Performance Management, PPA time and Harassment & Bullying Try to get to one of the sessions – it could make a very big difference to you!
- ✓ **"Planning Retirement"** is the topic for our event for teachers in mid to late career to get advice from Teachers' Assurance, part of our "union family" of companies
- ✓ **Our Learning Reps** will be in touch with your school, keen to find/provide the kind of professional and personal training and development activities that you identify
- ✓ **Our "Roving Health & Safety Rep"** will be visiting all schools where there is no teacher trade union H&S Rep. He will be inspecting the schools, and meeting with Headteachers and NUT members
- ✓ **We'll be organising a dinner** to welcome NQTs, new Union members, newly appointed colleagues – and to say thank you to our School Reps. This is a very popular event. If you fit any of the categories (or if your school doesn't have a Rep and you'd like to take it on) make sure you book early. Guests welcome by arrangement. The National President will attend.

***These are just a few of the things the union has to offer directly to members this term. If you need our help, advice or support in any way, do not hesitate to phone or email us. Normally you will get someone immediately, but if not we will do our best to get back to you within 24 hours if you need to leave a message. We aim to make teachers powerful – individually, in school groups, across the County and the country. We'd welcome your ideas and help in making this happen. I hope to see you during the term!***

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