

City Educationalist



June 2021

Newsletter of the City of Leicester District of the NEU

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



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

Do you want to apply for flexible working?

Before doing so, please ask either your school rep (if trained) or a local officer for support. There are key pieces of information you need to know before you submit the form, such as only being able to make a request once a year and only being able to use information provided in the original request at appeal.

Help us to help you!

Not getting NEU emails? Update your details at
<https://neu.org.uk/add-my-email>

Forthcoming (online) Events

23 rd June – Leicester District Meeting has been replaced by a Pension Planning Webinar. We have previously emailed members about this, and it is now fully booked.	Committee meeting – June 16th
26 th June - Supply Members' National Conference: https://neu.org.uk/supply-members-conference	
10 th July – International Solidarity Conference – please speak to a local officer if you're interested in attending.	
1 st September – Leicester District Meeting	Committee meeting – August 25th
29 th September – Leicester District Meeting	Committee meeting – September 15th

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

Windrush Stories

A Brief History of Key Moments and Issues in the Black British Civil Rights Movement

The stories of Leicester's Windrush generation are to be told in a new programme of community events this year. The council has been awarded more than £10,000 of government funding to help create a comprehensive package of exhibitions, cultural events and educational resources, telling the story of the people who came to the UK from the Caribbean in the years after the Second World War. Serendipity is hosting its Windrush Day lecture on 22 June: Dr Beverley Bryan discusses key moments and issues in the black British civil rights movement. https://www.serendipity-uk.com/events/windrush-day-online-lecture-2021-with-dr-beverley-bryan/?dm_i=3WAY,1ARSO,1P7UI0,4P4WM,1

Leicester Black Members' Annual Summer Event

Leicester Black* Members' Annual Summer
Celebration Event



*The NEU uses Black in a political context to encompass "all members who self-identify as Black, Asian and any other minority ethnic groups who do not identify themselves as white".

Celebrating 30 years of Black Teachers. A time to reflect

Where?
Victoria Park

When?
Thursday, 1st July 2021

What time? 4:30 – 6

How? Dance, t-shirts & food

Who? For us, by us.

Please contact:
julie@leicesterneu.org.uk

Speaking at Annual Conference 2021 for the first time

Over the years I've seen many great speakers at Annual Conference (AC), proposing and debating motions on behalf of members. Camille London-Miyo, from the supportive Leicester District, is one of them. Over the years, Simon Robinson, Shelagh Cavanagh and Anne Morgan have inspired me to put my fears aside and speak out for what matters: members!

Two years ago, at the Black Educators' Conference (2019), I found myself speaking in front of hundreds of educators to second a motion on equalities and casework. The motion passed to go through to AC 2020 but that didn't happen due to COVID-19. The motion was refined to take into account recent changes and passed again at the online Black Educators' Conference 2020.

I'm passionate and concerned about members being represented adequately and there being no data to evaluate its effectiveness. After supporting supply teachers with casework and feedback from Black members who felt their case could have been better managed, it was clear that a coherent approach was needed to facilitate fairness.

Whilst I was extremely nervous to speak at AC for the first time, my speech focussed on a fundamental issue around Settlement Agreements. Saleem Rashid proposed the motion with 98% of votes in favour, including amendment 21.1.

Motion 21: Proposed by Saleem Rashid: Protect Black Lives in Education

There are no data published by the NEU on case work: 'by gender and protected characteristics' It is important that case work data is published on a termly and annual basis, and made available to members to allow scrutiny, transparency and determine effectiveness of the support given to members by the NEU. Conference instructs NEU executive to:

- Notify members raising cases with the Union of the '3 month less 1-day rule' to bring a complaint to Employment Tribunal (ET), obtaining a signed acknowledgment from the member at the outset, to ensure the case is lodged within time limits.
- Oppose incorrect use of Non -Disclosure Agreements (similar to Settlement Agreements with a confidentiality clause attached) as supported by the Solicitors Regulation Authority, to silence members in any settlements negotiated by the Union for member with the employer.
- Campaign for all schools /colleges to publish their exam results and pupils disciplined and excluded data, based on protected characteristics to highlight the disparities in student achievement and exclusions.
- Campaign for a fully inclusive, properly funded education service where exclusion is reduced, ultimately ended, and a moratorium on exclusions in the wake of the pandemic.
- Collect and publish casework data termly and annually for each an EU region and Wales, based on protected characteristics and include:
 - Number and type of cases raised by members cases involving capability with loss of employment, dismissal/redundancy, discrimination, Non-Disclosure Agreements/Confidentiality Clauses
 - Employment Tribunal hearings, and cases won by the Union
- Provide compulsory training for staff and officers undertaking casework on equality and discrimination.
- Survey all members whose cases, wherein discrimination has been cited, have been taken up by the Union, in order to evaluate good practice and inform areas for improvement.

