

# Leeds

*The Teachers' Union*

No. 501 June 2023



@NASUWT\_Leeds15



Leeds Nasuwt Office



**Teachers'  
Pay and  
Conditions  
affects  
Pupils'  
Education**

**Vote YES YES  
and return  
your ballot so  
we can  
secure a  
better deal  
for you and  
your pupils.**

## EXCESSIVE WORKING TEMPERATURES

Excessive classroom temperatures are not only uncomfortable, but they are also a health and safety hazard, as excessive heat can aggravate existing medical conditions. Excessive heat in classrooms has also been shown in many studies to impact on pupils' learning, with a 1°C increase in temperatures linked to a 2% decline in learning.

The effects of extreme temperatures are even more striking when considering that each additional school day with a temperature in the 30s (°C) reduces pupil achievement by one sixth of a percent of a year's worth of learning. Disadvantaged pupils also suffer up to three times the impact of excessive temperatures than other pupils.

If excessive temperatures are a problem in your school, there are a number of actions you can take to address the problem.

The Workplace (Health, Safety and Welfare) Regulations 1992 require that thermometers are provided within the workplace.

Thermometers should be available at suitable locations in every part of the workplace to allow people to measure temperatures, but do not need to be provided in each workroom. Thermometers should not be located directly in front of windows or near radiant heat sources.

If temperatures exceed sensible limits, then the employer should undertake a risk assessment and put in place measures to tackle the issue, which could include the use of blinds, fans or additional cooling/heating.

Where appropriate, employers should also provide alternative rooms or, in extreme situations, order the partial or total closure of the building.

Adequate ventilation is also critical, particularly in classrooms used for subjects such as technology, where dust may be generated. Legally, classrooms must be capable of being ventilated adequately.

The Covid-19 pandemic further shows the importance of adequate ventilation on preventing the transmission of airborne viruses, including flu and colds.

**NO WORKPLACE  
NO VOTE**

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# Leeds NASUWT

Continued...

Adequate ventilation is therefore vital for effective learning to take place. CO2 monitors should be used to measure levels in classrooms and action should be taken where appropriate.

Adequate ventilation is not just a health and safety issue, but is also a teaching and learning issue. There is a scientifically proven link between levels of carbon dioxide (CO2) and the brain's ability to learn.

Adequate ventilation is therefore vital for effective learning to take place. CO2 monitors should be used to measure levels in classrooms and action should be taken where appropriate.

Further information on ventilation can be found on our [Ventilation and Covid-19 page](#).

Employers should ensure there is an easily accessible source of drinking water available for both staff and students and consider operating flexible working arrangements, where possible, to avoid using classrooms particularly susceptible to high temperatures during the hottest hours of the day.

Although there is no legal maximum temperature in the UK, the World Health Organization recommends a maximum temperature of 24°C. UK legislation requires working temperatures to be reasonable, and employers have a duty to take any action that is reasonably practicable to achieve this. Further details are given below.

If the school does not resolve the problem, contact the [NASUWT](#) for advice.



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**6TH AUGUST 2023**

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**Further details to follow in the July  
newsletter.**



## Directed Time Checklist

Keep in mind that members should be consulted on next year's directed time calendar at some point over the next few weeks. The following should be included:

- **PPA time** is on next year's timetable with no detriment for those who had more than 10%
- **Management time** for those with responsibilities should be on the timetable.
- **Exam invigilation** (including Key stage 2) should not be undertaken by teachers.
- **Admin tasks** In the current **School Teachers' Pay and Conditions Document 2021**, the detailed list of 21 administrative/clerical tasks is no longer present. However, any task given to a teacher has to be checked to ensure it requires the exercise of a teacher's professional skills and judgement; otherwise it should not be done.
- **Senior Management** pay more than lip service to their responsibility to see that all teachers enjoy a reasonable **work/life balance**.
- Teachers are required to **cover only rarely** and only in circumstances that are not foreseeable.

**For further advice ring the Advice Line on  
03330 145550**

**Use this [link](#) for more information.**