

Norfolk NASUWT

The Teachers' Union

Welcome to the 2017 newsletter of the NASUWT Norfolk Association

A message from the Norfolk Association Secretary, Tim Lambillion-Jameson



Hello.

My first year as County Secretary has flashed by, it has certainly been a steep learning curve! A major factor in getting me through has been the support and guidance of Russell Hammond who is now retiring from his union role. Tim Hillman will be taking over as Deputy County Secretary and I am sure that he will do a great job for us.

One of the big issues for Norfolk this year has been the number of school converting to Academy status. In the vast majority of these there has been no problems. However, with a much wider range of employers, we now need to be more cautious when accepting a new post. Please check carefully that your entitlements to sick leave and maternity leave have been respected. Furthermore, some Academy chains are offering contracts that commit teachers to delivering after school activities. The NASUWT takes the view that after school activities can only be voluntary and cannot be contractual. After school is time for our marking and preparation according to our own professional judgement. If you are affected by this issue please contact one of the County team or the helpline urgently.

On a National level pay is becoming quite an issue. Years of zero or 1% pay rises have left us thousands of pounds behind where we should be. Look out for further action on pay from NASUWT headquarters.

As I have travelled around the County I have been very impressed by the way that NASUWT members have stood up for their rights and how effective school based action can be. I am particularly proud of the hard work of our school reps.

Our General meeting for this term will be at Thorpe St Andrew School at 3:30 on Wednesday 18th October. We have a national official coming along to give us some training on Mental Health wellbeing which will be very interesting if you can come along.

All the best for the new year. Tim L

Russell Hammond

Russell has retired from his Union role after many years of service. His Union career is very impressive:

1985 became school rep.

1993 attended first conference and joined County Executive.

1996-2006 Deputy county Secretary

2006-2013 National Executive member on the Training Committee

2010-2013 Chair of Regional committee

2013-2017 Deputy County Secretary

I am sure there are many of you who have benefitted from Russell's support.

We had to postpone Russell's retirement event last term. This will now take place on Thursday 14th September on the Mississippi Paddle steamer sailing from Horning at 18:00. If you would like to join us please contact me and I will add you to the list. I look forward to seeing many of you there to wish Russell all the best in his retirement.

Tim L



For support and advice ring **03330 145550** or email advice@mail.nasuwat.org
Remember, the sooner you act, the more effective the support you receive. Do not worry alone.
www.norfolknasuwat.co.uk

NASUWT Norfolk Association 2017-18

President

Deane Money

Vice President

Rob Breeze

Past President

Colin Jackson

Secretary

Tim Lambillion-Jameson

Treasurer

Vicki Aldous

Executive

Sharon Beeby
Sue Brisbane
Colin Collis
Russell Hammond
Lindsay Hanger
Tim Hillman
Richard Hudson
Adrian Lincoln
Jessica Presland
Esther Thirkettle

Additional members may be co-opted to Executive during the year. All members are welcome to attend, and even join Executive. For information on meetings, contact Tim Lambillion-Jameson or visit www.norfolknasuwt.co.uk

Norfolk NASUWT Contacts

If your enquiry is about individual casework please contact the Member Support Advice Team first.

03330 145550

(free from most landlines and mobiles)

advice@mail.nasuwt.org.uk

County Secretary

Tim Lambillion-Jameson

07469 118832

timlambillion@ntlworld.com

Deputy County Secretary

Tim Hillman

07736 134188

timhillman@hotmail.co.uk

National Executive member

Esther Thirkettle

07469 119289

Esther.thirkettle@exec.nasuwt.org.uk

Esther is on maternity leave until April 2018
Please contact Eastern Regional Centre until then

Eastern Regional Centre

01284 772300

rc-eastern@mail.nasuwt.org.uk

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Financial advice for teaching professionals and partners across Norfolk

Retirement Planning
Savings & Investments
Mortgages
Protection

Email Mr Chris Adams, Financial Consultant, at
chris.adams@wesleyan.co.uk
Direct line – 07818 011320



Think your union is just there to help you if you get into difficulties?

Think again!

This is an important part of the Association's role but in schools where the members are organised we can do a lot more.

- Represent you when changes are proposed to your working arrangements, pay etc.
- Negotiate with your school to reduce workload.

We can be much more effective if the members in the school are active and work together.

Elect a school Rep.

They will receive training and become accredited, giving them a protected status.

Support your Rep!

Attend meetings and support what they do on your behalf.
Norfolk Association will support your Rep and you.

For support and advice ring 03330 145550 or email advice@mail.nasuwt.org

www.norfolknasuwt.co.uk

Important dates for your Diary:

18th October
2017 3.30pm

Then at 6.30 at

Free food
and drink
at
meetings

General Meeting
Thorpe St Andrew School
(management suite)
The Cottage
Thorpe St Andrew NR7 OJD

Agenda:
Members' Questions
Motions for National Conference 2018
Nominations for:
National Advisory Committees;
National Executive member;
National Conference Delegates.
National JVP and National Treasurer;
Election to minor offices on Norfolk Executive.

17th January
2018
7.30pm

General Meeting
The Cottage
Thorpe St Andrew NR7 OJD

Agenda:
Members' Questions
Nominations for:
National Executive member;
Delegates to National Conference 2017;
National Advisory Committees.

