

# City Educationalist

September 2020

Newsletter of Leicester City District of the NEU



<https://www.leicesterneu.org.uk/>

<https://www.facebook.com/groups/leicesterneu>

Leicester City District of the NEU stands united with the Black Lives Matter (BLM) Foundation:

- in their horror at the manner and events that led to the death of George Floyd at the hands of Minneapolis Police officers and other unlawful deaths
- their mission to eradicate white supremacy
- anti-racist advocacy
- all other injustices such as institutional racism that have been committed to our Black members within our schools and wider community.



## Forthcoming Events

Committee meeting – August 26th	District meeting – September 2nd
Committee meeting – September 16th	District meeting – September 30th
Committee meeting – October 14th	District meeting – November 4th
Committee meeting – November 18th	District meeting – December 2nd

Meetings start around 7pm, but this can vary. Due to ongoing restrictions connected to Covid-19, meetings will be virtual. If you are subscribed to NEU emails, you will receive information nearer each meeting.

Please let us know if you'd like to receive City Educationalist in a larger font, or if you need any support or adjustments to make it possible for you to attend district meetings.

If you would like to submit an article or letter, or have any suggestions about how to improve City Educationalist, please email [jessica.edmonds@neu.org.uk](mailto:jessica.edmonds@neu.org.uk)

**Join The National Education Union at:  
[www.neu.org.uk/join](http://www.neu.org.uk/join)  
or call: 0345 811 8111**

# Meet the Committee

## Joseph Wyglendacz, Secretary

Education phase: Primary

Facilities Time\*: Wednesday, Thursday & Friday

Remit within role:

- Ensure democratic procedures and principles of equality are maintained across the district
- Orchestrating the meetings of the committee, district and branch
- Negotiation and collective bargaining at both workplace and LA/MAT level (TNC/SSCC/TCF/JNCs etc.)
- Casework (grievances, disciplinaries, general advice and guidance to members, mentoring and building individual capacity of activists, tribunal referrals, sickness absence, all other local workplace issues etc.)
- Develop the district and branches own organising/campaigning strategy. Plus, to co-ordinate the delivery of national campaigns/strategy in the district
- Closely working with other unions to deliver NEU priorities
- Recruitment planning and campaigning
- Membership Mapping across the district and branches
- Current chair of East Midlands Regional Council and TUC delegate

Other union sections: No

Marmite: Love it

## Andy (Andrew) Haynes, Health and Safety Adviser & Treasurer

Education phase: Secondary

Facilities Time\*: Yes, Thursday

Remit within role:

- Advise officers and members on all issues pertaining to H&S in education
- Negotiate with employers on behalf of members
- Casework (support/advise members)
- Liaise with and support school H&S Reps
- Attend NEU Regional Council
- Member of Schools and Settings Consultative Committee
- Member of Teachers Negotiating Committee
- Member of Teachers Consultative Forum
- Represent the NEU on Education and Children's Services H&S Committee and the Authority Wide H&S Committee
- Represent the East Midlands Region on the H&S National Organising Forum
- Attend the annual NEU H&S Briefing
- Keep up to date with new developments in H&S
- Liaise with other H&S Advisers
- Be a general anorak



- Look after the dosh

Other union sections: None

Marmite: Would definitely fail a Risk Assessment

## Jenny Day, Assistant Secretary

Education phase: Secondary

Facilities Time\*: Yes, Mon – Weds

Other union sections: Education Solidarity Network (ESN)



## Jessica Edmonds, Assistant Secretary

Education phase: Primary

Facilities Time\*: Yes, 0.5 release (Weds-Fri)

Remit within role:

- Casework (support/advise members)
- Attend NEU Regional Council
- Represent teaching unions on Schools' Forum (I'm also the current Chair)
- Negotiation and collective bargaining at both workplace and LA/MAT level (TNC/SSCC/TCF/JNCs etc.).
- Communicate with members through Action Network emails
- Edit City Educationalist
- Organise CPD for members
- Liaise with and support school Reps
- Established and continue to moderate reps' WhatsApp group
- Edit local NEU website: <https://www.leicesterneu.org.uk/>

Other union sections: none

Marmite: I sometimes cook with it, but I'd never eat it on toast!

