



Enfield Teachers' Association

Tel: 020 8443 7072 ■ E-Mail: office@enfieldnut.org.uk ■ Gorray House, 758 Great Cambridge Road, Enfield EN1 3GN

ENFIELD NUT GENERAL MEETING/REP BRIEFING

Vadi Restaurant Green Lanes, Palmers Green, N13 5XG

Wednesday 11th May 2016, 5.00pm-6.30pm

1. Welcome & Apologies:

2. Minutes & Matters Arising:

Agreed

3. Correspondence:

Correspondence box passed around for perusal

4. The Education White Paper:

Our guest speaker Darryl Long, NUT London Regional Officer spoke about the campaign against the White Paper. The ballot was never about forced academisation, although we oppose academisation, the ballot is about the impact that the White Paper will have on the pay and conditions of teachers in all schools. Making schools become academies will undermine the pay and conditions of teachers. Nicky Morgan's so called 'u turn' on academisation has no effect on the determination of the union to proceed with the ballot. The government made a cynical political decision to pull back on the worst aspect of the White Paper. The government still says that all schools will become academies by 2022 and there are still ways to force schools to become academies including the existing legislation which enables a failing school to be forced to become an academy. The White Paper also says that where a local authority is deemed to be underperforming, then all the schools in that authority can be forced to become academies and further more when an authority has a majority of schools which are academies the rest of the schools in that borough can be forced to become academies also. Nicky Morgan herself said on Question Time, that we can't have two systems, clearly highlighting their determination to convert schools to academies at all costs. By 2020 in Enfield there will be a 10% cut in school budgets which will also push more schools towards academisation. Another worrying aspect of the White Paper is that rather than the current professional routes to acquire QTS, a teacher's qualification to teach will be determined by the head teacher. The union calls for members in all schools and academies to ballot for discontinuous strike action; this would be one or more subsequent occasions. Action is about a range of things within the White Paper including funding, pay and conditions. At the moment pay and conditions are likely to be based on the STPCD and the Burgundy Book. Currently new academies are likely to follow these conditions in line with neighboring schools but if all schools become academies each will be in a better position to set their own terms. The Government's White Paper wants to allow schools the opportunity to pay teachers as they see fit as well as the conditions of service that the employer deems to be appropriate. The Union wants to preserve the protections that we currently have, including the 1265 hours, 195 days and what teachers can



Enfield Teachers' Association

Tel: 020 8443 7072 ■ E-Mail: office@enfieldnut.org.uk ■ Gorray House, 758 Great Cambridge Road, Enfield EN1 3GN

be reasonably expected to do. The Union wrote to Nicky Morgan on the 21st April about the dispute but has not had a reply. What we are asking for is a firstly a return to national collective bargaining on pay and conditions in all schools and academies, in other words if you work in an Enfield school whatever its type, the conditions should be comparable across all the schools and the pay should remain compliant with national pay rates. And secondly that pay and conditions in all schools should be no worse than they currently are, preventing schools outside of local authority control from subtly moving away from pay and conditions. Last September the majority of teachers were due a 1% salary increase and teachers on M6 were due to get a 2% increase. However not all schools implemented this. We are arguing for fair treatment and for no worse treatment than current pay and conditions.

5. Nominations for NUT General Secretary 2016-2021:

The Chair asked for names from members for nominations to be put forward along with those received by the Secretary prior to the meeting. Candidates seeking nomination were Kevin Courtney and Beth Davies. Their nomination request forms were circulated in the correspondence box. It was **proposed and seconded** to nominate Kevin Courtney. **Carried unanimously**

6. Secretary's Report:

Stuart McNamara spoke about the importance of politicians who are sympathetic towards the trade union movement, though stressing that the NUT is not affiliated with any political party. He highlighted Enfield NUTs support for fellow unions and talked about Enfield members who recently marched with the Junior Doctors at Westminster, to show their solidarity and support. The work being done by the NUT, BMA and other unions to protect conditions for public service workers is vital and we are seeing results. Stuart spoke about the importance of the ballot in The Campaign against the White Paper. He said they back tracked on forced academisation and we should use this to build bridges with parents. Here in Enfield we intend to put the attention onto the people who have the ability to stand up and say something, including head teachers, governors and councilors. Stuart McNamara also called for Reps to check members' details and for all to take part in the ballot for a maximum turnout. On the last few occasions when strikes have occurred, Enfield have had the highest percentage of schools closed, more than any of the other 32 London Boroughs. Stuart also called for members to encourage colleagues to join the NUT, likening not being in a Union to driving a car with no insurance.

7. NUT Annual Conference Report:

Claire Docherty gave a report about the Annual Conference. Six delegates went to conference to represent the views of Enfield NUT members. Enfield, Waltham forest and Brent put forward the motion on Greater London Pay. Stuart McNamara spoke on this at conference. We will post the video of his speech. One of the most important motions was the Priority Motion on the White Paper where we overwhelmingly voted to ballot for strike action over our pay and conditions. Regarding the Prevent Strategy, members voted unanimously to ask the government to develop an alternative to 'Prevent' and an urgent review on the strategy. The NUT and ATL talks were discussed at conference. Both the NUT conference and subsequently the ATL conference have supported talks to commence about the combining of the two unions. The Motion on Supply Teachers highlighted that there were significant issues with supply teachers pay and conditions, with supply teacher agencies making great profit at the expense of supply teachers and creating a drain on education funding. We voted to campaign for a central supply register and training for case workers to further support teachers who are working as supply. Some supply teachers are getting as little as £70 a day. Rosie Kelly (rklarose@gmail.com) asked for anyone wishing to support the supply teachers network to get in touch.



Enfield Teachers' Association

Tel: 020 8443 7072 ■ E-Mail: office@enfieldnut.org.uk ■ Gorray House, 758 Great Cambridge Road, Enfield EN1 3GN

8. Other Reports

Retired Teachers Section: There is now a group and any retired teachers present were asked to join the meeting on the 11th June. Stuart McNamara congratulated the retired teacher colleagues who have worked hard to organise the Retired Teachers Section.

Stuart McNamara asked for members to put themselves forward if they were interested in setting up other Teachers Sections including Black Teachers, Women Teachers, Disabled Teachers, LGBT Teachers and Supply Teachers.

9.

10. Items Considered Urgent by Chair:

Committee Motion: **Proposed and Seconded** for the Association to call upon the Council of the London Borough of Enfield to declare its opposition to the Government's proposals to forcibly academise all Local Authority schools. In addition, we call upon our officers and representatives to:

- i. Pursue this matter in concert with the other teaching and non-teaching unions and associations;
- ii. Push for a debate and motion at Full Council through the majority Labour Group, as part of our broader campaign against the forced academisation of schools. **Unanimously agreed**

11. **AOB:**

Sue Sheibani asked for Reps to check the details of their members, in preparation for the ballot. Enfield sponsors 'Enfield in Bloom.' It runs every year and Mike Michaels is to attend the event.

Meeting closed at 7.00pm

Dates For Future Meetings:

30 November 2016
8 February 2017
22 March 2017 AGM
17 May 2017
5 July 2017

Chair

Assistant Secretary