

City Educationalist

October 2020

Newsletter of Leicester City District of the NEU



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



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

Celebrating Black* Educators

Recently, our district voted to fund a project to celebrate Black educators in Leicester. As word spread, other districts became interested, and an application was made to the Regional Council to fund the project across the region (that's 13 local authorities in the East Midlands). The objective of this project is to raise the profile of Black educators in the region in the middle of the pandemic, and to commemorate 30 years of the Black Network self-organising forum in the union. The vibrant, expressive pieces will be completed in the style of fine art, photography and digital mixed media. Once completed the artwork will be printed in A4, then mounted and framed for exhibition purposes. Digital copies will be made available for NEU publications in the region. This is definitely something to look forward to seeing! For further information, or to express an interest in being photographed, please contact our Vice President Julie Walters-Nisbett

julie@leicesterneu.org.uk

* 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".

Black History Month

We'd love to hear how you've been marking this in your settings. Let me know:
jessica.edmonds@neu.org.uk

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

Forthcoming Events

Committee meeting – October 14th	District meeting – November 4th
November is Health & Safety month: look out for a range of webinars and training coming soon!	
Committee meeting – November 18th	District meeting – December 2nd

Committee meeting – January 13th	District meeting – January 27th
Committee meeting – February 10th	AGM (followed by district meeting) – February 24th
Committee meeting – March 17th	District meeting – April 21st

Meetings usually start at 7.30pm, 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. Meetings are open to all Leicester City members of the NEU.

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

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 adviceline@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

Retirement of Ian Leaver

Ian is going to be missed tremendously as a local officer. Not just for his unrivalled knowledge of casework and support but also for his wit and friendship. Ian is arguably the key person who got me hooked into a world that has become my life for the past 6 years and for that I'm eternally grateful. I'll remember fondly: the early morning pickets with my toddlers and his dogs, the rallies and demos in town, and the pints in the pub after a busy day's work. Ian was never one to shy away from fighting for what he believed in and continually stood up to the most heinous bullies and rogues to protect workers' rights. It's a pleasure to have him as a close friend and I look forward to our next pint together. I'm sure I speak on behalf of the hundreds of members who have been supported by him or worked alongside him when I simply extend the words, THANK YOU. May he have a long and blissful retirement – he's certainly earned it.

Joseph Wyglendacz, Secretary

Ian Leaver – the man, the myth.....

One of the reasons that I will miss working with Ian is our conversations, always with a coffee, about Coronation Street, Tranmere Rovers, bees, our children and parents and a myriad of other random subjects. Mondays and Tuesdays at work will not be the same.

As long as I have been an active member of the NUT and subsequently the NEU in Leicester Ian has been part of a wonderful collective bunch of people that make up our committee and district. I recall attending meetings when Ian was Minuting Secretary and being amazed that someone could type quickly enough to take the minutes – something I might aspire to as current Minuting Secretary. Our up to date membership records and graphs of membership are a result of Ian's meticulous attention to detail when he held the role of Membership Secretary. Assistant Secretary, Joint Secretary and Secretary are other roles that Ian has held and represented members individually in schools and through the negotiating bodies that we have with the LA and academy chains with his calm, measured approach but an unswerving belief in protecting members working conditions. As a National Executive member for 6 years Ian continued to build allies, influence decisions and visit quite a few pubs and museums during his visits to London. Holding the office of the last President of the City of Leicester NUT was, for me and others, a fitting tribute and a reflection of the qualities that Ian brought to his work – and meetings finished on time!



There are probably few members in Leicester who have attended more national conferences than Ian - you always need that experience to understand the processes and procedures of conference and where the best pubs are.

Ian's experience as a lay officer (a whizz on Maternity Leave), support, advice and guidance has been invaluable to not only my development as an officer but I am sure to our current officers and committee.

Thank you Ian, you will be very missed. Enjoy the many hobbies and past times that you now have time for. See you in a pub very soon!



Jenny Day, Assistant Secretary

Recruiter extraordinaire!

Ian has a lot to answer for because he was largely responsible for recruiting me to the NUT and then persuading me to become school H&S Rep and eventually Association H&S Adviser. You could say he changed my life!