Motion 21: Secunder: Samina Randall's Speech

Dear Chair & Conference

Who benefits from a Settlement Agreement (SA) with a confidentiality clause attached? Hmmmm...

Let's consider who doesn't benefit from a Settlement Agreement.

Almost certainly the member & we haven't forgotten our support staff or supply teachers (ST). SAs & Non Disclosure Agreements (NDA) assign no responsibility. The issue is not resolved. An offer is made without prejudice, meaning they are not admitting any wrongdoing. Ultimately the member is unsatisfied. Members have reported that legal assistance would be withdrawn if a SA is not signed with a confidentiality clause.

We are an education union. We should learn from the past mistreatment of our members, to inform how to improve working conditions for our members and better prepare to defend our members in any future actions.

Who else doesn't benefit from SA? You and me – it hides it all away; brushes it under the carpet. An SA provides our caseworkers with the redacted textbook to work from.

Schools. There is little chance for change within an organisation where blame is not accepted.

So, do we have any beneficiaries to SA? Solicitors or the Legal Team get to write contracts to each other. And with the SA both sides like to think they won.

It's essential we know what is going on and it's essential we don't miss the opportunity by missing the deadline for an employment tribunal. We need to expose bad practice and build a better future, by learning from our past.

SAs should be about the member. Last year nearly 1300 were signed & in 2019, nearly 1600 were signed. Next year, 2022, how many of you & your colleagues will have been discriminated against, pushed out, denied pay progression or promotion, fast tracked onto capability procedures? Bullying & intimidation exists in the workplace. All too often, it's the member who suffers and has to live with it or seek another job, sometimes leaving the education profession altogether. The accuser or accusers rarely suffer the consequences of their actions. They are often well protected in the workplace with support from the LA, academy group or organisation and of course their union.

We need change. Please vote for this motion. Motion 21. Vote to Protect Black Lives in Education. And if you pass this motion, this time next year we will have collected and published casework data termly and annually for each NEU region and Wales.

Thank you, Conference and Chair

**Please note the Unions agreed terminology is 'Settlement Agreement' which usually has a confidentiality clause attached and not Non-Disclosure Agreement (NDA).

Samina Randall, Supply Members' Officer.

Enhancing Classroom Practice

With studies repeatedly highlighting that the quality of teaching is the single biggest determinant of pupil progress and attainment, the NEU held a series of CPD events for members.

There were a range of creative sessions to attend: from spoken-word poetry for wellbeing, to maths through storytelling! The webinar which was of particular use for most primary teachers was *Reading for pleasure: creating a community of readers*. It was delivered by Fiona Evans, a director at the National Literacy Trust (NLT). Here are her approaches to help our pupils read for pleasure:

1. Value your own reading identity and share this with others.
2. Understand how the will to read relates to the skills children need to read fluently and with confidence.
3. Make books tempting and accessible.
4. Create an ethos that encourages and enables children to read for pleasure.
5. Understand and value the readers you teach.

An issue which may very well be prevalent in our classrooms here in Leicester is the danger that the books on our class shelves do not have the breadth or diversity in choice. The NLT found that:

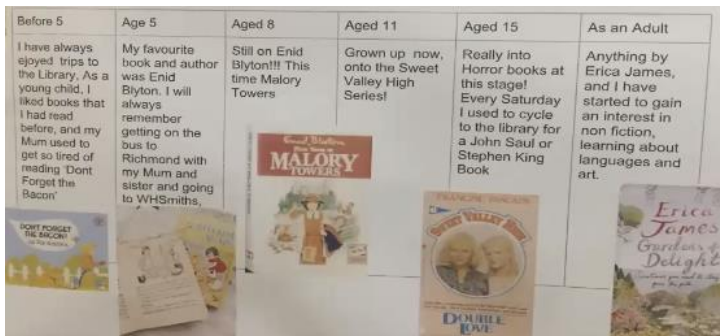
- A third of children and young people don't see themselves in what they read.
- Two fifths of children would like more books with characters who are similar to them.

