

NASUWT Leeds

The Teachers' Union

No. 504 October 2023



@NASUWT_Leeds15



Leeds Nasuwt Office

B: M2023

**Black
History
Month
2023**

**Saluting our
Sisters**

**#WEMATTER
Movement**

**Development
Course for Black
Members**


ACTION SHORT OF STRIKE ACTION

Action Short of Strike Action began on 18th September in schools where a mandate was given to take industrial action. You can see if your school met the threshold using [this link](#).

Find your school

Enter your search term and tap/click the search icon or enter. Schools matching your search term will then be displayed below, which you can tap/click for the results.

You can search using your school (or campus) name or the first line of the school address.

The action is part of the Union's campaign to secure real terms improvements to pay and bring downward pressure on workload and working hours.

The **NASUWT** National Action Committee is initially instructing members in schools and colleges to limit their working time by working to rule from today.

The Government has accepted that excessive workload is a problem that must be tackled. But, the reality is that teachers in England are working some of the longest hours anywhere in the OECD and this is simply no longer acceptable or sustainable. This action is being taken as we need to see greater urgency from the Government and more investment to tackle the workload crisis in schools and colleges.

The instructions are that members:

- Refuse to undertake inappropriately directed duties outside school session times
- Refuse to be directed to undertake extracurricular activities
- Refuse to be directed to undertake midday supervision of pupils
- Refuse to be directed to undertake any work-related tasks or activities during their lunch break
- Refuse to be directed to undertake work-related tasks or activities on weekends or Bank Holidays
- Refuse to undertake any other duties during Planning, Preparation and Assessment (PPA) time
- Refuse to cover for absence other than in circumstances that are not foreseeable
- Refuse to undertake routine administrative and clerical tasks
- Refuse to co-operate with mock inspections
- Refuse to cooperate with inappropriate planning, marking and data management policies, practices and initiatives that have not been workload impact assessed and the subject of consultation or agreement with the **NASUWT**.

How is your appraisal going???

Your Performance Management/ Appraisal final review meeting should take place before the end of this month. Here are some tips on how to get the most out of your meeting:

- Before the appraisal/performance management meetings you should get a copy of the School's Appraisal/Performance Management and Pay Policies and ideally go over them in advance. If you have any questions make sure you ask them at the meeting, recording any responses via the minutes of the meeting or through an e-mail.
- No OFSTED grades for lessons.
- Teachers' standards should not be used as a checklist. However, this does not stop some of the standards being used as a point of reference based on the professional needs of the teacher. **Be aware that the Teachers' standards are the same whether you are on MPS or UPS.**
- Pupil target data is unacceptable as appraisal objectives.
- Lunchtimes and PPA should not be used as time to have appraisal meetings. All appraisal meetings should be held within directed time.
- You should not accept an imposed appraisal report that you have had no input into.

At the End of the Meeting:

Make sure that if you are not happy with the review, you record your concerns on the review document and do not sign it. You may wish to inform the appraiser that you wish to take advice. Please do contact **NASUWT** for further information and advice. Make sure you ask for minutes of the meeting so you can verify their accuracy.

For more detailed information, click [here](#).

Does your School have a Rep?

The NASUWT is a member-led Union, which means members getting actively involved in your Union to support your colleagues and fellow teachers at work.

Getting active in the Union takes a variety of forms and will mean you get access to FREE training, support, and personal and professional development: you can be proud in the knowledge that you are undertaking a role that helps teachers in their workplaces.

Be part of the picture!

You can become involved in the Union regardless of how long you have been a member. If you are a member looking for an introductory role, you may want to consider becoming either a **Workplace Rep** or a **Health and Safety Rep**. You can read more about these roles and the extensive programme of free accredited training for NASUWT Reps by clicking on this link. If you are interested in either of these roles, please contact the Leeds Office at Casework.LEEDS@nasuwt.org.uk.

Workplace Contacts

Many members have told the NASUWT that they would be willing to support union activity by becoming a point of contact in the workplace to act as a communication link between the Union and our members where there is no accredited Workplace Rep.

The NASUWT has a network of volunteers who become Workplace Contacts. If you are interested in taking up this role, please contact the Leeds Office at Casework.LEEDS@nasuwt.org.uk.

Your School Needs You!