Always passionate about his causes be it Tranmere Rovers or smashing hell out of a badminton shuttle he has been a shrewd, articulate negotiator for the union and a determined defender of those that needed his support. City of Leicester NUT was lucky to have him and the NEU is poorer without him.

Andy Haynes, H&S Advisor

Editor's note

Like Andy, Ian was also responsible for recruiting me to the NUT (as was) when I was a trainee in the Leicester SCITT. He came to visit our classroom and talked about the benefits of being in a Trade Union. I remember thinking that if I ever got into trouble, I would want him to help me out. I'm sure countless members would echo that sentiment, and Kit (Regional Secretary for West Midlands and the old Midlands region before that) called it 'the Ian Leaver effect'. I then became a school rep after he did indeed help me out, and now here I am hoping I'm half the caseworker he

was. Above all, I'm hugely jealous that I've got a good twenty years to go before I can retire, and wish Ian all the very best with all the time he now has to enjoy his many and varied hobbies.

Jessica Edmonds, Assistant Secretary

1265 – what's that then?

Directed time (AKA twelve sixty-five) is when teachers are directed by their head teacher to be at work and available for work. This is a maximum of 1265 hours per academic year, spread over 195 days, and schools are advised to allow a contingency to cover unexpected events (though these should be rare and subject to consultation with staff).

The pupil year is a maximum of 190 days, then there are 5 inset days. The hours for those inset days count towards the 1265. In Leicester, inset days are counted as 6 hours each by local agreement. They could be disaggregated provided staff are consulted and happy with the disaggregation.

The following must be part of directed time:

- Teaching time
- PPA time (not less than 10% of your teaching time)
- Break times (but not lunchtimes, when teachers can't be required to work)
- Cover
- Parents' evenings
- After school meetings
- INSET/CPD
- Anything else which teachers are "directed" to do and which requires their professional skills.

All schools should have a calendar of the activities which make up teachers' directed time – published in the summer term for the next academic year and consulted on with staff via trade unions.

Find more information, including an Excel spreadsheet to check your directed time, at <https://neu.org.uk/workload/directed-time>

Does your directed time add up? If not, check with your rep or a local officer.

Pay Progression

The impact of National School Closures in March should not be a barrier to pay progression. If anything, our profession of key workers adapted their ways of working to provide the very best that we could in unprecedented times.

If you find that you have been denied pay progression, please get in contact with your school rep or a local officer.

Appraisal Advice

Not only do appraisal targets link to pay progression, but they should highlight the difference teachers make in the lives of the pupils that they teach.

It goes without saying, that last academic year's appraisal targets were hampered by school closures. This year's discussion should take into account the "new normal" we are teaching in. Whether it be:

-A continuation of last year's targets with modifications; to what will no doubt be turbulent Autumn and Spring terms ahead.

-Not to use numerical targets. This year, more than ever before, data targets are not suitable for appraisals. Our children have been under lockdown restrictions longer than any other in the country. The "recovery curriculum" many schools are delivering focuses on exactly what is in the name.

-Where there are numerical targets in place, lead the discussion in how easily this can be managed in the new normal. Schools have been back for seven weeks, how easy will it be to reach certain academic targets with another half term or two?

-Agree to a suggested three targets only. This way you should be able to manage these on a regular basis throughout the year.

-Collate evidence in a variety of ways. If you feel that a target needs amending, do go to your line manager and have the discussion of what the school can do to support.

Appraisals must be a two-way conversation. You know how well you can make a difference to your pupils, in your setting and with the resources at your disposal. If you are not happy with the appraisal DO NOT SIGN IT!

Minaz Shaffi, Young Educators Officer & Caseworker

I didn't become a teacher to ban independent thought. Anti-racist education should not be up for debate

<https://www.independent.co.uk/voices/education-dfe-schools-victim-narratives-capitalism-blm-racism-b737415.html>

Our Equal Opportunities Officer, Camille London-Miyo, has had a fantastic article published by The Independent. The link is above.

You may also find the work of The Black Curriculum of interest: <https://theblackcurriculum.com/>

Camille is standing for the Black Members Constituency Seat on the National Executive Committee. Black members will receive ballot information in the near future.

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

0345 811 8111

You only have 3 months to make a claim



*Agency Workers Regulations

ANTI-RACISM PLEDGE 2020

For Schools and Colleges in Leicester and Leicestershire

Dear Colleagues,

We understand this is a highly challenging time for schools, but believe it is crucial that we as educators and people with an interest in the education and welfare of young people, take leadership at this moment to challenge racism and work towards racial justice.

