

Pay Award – the Good* the Bad and the Ugly.

** Actually there isn't any good.*

The award should anger teachers who have every right to expect more.

The School Teacher Review Body (STRB) recommended an increase of 3.5% .

Damian Hinds ignored this and proposed the following:

- 3.5% on the main pay scale (M1-M6)
- 2% on the Upper Pay Scale (U1-U3)
- 1.5% on the Leadership Scale
- 2% on TLRs and other allowances

This means that the majority of teachers (60%) will receive another below inflation pay rise and schools will have to find 1% of the money from school budgets.

This is the first time that the Secretary of State has ignored the recommendations of the STRB.

The NEU's response

The Union will be reminding the government of the 15% cut real term cut in our pay and reasserting our claim for 5%. We will be pressing for the STRB recommendation of 3.5% for all teachers.

There will be [an event on September 13th at 6pm at Central Hall Westminster](#) to discuss next steps and a campaign on pay and workload. Turn up to have your say and hear Kevin Courtney speak.

It is likely that the Union will survey members about possible strike action on pay and workload. **Make sure you are part of the campaign.**

Teachers' pay in figures

- 15% fall in real terms since 2010
- 4% increase in your pension contributions
- 15% increase in rents since 2010
- 37% increase in teachers leaving the job
- Teacher vacancy rate up 165% since 2010
- 20,000 shortfall in teacher recruitment in 2016
- Your pay is now 25% behind other graduate jobs

This is an edited version of a longer article which can be found on the [Enfield NEU website](#).

[Kevin Courtney's latest STRB blog](#).

[Joint union response on teachers' pay](#)

SEND funding in crisis

According to the DfE's own figures, more than 2,000 children in England with special educational needs and disabilities (SEND) have no education provision at all.

At the stall we held at the Balloon Festival at the end of term, we heard from many Enfield parents whose children were not getting the support they are entitled to. Let's not let our most vulnerable children get lost in the system because a government won't provide the funding for them. Education is a right, not a privilege and not something that parents of children with additional needs should have to ask or fight for! [Sign the petition](#) urging Damian Hinds to take action now.

LONDON'S SCHOOLS NEED TEACHERS - LONDON'S TEACHERS NEED A PAY RISE

"I work 11 hours per day and at least 10 hours over the weekend. On an hourly basis, I'm paid lower than the living wage!" (Enfield teacher, 50-plus, M4 scale).
"I am afraid of poverty in my old age". (Enfield teacher, 50-plus, U3 scale).

Please see the full survey report here <https://goo.gl/qERJ7V> .

This is not just affecting young teachers who are having to still live like students, it's affecting us all. Put it on the agenda of your next school meeting. Then we can start asking Head Teachers and Governors to support the campaign for pay parity across outer and inner London.



High Temperatures

Regulation 7 of the Workplace (Health, Safety and Welfare) Regulations 1992 requires employers to ensure that temperatures in workplaces should be 'reasonable' although it does not specify a maximum reasonable temperature. The NUT believes that because of the nature of the way in which teachers work, and the presence of children, a maximum indoor working temperature of 26°C should be the absolute maximum temperature in which teachers should be expected to work, other than for very short periods. It is important that all schools have in place contingency plans to help staff and pupils cope with the heat. There is little that can be done to alleviate particular problems if schools do not plan in advance and also take note of the weather forecast for the week ahead. For more details and a full list of measures that should be put in place by employers, please visit high-classroom-temperatures-guidance

Performance Management Targets: What you need to know

NEU Guidelines state that:

A Teacher should have no more than 3 objectives

Objectives should be achievable (SMART)

Do not agree to your objectives being based on percentage target increases in tests or examinations unless you feel that the use of numerical targets is appropriate. Raise concerns if your objectives are not achievable at the earliest opportunity and don't agree objectives you are not happy with. Make sure you read your schools appraisal policy. ***The Enfield Division will support individuals but also school groups who wants to collectively object to the use of numerical targets. Call us on 020 8443 7072.*** Add this to the agenda of your first school union meeting this term. For more info see the NEU Paytoolkit



**FREE
AHED
TAMIMI**



**FREEDOM FOR ALL PALESTINIAN
CHILD PRISONERS**



Well done to everyone who [Joined the campaign](#) calling for an end to the illegal practice of prosecuting children in military courts and who emailed their MP to sign [Early Day Motion 563](#). 'Military Detention of Palestinian Children by Israeli Authorities'. Ahed Tamimi (now 17) was released on the 29th July after

serving an eight-month prison sentence – but she is just one of over 500 Palestinian children imprisoned by the Israeli authorities every year.

Top Tip:

Get a copy of your teaching load and timetable at the start of the school year
Always follow up a meeting with your line manager with a polite email confirming what you understood was agreed.

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