## Samina Randall, Supply Educators' Officer

Education phase: Primary

Facilities Time\*: Yes, Friday

## Simon Robinson, Leicester District NEU President

Education phase: Secondary; School Rep

Remit within role:

- Chair committee and district meetings (chairing zoom meetings has been a steep learning curve!)
- Support the campaigning role of the union
- Continually aim to recruit new members



- Encourage all members to get involved in the life of our Leicester District and the wider union and union movement

Other union sections: I am a socialist supporter of the Education Solidarity Network (ESN), a campaigning organisation within the National Education Union, formed by NEU districts for a fighting strategy to win for members and education. Proud that Leicester NEU is affiliated!

I hate obstructive bureaucracy, bullying management and any attempt to stifle democracy in our union!

Marmite: I love Marmite in all its yeasty forms, especially in peanut butter!

## Julie S Walters-Nisbett, Vice- President

Education phase: Secondary; TCOLC H&S Rep

Remit within role:

- To increase membership
- Support campaigns

Other union sections: established and continue to moderate Leicester Black Educators' WhatsApp group & East Midlands Black Teachers HWB Committee

Marmite: I dislike marmite. I also dislike injustice and unfair treatment of others.

## Samantha Lane, Post 16 Officer

Education phase: Post-16

Remit within role:

- Liaise and report on Post-16 issues

Other union sections: none

Marmite: Never!



## Minaz Shaffi, New Professionals and Young Workers (NPYW) Organiser

Education phase: Primary

Facilities Time\*: released for union duties including meetings with the local authority

Remit within role:

- Negotiation and collective bargaining at Local Authority level (TNC & SSCC)
- Organise annual welcome event for NPYW
- Promote the annual NPYW conference and encourage NPYWs to attend!

Other union sections: None

Marmite: Not so great on poppadoms!

## Camille London-Miyo, Equal Opportunities Officer

Education phase: Secondary

Remit within role:

- Promote and support equalities agenda within the district
- Providing advice linked to equalities issues
- Organising Equalities CPD where appropriate
- Co-founder of Leicester Black Educators WhatsApp group
- Supporting members from equalities groups

Other union sections: East Midlands Black Organising Forum Representative; Member of NEU Disabled Educators, Steering Group Member of NEU Black Educators Conference; and Member of National Black Organising Forum.



## Kamaljeet Bhuhi, Retired Educators' Officer

Education phase: Secondary

Remit within role:

- Recently retired and looking forward to supporting those who are looking to retire as well as those who have retired

Other union sections:

Marmite: You'll have to ask her to find out!

## Linda Bradshaw, International Solidarity Officer

Education phase: Secondary

## Mahala Nemauro, Black Educators' Organiser

Education phase: Secondary

## Edwina Buenor, Learning Rep

## Sylvia McNeill, Proud Leicester NEU Committee member

Education phase: Secondary SEND teacher at Moat Community College; School Rep

Other union sections: N/A

Marmite: Love it! Best eaten on a Twiglet.



## Kuldip Hoonjan, Committee member

Education phase: Secondary

Remit within role:

- Stand up to unfair treatment, every workplace should be safe and supportive.
- Support union campaigns and meetings.



- Translate official documents in various languages for parents: verbally, video form and written form
- Use my experience of cases to advise members
- Loathe bullying: it's a lonely place for the victim

Marmite: Love it on toast.

## Megan Van Brugel, Committee Member

Education Phase: Primary

Facilities Time\*: released for union duties including meetings with the local authority

Remit within role:

- Negotiation and collective bargaining at Local Authority level (TNC & SSCC)

\*Facilities Time means that your employer releases you for union duties. In the case of maintained schools, this is agreed by Schools' Forum, enabling officers in the city to support schools and members more quickly and effectively. Some academy trusts also pay into Facilities Time within the city, meaning we can also represent members in those workplaces.

## If you need help:

- 1) Ask your school rep. Don't have one? Hold a meeting and elect one! Reps have access to training and support in their role, and are backed by local officers and the national NEU.
- 2) If it's a new query, try looking on the NEU website first. There is a wealth of useful information there, especially for Covid-19: <https://neu.org.uk/>
- 3) If you can't find the answer, email [advice@neu.org.uk](mailto:advice@neu.org.uk) or phone 0345 811 8111
- 4) If you are already being supported by a local officer, please contact them. Please do not contact a different officer as it causes confusion with casework. Please note that the NEU office in Leicester remains closed due to Covid-19, so please use email.