As such, we are asking for you to support our Anti-Racism Pledge for Schools and Colleges in Leicester.

By signing the attached pledge and positively upholding the five key actions, you will be showing your support and commitment towards ensuring all our children and young people can be proud of attending Anti-Racist Schools.

We acknowledge that these actions are just the first step in a dialogue and if significant changes are to happen it will require commitment, but we want to assure you that resources and support will be available from the Stephen Lawrence Research Centre as well as other organisations supporting this initiative.

We hope you will agree with the necessity of signing the Anti-Racism Pledge and look forward to hearing from you.

Thank you

Claudia Webbe MP Leicester East
The Stephen Lawrence Research Centre at DMU
Prof Surinder Sharma Co-Director at DICE
Prof John Williams Co-Director at DICE
The Race Equality Centre
Dr Iris Lightfoote - CEO at TREC
Black Bloom (BLM Leicester)
Lara Husain Co-Founder Leicester Against Racism
Stefan Turner Co-founder Leicester against Racism
Cllr Dr Deborah Sangster
Cllr Vijay Singh Riyait
Monica Hingorani - Parent & Educator
Ruth Sinhal – Educational Consultant

Linda Bradshaw - Lead Practitioner in RS and T&L at The City of Leicester College
Natasha Boyce - Associate Senior Leader & Head of RS at LIFE MAT
Julie Walters-Nisbett - Vice- President Leicester City NEU, Science Teacher City of Leicester College.
Yasmin Musse – Teacher of English at Judgemoor Community college
Luke Whitney - Head Teacher of Mayflower Primary School
Denham Kite – Principal at Krishna Avanti Primary School

ANTI-RACISM PLEDGE 2020

For Schools and Colleges in Leicester and Leicestershire

In the wake of the recent Black Lives Matter protests, we as educators and people with an interest in the education and welfare of young people in Leicester, feel a sense of responsibility to take leadership at this moment to challenge racism and improve the curriculum.

We understand this is a highly challenging time for schools, but feel it is crucial they acknowledge that students, parents, governors and staff are affected by two pandemics: Covid-19 and racism.

The five key actions below are a starting point, showing a school's willingness to engage in dialogue and ensure all their students can be proud of attending an Anti-Racist School.

WE CALL ON ALL SCHOOLS TO:

1. Release a statement in support of the goals and focus of the BLM movement.
2. Display clear information on how to report racist incidents and commit to releasing data in relation to this.
3. Carry out Equality Impact Assessments on all school policies and practices and review and rewrite accordingly.
4. Commit to include the teaching of racism, migration, Empire and colonialism.
5. Provide training for all staff & Governors focusing on "racial literacy".
(In other words, an understanding of racism as institutional & structural and the history behind it, so enabling them to see & respond to, the ways the education system can and does reproduce racism and racial inequalities).

All committing schools will be invited to contribute to the development of next steps and receive support and resources as required.

All staff and Governors should be made aware of why these actions are necessary and Black students, wherever possible, should be given priority to express their opinions.

As educators and school leaders, we care deeply about all our young people and want them to feel safe and welcome in school. This is a significant global moment and we want to take the lead and carry the momentum into the new academic year.

The Back Page

An Hymn to the Morning

Attend my lays, ye ever honour'd nine,
Assist my labours, and my strains refine;
In smoothest numbers pour the notes along,
For bright Aurora now demands my song.

Aurora hail, and all the thousands dies,
Which deck thy progress through the vaulted skies:
The morn awakes, and wide extends her rays,
On ev'ry leaf the gentle zephyr plays;
Harmonious lays the feather'd race resume,
Dart the bright eye, and shake the painted plume.

Ye shady groves, your verdant gloom display
To shield your poet from the burning day:
Calliope awake the sacred lyre,
While thy fair sisters fan the pleasing fire:
The bow'rs, the gales, the variegated skies
In all their pleasures in my bosom rise.

See in the east th' illustrious king of day!
His rising radiance drives the shades away—
But Oh! I feel his fervid beams too strong,
And scarce begun, concludes th' abortive song.

Phillis Wheatley (1753–1784).