

ACTION SHORT OF STRIKE ACTION – THE NEXT PHASE

The following action instruction was issued to your employer last term.

Instruction 1

NASUWT members will not accept the direction of the Employer or headteacher to:

- i. provide cover for any advance notice absence of more than three days;
- ii. provide cover for unplanned absences after three days;
- iii. exceed the 22.5 hours of contact time to provide cover;
- iv. undertake any administrative and clerical tasks as defined in Appendix 2.6 of the Teachers' Agreement which formerly appeared in the SNCT Handbook.

Members should continue to implement this instruction in accordance with the guidance issued previously and which is on the NASUWT Scotland website.

NEW ADDITIONAL INSTRUCTIONS

The following additional instructions have been notified to your employer. Members should now take the following additional action with effect from 22nd August 2019.

Instruction 2

Members are instructed not to accept the direction of the headteacher to use any marking or assessment policy which:

- specifies the verbal feedback to be given to pupils and does not provide for verbal feedback to be guided by the professional judgement of individual teachers;
- requires verbal feedback to be recorded in writing;
- specifies that there should be detailed written feedback on all occasions when pupils' work is being reviewed or their efforts acknowledged;
- requires teachers to engage in the detailed marking of pupils' work and does not allow them to use their professional judgement about when such marking is necessary;
- does not enable teachers to complete the greater part of their marking during their allocated preparation and correction time.

Members will mark and assess pupils' work in accordance with their professional judgement determining when:

- verbal feedback is given to pupils;
- detailed written feedback is provided;
- detailed marking of pupils' work is necessary.

Guidance on instruction 2

This instruction is designed to empower members to challenge marking and assessment policies which are workload intensive and bureaucratically burdensome. The lawful instruction frees members from any requirement to follow such marking policies and enables members to reassert their professional judgement over their marking and assessment of pupils' work. From the date the instruction takes effect, members simply use their professional judgement over how they mark and assess pupils, when they give verbal feedback, and when they feel detailed marking of work is required or written feedback is needed.

Detailed marking in the context of this instruction refers to the marking often referred to as 'deep', 'dialogic', 'triple' or 'quality' marking. It tends to be characterised by the provision of detailed written feedback by teachers that reflects pupils' progress towards relevant learning objectives. Pupils are then expected to provide a written response confirming that they have understood this feedback and describe how they intend to respond. This is then often subject to further written teacher comments. It is an extremely labour-intensive process and too many schools quite inappropriately and unnecessarily seek to impose this as the norm for marking pupils' work.

Applying professional judgement based on the principles in the instruction should immediately reduce the workload and bureaucracy associated with marking and assessment and allow members to do the majority of their marking and assessment in their allocated preparation and correction time.

This is not about ceasing to mark and assess pupils' work, it is about empowering teachers to use their professional judgement over marking and assessment.

Instruction 3

Members will not accept the direction of the headteacher on how to use their allocated collegiate time.

Members will determine for themselves, using their professional judgement, how to use the allocated time.

Guidance on instruction 3

Members report that in too many schools headteachers seek to direct the activities for this time. This instruction empowers members to refuse to follow the directions of the headteacher on what to do in this time and use their own judgement on the professional activities they will do during this time.

The following instruction does not take effect until 23rd September 2019.

Instruction 4

During the period 23rd September 2019 to 4th October 2019 inclusive, members will only prepare for and teach their timetabled lessons and will not accept the direction of the headteacher to engage in any activity before the beginning of the pupil day, or during breaks or lunchtime, or at the end of the pupil day.

Guidance on instruction 4

This 'wellbeing fortnight' will send a short, sharp illustration to Government and Employers of what happens when teachers take control of their working practices and only focus on preparing for their timetabled lessons and teaching them, and marking and assessing pupils' work.

Everything else ceases.

The message is clear from this initial action, if Government and Employers continue to fail to act to tackle the issues of concern to teachers, then they will leave teachers with no choice but to take action to secure their work/life balance and relieve the excessive burdens, stress and anxiety they face on a daily basis, due to the failure of Government and Employers to address their working conditions.



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