## Local officers and the days they work:

### **Monday & Tuesday:**

Jenny, [jennifer.day@neu.org.uk](mailto:jennifer.day@neu.org.uk)

### **Wednesday:**

Jenny, [jennifer.day@neu.org.uk](mailto:jennifer.day@neu.org.uk)

Joseph, [joseph.wyglendacz@neu.org.uk](mailto:joseph.wyglendacz@neu.org.uk)

Jessica, [jessica.edmonds@neu.org.uk](mailto:jessica.edmonds@neu.org.uk) (PM only)

### **Thursday:**

Joseph, [joseph.wyglendacz@neu.org.uk](mailto:joseph.wyglendacz@neu.org.uk)

Jessica, [jessica.edmonds@neu.org.uk](mailto:jessica.edmonds@neu.org.uk)

Andy, [andrew.haynes@neu.org.uk](mailto:andrew.haynes@neu.org.uk)

## **Friday:**

Joseph, [joseph.wyglendacz@neu.org.uk](mailto:joseph.wyglendacz@neu.org.uk)

Jessica, [jessica.edmonds@neu.org.uk](mailto:jessica.edmonds@neu.org.uk)

Samina, [samina.randall@neu.org.uk](mailto:samina.randall@neu.org.uk)

## **DON'T PANIC**

It seems appropriate to start this with the words of Douglas Adams. A few days ago, a government adviser told us that we were no more likely to contract Covid 19 than we are to be involved in a road accident. So that's alright then. Actually, seeing as it came from a government adviser perhaps they're really the words of Corporal Jones from Dad's Army, shouting loudly while first running in one direction and then back in the opposite direction.

I suppose we should be thankful that the Tories haven't decided to reform the traffic laws. Are we driving on the left or the right this week? Does a red light still mean stop? Who cares if they're doing something different in Scotland? Of course, a big difference is that if you have a minor bump in your car your parents aren't likely to end up in intensive care.

Actually, they do have a point. *Currently* the chance of coming into contact with the virus is quite low but, as with driving, that still means that you need to take precautions. I won't go through what the government say those precautions should be because by the time you read this they'll have changed again.

School managers should have been working hard on their risk assessments and other plans to make things as safe as possible. I know that many have done a very good job. Let's think of RAs as the highway code, because, like the highway code, they're no good if you haven't been given chance to read them. We also all know that there's a big difference between what the highway code says should happen and what really happens on the road. There's a real worry that this might be exactly the same for Covid 19 risk assessments. The important thing is what really happens in the day to day operation of the school.

- Is social distancing being maintained the way it's supposed to?
- Are the 'bubbles' being stuck to?
- Can students and workers wash or sanitise their hands properly and are they doing it?
- Is the ventilation adequate?
- Are surfaces being cleaned regularly to a satisfactory standard?

This is not supposed to be an exhaustive list and it's probable that issues will arise that no one has thought of, so another question is has the RA been reviewed regularly and the staff consulted about it?

Section 44 (1)(d) and (e) of the Employment Rights Act 1996 says that an employee may refuse to return to a place of work or take appropriate steps to protect themselves or others at work, if they can go on to establish that: (i) the danger is both serious and imminent; (ii) one which they could not reasonably be expected to avert and (iii) that their belief in that regard is both genuine and reasonable.

Hopefully it won't come to it, but should you have concerns that fit the situation described in the act please don't be afraid to use your rights.

Andy Haynes, H&S Advisor

# Back to School

At the start of the academic year, every teacher should receive the following documents:

- Your salary statement – this should state where you are on the main salary scale, where you are on UPS, the value of any TLRs you may hold and your overall salary.
- A breakdown of your 1265 (directed time) hours. If you are working part time, you should receive a personal pro-rata breakdown.
- The school calendar – your PPA should be clearly identified (not less than 10% of your timetabled teaching time). If your PPA is in the afternoon, check that it is an accurate reflection of PPA in your school (some schools swap AM and PM PPA slots mid-way through the year).
- Your contract, if you are starting a new job (legally, you must receive this within two months of your start date).

## NEU Reps

Are you remaining as rep this academic year? If not, please ensure that a new rep is elected so that we can continue to send local information to a person in your setting. Let us know who it is!

If you are the rep, please recruit new members. These could be support staff, NQTs, staff new to the school or those training on the job i.e. SCITT, Teach First. Also, please check that your membership lists are up to date where staff have moved on or joined your workplace.

