



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

Vadi Restaurant Green Lanes, Palmers Green, N13 5XG

Wednesday 5 October 2016, 5.00pm-6.30pm

1. **Welcome & Apologies:**

2. **Minutes & Matters Arising:**

None. Minutes agreed

3. **Correspondence:**

Box handed around

4. **Secretary Report:**

Jonathan Jacobs (JJ) welcomed members to the meeting and explained that he has replaced Stuart McNamara (SM) as Secretary, saying that his new position was made possible by the extensive training that he has received from SM. A common theme of the meeting will be money, as schools are under immense pressure with their budgets and ways of saving money include staffing and Pay Progression. Increasingly casework trends show that schools want to cut staffing and are looking at ways to do this. Schools are avoiding the expense of redundancy and increasingly Sickness Absence Review is being used. However, JJ said that many schools are not conforming to their own policies and called for any members who are asked to attend a formal meeting for Sickness Absence Review to please get advice from the Enfield NUT office or the advice line. Disproportionately women over 50 are being targeted. JJ gave an office update with the information that members now have 3 caseworkers, who are working together as a team, with Jonathan Jacobs on duty for 1 day, Susan O'Shea 2 days and Claire Docherty 1 day. The office is manned every day and you will be able to contact us with enquiries by telephone or email.

5. **Other Reports:**

None

6. **Greater London Pay:**

Steve White, our guest speaker from Waltham Forest, spoke about the Motion on Greater London Pay (copies were circulated). He said that at last year's Easter Conference it was agreed to pass the motion (written by Steve White) for Greater London Pay. He went on to explain the background of the motion being that we have different pay for



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inner and outer London teachers. Instead of that division which is unfair, particularly as parts of outer London are more expensive to live in than inner London, there should be the same pay scale for the whole of London. The difference in pay is about £5000 between the two. Although the motion was passed, we have seen little action on this from the executive. He called for Enfield along with Waltham Forrest (who have already passed this motion at their General Meeting) and other London Divisions to send a clear message to the executive to remind them of their responsibility to enact Conferences wishes. If nothing has happened by Easter Conference, then Steve White will raise this again. **Proposed (JJ) and seconded (CD). Agreed Unanimously**

7. Establishment of Young Teachers' Section:

Tony Lowe (AL) made links to pay as younger teachers are more affected by pay and housing issues. All campaigns around these issues will continue to be addressed as a union. Younger teachers now are more susceptible to exploitation particularly as many are taking additional responsibilities without being given additional pay. Setting up a Young Teachers' Section is something that is supported by the Enfield NUT Committee and has been successfully established in other divisions to support and recruit younger members. We need more young members as we may start to suffer in terms of our activists and reps if we do not engage them as older members retire. The Young Teachers' Section would run their own group, ideally recruiting, organising social events, campaigning and going to Young Teachers' Conference. Any expressions of interest should be given to Tony Lowe or emailed to the office at office@enfieldnut.org.uk.

Proposed and Seconded to set up a Young Teachers' Section. Agreed unanimously.

8. Joint Union Advice on School Teachers' Pay 2016-17 and Budget Update

JJ circulated the joint advice on school teachers pay 2016/2017. It is statutory for all schools to increase the bottom and top of the pay scale by 1% and the NUT recommends a 1% increase on each scale point. Most Enfield schools use the normal statutory pay scales. Increasingly jumping up more than one pay grade is used in schools and something for member to be wary of because with schools budgets becoming an issue, questions need to be asked about how these pay progression jumps will be funded and if this will be at the expense of other teachers not getting their pay progression. JJ also reminded members to make sure that they are given sensible performance targets and that if you are in doubt to speak to the Enfield NUT office or the advice line.

9. NUT Special Conference 5/11/16 – proposed merger with ATL

Copies about the Special Conference on 5 November in Central Hall Westminster were circulated. If any members from Enfield NUT would like to attend the conference as an observer, then they should contact us by Friday 7 October. If the merger goes ahead we would become the National Education Union, representing teachers and teaching assistants.

10. Academisation Update

Susan O'Shea asked for members to be vigilant and to let the office know if they hear that about a governing body considering academy status. As a borough, over 80% of schools are local authority. The governors at Winchmore School are considering academy status but this is very early stage. Susan O'Shea was instrumental in the first



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campaign at Edmonton County to prevent it becoming an academy and the same process can be employed at Winchmore or other schools. Steve White spoke about Waltham Forest where 50% of their schools are academies and said that sometimes the conversion to academy status has been unavoidable where an ofsted inspection has considered a school to be failing and given it the only option of becoming an academy. He also said that there are things that you can do, including to have a school meeting and ask if members are against academies and decide on their position and whether members would be prepared to fight it including strike action. The union will support a strike against a change of employment. We can also speak to the Local Authority and ask them what their position is regarding academies, asking them to state that they oppose them and will write to governing bodies to say that they support a Local Authority family of schools that are not academies (just as Redbridge have done).

11. Items Considered Urgent by Chair:

None

12. **AOB:**

Claire Docherty asked for any expressions of interest to attend the Black Teachers Conference, as nominations need to be made by 14 October. Susan O'Shea mentioned a conference confronting the rise in racism on 8 October. Jacquie Smith highlighted the Enfield NUT website and that members should check it for any information they need. Please ask colleagues to use the website for information, as well as signing up to our twitter account for regular updates.

Meeting closed at 6.20pm

Chair

Assistant Secretary

General meetings:

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