



## SUFFOLK DIVISION NUT

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# WINTER BRIEFING

### SCHOOL ORGANISATION REVIEW

Suffolk County Council remains committed to the School Organisation Review despite uncertain funding, decrease in Key Stage results, union and parental opposition and Suffolk NUT's alternative proposals.

Phase One schools are continuing on the original timetable as is Phase Two following the decision of the Schools' Adjudicator. Phase Three has a new timetable for implementation. All Stowmarket and Stowupland middle schools close by September 2014. By September 2015 the same happens in the Thurston pyramid. Currently the plan is for September 2017 to be the completion date for the Bury St Edmunds schools, depending on funding.

There have been numerous problems concerning the vacancy management process. The Staffing Protocol is not being adhered to by all schools. Staff are being 'forced' to undergo an intensive interview process and in some cases to fill out additional application forms. The jobs being offered are in many cases non commensurate. Despite assurances from the Authority it now appears that there will be staff reductions. It is of no consolation but many of these problems were foreseen by the NUT and others

and pointed out in very clear terms to the Authority but these were dismissed.

It appears that SOR implementation is going to be achieved through borrowing. There are 700 middle school teachers of which 675 returned the Audit, 58 have been given postdated contracts and there are currently 55 vacancies in the system so still quite a long way to go to redeploy all staff.

It is difficult to give specific advice but in general if you see a job within the local area which you are happy to accept then accept it (you will get salary safeguarding if it was gained through the SOR process.) If you see a job which you like outside the local area then apply for that as it may avoid you being made redundant. If you are of an age where you would like to be made redundant then you could take a chance and remain at your current school and then offer yourself when the time comes (there is no guarantee that your offer will be accepted).

Suffolk NUT is continuing to argue and fight on behalf of members. If you have any concerns at any time on this issue it is best to contact/email your local caseworker for advice. As Suffolk Secretary I am collating a portfolio of evidence.

## **General Advice General Advice General Advice General Advice**

All teaching staff are employed under School Teachers' Pay and Conditions Document 2009. You are also governed by The Burgundy Book—Conditions of Service for School Teachers in England and Wales, last revised August 2000. These set out the resignation dates, leave of absence and midday supervision. STPCD 2009 sets out your pay and conditions of employment. There is a copy in your school which you are quite entitled to see at any time. All schools must have a pay policy which includes the pay appeals procedure (Section 2, paragraph 3). Progression on to UPS1, UPS2 and UPS3 is on the basis of the two most recent performance reviews (Section 2, paragraph 19.5.1.)

**A TLR** should be awarded for undertaking a sustained additional responsibility (Section 2, paragraph 21.1.)

**Teachers should be required to cover only rarely** and then in circumstances which are not foreseeable (Section 2, para 72.9.2)

**No teacher employed part time** may be required to be available for work on any day of the week or part of any day of the week that the teacher is not normally required to be available. (Section 2, Para 74.7.)

**No teacher can be required to undertake midday supervision.** A teacher who is required to be available for work for more than one school session on any school day must be allowed a break of reasonable length (Section 2, para 74.11.)

**PPA time** must amount to not less than 10% of the teacher's timetabled teaching time. (Section 2, 75.2).

Teachers' Workload and Working Time Policy (NUT) 2006 also offers advice such as one meeting on average per week of no more than one hour, no more than one report on each pupil in each academic year, no more than

three objectives for performance management, a maximum of three lesson observations for all purposes, one of which should be for performance management.

**Min classroom temperature should be 18 deg C (HSE advice)**

More detailed advice and guidance can be obtained from the national NUT website. Far more advice and guidance can be obtained from the Suffolk NUT website. If you can't find the answers that you want then contact your local caseworker or if they are unavailable Regional Office on 01638 555300 (Office Hours)

### **CASEWORK TEAM**

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