30th March—2nd
April 2018

**NASUWT National
Conference**
ICC Birmingham

2nd April 2018

Last date for submission of proposed changes to the Association rules to the Secretary.

15th April 2018

Last date for submission of nominations for the election of Vice President, Secretary, Treasurer and Executive of the Norfolk Association which should be in writing to the President supported by a proposer and a seconder who are also members of the Norfolk Association

16th May 2018
7.30 pm

Annual General Meeting
Venue to be confirmed
Check www.norfolknasuwt.co.uk

Agenda:
Members' Questions
Notification of election results to the Norfolk Executive
Nominations for National Advisory Committees

Please check
www.norfolknasuwt.co.uk
to confirm dates and venues

Cut out
and keep

The NASUWT Representative in your school is your first call for advice:

- If you are concerned about some aspects of your professional teaching experience
- If you face any kind of unfairness, discrimination, bullying or lack of support at your school
- If there are any professional issues that you wish to discuss in confidence
- If you have any membership/services, pensions or salaries queries
- If your car is maliciously damaged at school

If your school has no NASUWT representative or you need further advice contact the Norfolk Association (Tim Lambillion-Jameson 07469 118832 timlambillion@ntlworld.com)

If you are accused of any malpractice, assault or incompetence you should contact the NASUWT National Support and Advice line (03330 145550 or email advice@mail.nasuwt.org) immediately

If the head wishes to speak to you and you suspect it may be to do with a disciplinary or capability issue:

- Ask politely for a copy of the agenda for this meeting
- If you were correct in your suspicions, inform the head that you are seeking advice from your professional association.

Do not wait until the meeting has taken place before you contact NASUWT

If a criminal allegation is made against you which is related to your teaching employment, e.g. physical or sexual assault, or theft, and you have been called for interview by the police you should follow the advice below:

- Say to the police officer: "I am anxious to co-operate in getting this matter cleared up. I have been advised by my Union not to agree to answer questions or make a statement until my solicitor is present".
- You should be given the opportunity to make a telephone call. Call the Member Support Advice Team on 03330 145550 with details of the police officer's name, rank, police station and telephone number. Legal representation will then be arranged.
- If the police officer will not allow you to contact the NASUWT, and arrests you, ask for the services of the duty solicitor and contact the Member Support Advice Team on 03330 145550 as soon as possible. Please ensure you obtain the contact details of the duty solicitor to pass onto the NASUWT.
- If the police contact you out of office hours, you should contact the out of hours helpline on 0800 587 7530 - weekdays (Monday to Thursday 5.30pm - 8.30am), weekends (Friday 5.30pm - Monday 8.30am).

NASUWT members wishing to apply for legal assistance where representation by a solicitor is needed because criminal offences are alleged to have been committed will be required to accept the terms and conditions of the Legal Assistance Scheme.

Appraisal/Performance Management

- Performance reviews will be taking place in the Autumn Term.
- If there is a possibility of you failing to meet your targets you should already have been informed at an interim review meeting.
- If you have not been informed or have not had an interim meeting you should pass your performance review and receive any pay uplift due to you.

If you are denied a pay uplift despite passing your review contact NASUWT. Remember: Student data should **NOT** be used as a performance target. It is your performance that is being managed, not the students'.

For support and advice ring 03330 145550 or email advice@mail.nasuwt.org

www.norfolknasuwt.co.uk

Excessive Workload?

Tired of regularly working in the evening and during weekends and holidays?
Bogged down by administration, deep marking and pointless planning?
Burdened by continual preparation and paperwork in case an inspector calls?
Health and wellbeing suffering because of excessive workload?

Take Action

Every NASUWT member is protected by our Action Short of Strike Action

Bogged down with admin tasks?

Yes? Take action!

NASUWT Action Instruction—Admin and Clerical tasks.

Members should refuse to undertake administrative and clerical tasks as exemplified in Annex 4 of the STPCD.

Covering for Absent Colleagues?

Covering for colleagues who are ill?
Teaching split classes?
Covering for teachers participating in meetings or CPD?

Yes? Take Action!

NASUWT Action instruction—Cover for Absence

Members should refuse to cover for absence

Ticked off with excessive marking?

Recording verbal feedback in writing?
Too much deep marking?
Required to mark in different coloured pens?

Yes? Take action!

NASUWT Action instruction— Excessive workload and marking and assessment policies

Members are instructed to refuse to comply with any marking and assessment policy which generates excessive workload and/or has not been agreed with the NASUWT.
Until such time as a policy agreed with the NASUWT is introduced, members will mark and assess in a manner consistent with the principles set out in the Union's guidance.

Too many meetings?

Has your school published a calendar for the academic year which includes ALL meetings?
Has the calendar been agreed with NASUWT and its members?

No? Take action

NASUWT Action instruction—Meetings and the school's directed time calendar

Members are instructed not to attend any meetings outside school session times which are not within directed time and where there is no published directed time calendar for the academic year which has been agreed with the NASUWT.

Do you feel pressurised or intimidated by your school's management not to follow these instructions? Contact NASUWT on 03330 145550 advice@mail.nasuwt.org.uk