Breadth and diverse books

- Range of ethnicities
- Differently abled bodies
- Families
- Gender
- LGBTQ+
- Neurodiversity
- Translated titles



Like any good CPD, there were many good things to take away and implement in the classroom. A favourite of mine was an activity to carry out with our pupils around our personal reading journeys, “reading rivers”.



I look forward to sharing this with my pupils and if you manage to create one, please feel free to send an image over to publish in our next edition of the City Educationalist!

Thank you to the NLT for allowing us to use these materials.

Minaz Shaffi, Young Members' Officer

Update your membership details

Visit my.neu.org.uk

It's vital that the NEU has up to date details for all its members. You may also be eligible for reduced subscriptions: for example, if you work part time, are about to retire, or take maternity leave. Have you moved? Tell us your new home or workplace address. It is also important to update your equalities information.

Thousands of members have already signed up for myNEU, the new online portal to manage your membership and access the many benefits which come with being a part of Europe's largest education union. To register, go to my.neu.org.uk and follow the prompts. myNEU is also a portal to accessing hundreds of exclusive discounts available to members through NEU Rewards. From savings on your weekly shop to holidays and special treats, you could save up to £1000 a year. For more information visit neu.org.uk/neu-rewards

You can also update your details by calling 0345 811 8111 or emailing membership@neu.org.uk

Join The National Education Union at:
www.neu.org.uk/join
or call: 0345 811 8111

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 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

Wednesday:

Jenny, jennifer.day@neu.org.uk

Joseph, joseph.wyglendacz@neu.org.uk

Jessica, jessica.edmonds@neu.org.uk (PM only)

Thursday:

Joseph, joseph.wyglendacz@neu.org.uk

Jessica, jessica.edmonds@neu.org.uk

Andy, andrew.haynes@neu.org.uk

Minaz, minaz.shaffi@neu.org.uk

Friday:

Joseph, joseph.wyglendacz@neu.org.uk

Jessica, jessica.edmonds@neu.org.uk

Samina, samina.randall@neu.org.uk

Minaz, minaz.shaffi@neu.org.uk

Starting a family?

Welcoming a new addition to your family is exciting but it can also be a time of work and financial worries so it's more important than ever that you have the protection of your union.

Did you know that members on maternity leave, shared parental leave, or adoption leave do not have to pay membership fees?

To find out more visit neu.org.uk/neu-membership-rates

If you have a question about your maternity or parental rights or pay, contact your local rep, the NEU AdviceLine or take a look at our comprehensive guide to maternity rights at neu.org.uk/maternity

Please note: subscription holidays for maternity, parental and adoption leave can only be processed in the current subscription year (1 September 2020-31 August 2021). We are unable to backdate requests for previous subscription years.



Thank you

Many thanks from all of committee to Mahala Nemauro, Simon Robinson, and Megan Van Brugel for their time and commitment to the district committee. We wish them every future success, and look forward to continued joint working as school reps.

If you are interested in finding out more about our committee, please contact Jennifer.day@neu.org.uk

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Useful dates for your diaries:

Rosh Hashanah – 6th – 8th September 2021

World Afro Day – 15th September 2021

Start of Black History Season – 1st October 2021

Black History Day – 16th October 2021

Diwali Day – 4th November 2021

St Andrew's Day – 30th November 2021

Human Rights Day – 10th December 2021

Martin Luther King Day – 17th January, 2022

St David's Day – 1st March 2022

World Book Day – 3rd March 2022

International Women's Day 8th March 2022

Science Week 2022 – 11th – 20th March 2022

St Patrick's Day – 17th March 2022

Ramadan – 2nd April – 1st May 2022

Vaisakhi – 14th April 2022

Passover – 15th – 23rd April 2022

Stephen Lawrence Day – 22nd April 2022

St George's Day – 23rd April 2022

Eid – 2nd or 3rd May 2022

National Numeracy Day – 13th May 2022

Mental Health and Awareness week – 13th – 20th May 2022

Malcolm X Day – 20th May 2022

World Refugee Day – 20th June 2022

Windrush Day – 22nd June 2022