

Mr. M. Stevens,
Principal for Leigh Academy Minster

Sent via email

09 June 2025

NASUWT letter regarding concerns over the calculation of the directed time calendar and working hours at Leigh Academy Minster

Dear Mr Stevens,

NASUWT has recently been alerted to a situation at Leigh Academy Minster regarding the calculation of 1265 hours for the directed time of teachers working at the academy.

As you will be aware, NASUWT, along with other recognised trade unions, entered into, and agreed, a set of principles with the Trust in respect of both directed time and workload.

The Directed Time Principles document clearly stipulates the mechanism by which the directed time for a teacher (1265 hours) is calculated, including the situation around break times and break duties.

For example, the relevant document states at point 3:

'The academies across the Trust will work with staff and trade unions to establish an agreed directed time calendar using the Trust calculator to break this down accordingly so that staff understand the hours they can be directed to undertake their professional duties, including:

- *Teaching time*
- *PPA time*
- *Break times (but not lunchtime)*
- *Parents' evenings*
- *After school meetings*
- *INSET/CPD*

Anything else which teachers can be reasonably be directed to undertake that requires their professional skills, as outlined in the relevant section of the STPCD.'

Given this, the exclusion of break times (apart from when on duty) appears to sit directly at odds with the above, and would therefore be considered to be an issue of significant concern for NASUWT and its hardworking and committed members working at Leigh Academy Minster.

As such, NASUWT would welcome the opportunity to discuss and address this situation with you and the Trust as a matter of urgency, especially as estimates suggest that our members have undertaken an additional 44 hours and 52 minutes without any recompense.

For the avoidance of doubt, failure to engage or offer up a palatable solution may result in NASUWT considering possible next steps to address the situation.

Best wishes,



National Negotiating Official, NASUWT