

January 2019

Dear Member

## **Pay, workload, pupil indiscipline**

NASUWT members have made clear to the Union that their top three pressing concerns about their job are pay, workload and pupil indiscipline. Workload is cited by teachers as their overriding concern.

Teachers are increasingly frustrated by the lack of tangible progress from the Government and employers in ensuring that excessive workload is reduced, year-on-year pay cuts are addressed and teachers are supported in tackling pupil indiscipline.

## **Pay**

The NASUWT is grateful to all members who participated in this year's annual opinion survey on pay and pay progression. The responses have been analysed and the key outcomes are contained in the leaflet which has been circulated with this letter.

It is clear from the opinion survey that teachers continue to be denied their entitlements in relation to an annual pay award and pay progression. It is a shocking indictment of the failure of the Government and employers to ensure that teachers are recognised and rewarded as highly skilled professionals that year on year, since 2011, the percentage of the school budget on teachers' pay has dramatically reduced and now stands at an average of only 46% across the school system.

**This at a time when maintained and academy school balances stand at £4 billion, which if distributed evenly across the system would result in an additional £8,763 per teacher available for pay and pay progression.**

Whilst the NASUWT continues to campaign for increased investment in schools, it is unacceptable that the Government's failure to prioritise education funding is being used by employers as an excuse not to pay teachers.

The School Teachers' Review Body has been clear that schools should prioritise the funding they have available to pay teachers. What are schools without their teachers?

The NASUWT consistently has urged members not to accept claims by employers that their pay and pay progression are unaffordable. **Many members, with the support of the NASUWT, have made a strong stand and been successful in securing the pay and pay progression to which they are entitled.**

## **Workload**

The NASUWT has been absolutely clear with Ministers that despite the Secretary of State identifying tackling teacher workload as a priority, teachers' professional lives and their health and wellbeing are being blighted by excessive and unacceptable levels of workload.

No tangible improvements have been made as schools and employers simply ignore the workload strategies that have been promoted by the Government.

Without statutory enforcement and contractual change, any action by the Government on workload will continue to be flouted by employers and schools and the national crisis in teacher supply, the worst since World War II, will only deepen.

*(continued overleaf)*

The NASUWT will continue to support members in the workplace to challenge successfully the working practices which are generating excessive workload, whilst pressing the Government to act to end this abuse of the teaching profession.

**With the support of members, the NASUWT has resisted and changed, for example, bureaucratic assessment and marking policies, oppressive ‘learning walks’ and unacceptable book scrutiny designed to monitor the teacher rather than the pupil.**

### **Pupil indiscipline**

All teachers, in whatever type of school or setting they are employed, are entitled to work in an environment free from violence and disruption.

No teacher should go to work with the expectation of being verbally abused or physically assaulted including those in special schools and settings. It is not part of the job.

Contributory factors to pupil indiscipline include increasing class sizes as a result of the lack of qualified teachers, pupils in mainstream schools being without the resources and support to address their special needs, cuts to internal and external behaviour support and other specialist services, and a growing culture in too many schools which seeks to blame the teacher for pupil indiscipline rather than support them in maintaining good order.

The health and safety of staff, and indeed other pupils, cannot be compromised by a failure to provide the required support either in mainstream or special schools.

The NASUWT’s record in tackling pupil indiscipline is second to none. We were the union which won the legal right for teachers, with the support of a lawful ballot, to refuse to teach violent and disruptive pupils. **No member of the NASUWT has to continue to face verbal or physical abuse.**

### **Adverse management practices**

It is increasingly clear from the feedback from members that a major contributory factor to the deterioration in their pay, working conditions and general mental and physical health and wellbeing is adverse management practices.

The NASUWT has successfully pioneered the concept of a trade dispute over adverse management practices. **The Union is currently supporting and empowering thousands of members to challenge those adverse management practices which are denying them their pay, driving up their workload, leaving them vulnerable to verbal and physical abuse from pupils and subjecting them to management bullying and harassment.**

There is no need for any teacher who is a member of the NASUWT to continue to endure such practices.

NASUWT members who have concerns about any of these issues should contact the NASUWT for support and advice.

Best wishes

Yours sincerely



Chris Keates (Ms)  
**General Secretary**



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