Join the NEU online: <https://neu.org.uk/join-now>.

Finally, thank you for all your help and support over the past twelve months. Being NEU rep is not always easy, but it is a vital part of how the union operates. The grassroots membership and reps are the life blood of the union.

## Safety First: Parents, Carers, School Staff and Students together – Leics

After campaigning on free school meals, several parent friends reached out to me, and I suggested setting up a parents' group. Quite quickly after came the announcements that children would be asked to return on 1st June, so we created a group called 'Safety First: Parents, Carers, School Staff and Students Together'.

The Leicestershire campaign group is mainly made up of working-class parents who want to fight. We have forged stronger links locally with the Leicester NEU. The aim of our campaign is to provide solidarity and support for all engaged in the struggle for safety at school [related to Covid-19], and to boost the confidence of education workers. Our group held a protest outside Leicester's City Hall on Friday 21<sup>st</sup> August, jointly with the Education Solidarity Network's (ESN) National Day of Action.

We have been contacting schools, local authorities, MPs and multi-academy trusts to say that our children will not return until the NEU's five tests are passed. We are sensitive to the fact that parents are worried about losing their jobs if they don't send their children to school.



The government must make assurances that the choice for parents to send their children back is a real choice by providing them with the financial support they need, and by not forcing us back into school by threat of fines! We want pupils to have a mix of online learning and classroom learning so schools do not go straight back to being at full capacity. Our fear is that Coronavirus will spread rapidly, leading to a second wave and the lives of more vulnerable family members being put at risk.

A group member, Susanne, says: "My son is 12 and due to start Year 8 in September but he is worried about giving the disease to his father and me because we are both approaching 60. There are other parents who feel the same and are scared for their lives. We think they need to teach them in smaller groups and that if parents don't want their children in school, they should be allowed to keep them out without being fined."

I have a 14-year-old daughter who is also worried about going to school is just over a week's time. My daughter lost her dad a few years ago and so she's very worried about passing the virus to me and making me ill, but she does want to get back to school and get on with her GCSEs as well. We want a rota system so students go in to school a few days a week and also do online learning.

We have 190 members here in Leicester - many of whom are currently shielding at home - and there are 10 other similar protests going on around the country. We are a significant minority. It's not about keeping schools closed forever. We just feel a full-time return is risky for the whole community.

Thanks for the support from Leicester NEU – Solidarity!

Lindsey Morgan, Secretary of Safety First Leicester

 <https://www.facebook.com/groups/schoolsafetyfirstleics>

## Pay progression

Due to the Covid-19 crisis, it hasn't been possible to complete meaningful Performance Management reviews for the academic year 2019/20, and so annual pay reviews cannot be carried out in the normal way. Objectives for the academic year 2019/20 were set in the context of the normal operation of schools and will be linked to factors that are not measurable due to the impact of the Covid-19 crisis.

If you have a school rep, they should have received information and model letters to help support all members in your setting to ensure all staff will receive the pay progression for which they are eligible – this includes all points on the Main, Upper, Leadership, Leading Practitioner and Unqualified Teacher pay ranges and support staff pay scales.

We accept that there may be some exceptions to this where staff who, prior to "lockdown", were subject to a formal capability process and there is a genuine belief that the support offered may not have been completely successful in improving performance. We believe that staff in this position should be given a further period to address the concerns that were raised.

If you are in a maintained school, the locally agreed pay policy for teachers echoes these sentiments. If you are in an academy, you will need to check your pay policies, but the principle from the DfE of 'no detriment' should still apply.

If you, for any reason, are denied pay progression, contact your school rep or a local officer for support. You have a limited amount of time in which to appeal.

# Performance Management and appraisal

Why is Performance Management (PM) important?

- Progression up the main scale and UPS are linked to PM
- PM needs to be robust enough to allow pay recommendations
- It is an opportunity to have a say in your own professional development
- In lots of schools it is linked to capability so it can be vital to prevent serious issues
- You can be denied pay progression without being placed on capability.

But isn't PM just done to me? I never get a choice in the targets I'm given!

- You need to be a prepared and active participant!
- Think about what you would like to achieve
- Consider that along with school/department/phase priorities.

How many targets should I have? What should they look like?

- 3 targets
- They should be SMART
- Some might be generic
- All should be personalised, including thinking about any support you might need to achieve them
- Avoid numerical targets, but if you can't
  - Make sure the base line is clear
  - Make sure that the progress will be based on your contribution
  - Make sure it is realistic – but challenging
  - Keep a note of leavers, joiners, extenuating circumstances
  - Keep notes of interventions

Right! So now I just forget about it until summer?

No.... You should have a mid-year review:

- Make sure it happens in a meaningful way
- Flag up issues
- Do targets/CPD need adjusting?
- Do you need more/different support?
- Add your own comments to the form

Is there anything else I can do to help myself?

- Make sure you know your targets
- Before taking anything on – THINK PM TARGETS
- Review regularly your progress
- Keep records – folder or on Bluesky or electronic system
- Interventions – circumstances
- Documentation

...and when you go to your review meeting:

- Prepare
- Evidence
- Have your answers ready
- Take part – don't just let them talk at you
- Add your comments to the form before signing it

Problems?

- If you have issues with the appraiser – challenge and ask for a change
- If you don't get recommended for pay progression by the appraiser – approach the head/principal – it is their decision
- Contact your Rep or Branch Secretary.

## NEU Black Educators' Summer Event – Leicester City District

This year the Black Educators' summer event was held on Thursday 9th July 2020 via Zoom. The event was well attended and was chaired by the Leicester City Black Educators' Organiser – M Nemauro. Black educators across Leicester City and the East Midlands were treated to a range of activities to update, inform and celebrate the work that they have done during these unprecedented times.

The keynote speaker was Dr Kennetta Hammond Perry, who serves as Director of the Stephen Lawrence Research Centre at De Montfort University, where she is also a Reader in History. Dr Kennetta Hammond Perry gave an insight of her inspirational journey to success, and highlighted Professor Darlene Clark Hine's positive impact on her achievements. Her inspirational speech empowered us to think how we could be a rainbow in someone else's cloud.

Members were then updated on the various initiatives carried out by the Leicester Black Educators, which included the East Midlands Black Educators COVID survey. Also, members were informed of the recent BLM motion which was passed in the recent district meeting to display a message of solidarity on Leicester City NEU social media.

The evening ended with a variety of much needed wellbeing activities which were performed for and mostly by Leicester City members. These activities were thoroughly enjoyed and included a performance of the poem Still I Rise by Maya Angelou, a Black history quiz, Jamaican "Patois" drama, and singing and Soca dancing led by Spice Queen Productions. The evening concluded with a vote of thanks by the Leicester City Black Educators' Officer and words of Maya Angelou. We wish everyone a positive start to the Autumn term.

M Nemauro

Leicester City Black Educators' Organiser

# SUPPLY TEACHERS



**"I received £8,000 in back-pay and didn't even know I was entitled to parity pay"**

## Have You Got an AWR\* Claim?

In the last 6 months, have you worked in the same LA schools or academy group without a break of 6 weeks in term time?

If you have, contact Advice Line ASAP

[advice@neu.org.uk](mailto:advice@neu.org.uk)

**0345 811 8111**

You only have 3 months to make a claim



\*Agency Workers Regulations

## Case Study: Teacher M made an Agency Workers Regulations (AWR) claim for backpay.



I'm a primary school teacher with 13 years of experience in Leicester schools. As a UPS3 class teacher I worked hard to progress and develop my skills as a dedicated teacher. Wanting a better work life balance, I started supply teaching 2 years ago. I worked for The Teaching Team who managed to find me work most days. My pay, as specified by the agency, was £140 daily via an umbrella company. I didn't realise initially that the umbrella company would deduct payroll costs, Employers NI 13.8% and insurance. My actual take home pay was approximately £120 which is less than what an NQT earns directly employed by a school and far from UPS3 pay of just over £200. I am a conscientious supply teacher and work hard in all the schools I'm sent to.

Some assignments are short term or daily and others have been long term covering sickness. I've enjoyed the experience. The downside to me continuing with supply teaching is the significant reduction in pay, and lack of benefits – no security of work, no sickness benefit, no access to TPS, often no CPD opportunities.

I made an AWR claim for backdated pay as I didn't receive the uplift in my pay after 12 cumulative weeks. Having worked across 7 Leicester LA schools over a period of 18 months, I received £8,000 back pay.

*Teacher M. December 2018*