

## AET agrees to STPCD pay recommendation on all pay scales



### **NASUWT Pay Claim to AET – Cost of Living Pay Rise for all Teachers**

This term, Academies Enterprise Trust (AET) followed the recommendation from the School Teachers' Pay and Conditions Document (STPCD) and paid staff:

- 3.5% on the Main Scale on all points of the scale;
- 2% on the Upper Pay Scale on all points of the scale;
- 1.5% on the Leadership Pay Scale;
- 2% on all allowances.

The NASUWT submitted a pay claim to AET calling on it to offer a substantial above-inflation pay award which will address the recruitment and retention crisis. **Teachers have lost out on pay in real terms by over 17% since 2011.**

The NASUWT is disappointed that the Secretary of State for Education, Damian Hinds, did not recommend a 3.5% increase on all points of the scale as recommended by the independent School Teachers' Review Body.

The NASUWT Pay Claim is available on: <https://www.nasuwt.org.uk/advice/academies-enterprise-trust.html>.

### **Become an NASUWT Workplace Representative**

The NASUWT Representative is a vital role in improving conditions for teachers, particularly important at this time of increased workload, constant change and pressure on the teaching profession.

As a Workplace Representative, you are entitled to time out for training, and would receive two days of training. This will inform you of your rights as an employee and give you the opportunity to contribute to consultations and negotiations around school policies, workload and working practices.

Call us today on 03330 145550 to find out more about the role.

“  
My training as a Workplace Representative has informed me of our rights as teachers. I feel empowered to raise issues on behalf of NASUWT members.  
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*continued overleaf*

## AET News

### Teachers' Pay Progression

The Public Sector Equality Duty requires employers (including academies) to eliminate discrimination and advance equality of opportunity for all staff, particularly those with a protected characteristic.

The NASUWT is extremely concerned regarding the very low rates of pay progression across AET academies. Overall, just 52% of those eligible progressed last term, and the proportion of teachers progressing has been falling year-on-year for some time, despite no changes to the appraisal process. Some groups, such as part-time teachers, are experiencing even lower rates of progression.

These extremely low progression figures contrast starkly with AET publicly celebrating that overall standards are rising. Indeed, analysis by the NASUWT revealed that some good AET schools with improving performance figures have virtually zero pay progression.

AET has undertaken to investigate the figures and report back soon, and the NASUWT will continue to press the trust on this matter.

### Support Staff Restructures

AET is currently planning to undertake two major restructures of support staff across the trust.

Firstly, AET is planning to outsource all ICT staff and resources to the private company RM Education Ltd. This company is refusing to recognise unions and has clearly indicated that it is planning cuts soon after the transfer happens.

The support staff unions have consistently advised the trust that they are in serious danger of breaching procurement laws and are failing to secure value for money because of the way they have awarded the ICT contract to RM Education. Due to AET's failure to act on these concerns, the support staff unions have written to the Secretary of State requesting ministerial intervention.

AET is also proposing to restructure school-based HR and finance roles, which will lead to substantial cuts in these areas. The plans essentially involve removing dedicated school-based staff in favour of a hub-and-spoke approach, with schools placed into clusters which will be serviced by smaller numbers of staff.

Although these restructures directly affect support staff rather than teachers, the NASUWT is deeply concerned regarding the indirect impacts on NASUWT members, through poorer ICT provision and resources and increased workloads, particularly for leadership members as HR and finance staff are reduced.

The NASUWT is working closely with the support staff unions on these matters.

### Funding

AET has had significant funding issues over the last few years, including being served with a Financial Notice to Improve (FNTO), which was finally lifted in 2017.

Related to the lifting of the FNTO, it appears that AET has received additional financial support from the Department for Education (DfE). The nature of the additional funding, and any terms attached, is not clear and AET has not disclosed full details of its financial plans for schools, including the conditions it has agreed with the Government in return for the recent financial support it received. This arrangement has also come to the attention of members of the Education Select Committee, and parliamentary questions have been raised.

The NASUWT is seeking full sight of these financial plans as the Union is extremely concerned that the cuts to support services being imposed by AET are linked to its recent agreement with the Government. The NASUWT is also concerned that the low rates of teacher pay progression are linked to the financial plans, although AET has denied that any central instruction to withhold pay progression has been given.

The NASUWT continues to engage with AET over these matters, and members will be kept updated.

## Public Sector Equality Duty and Pay Progression Data

The Public Sector Equality Duty requires employers (including academies) to eliminate discrimination and advance equality of opportunity for all staff, particularly those with a protected characteristic. The NASUWT has requested data from AET on whether teachers with protected characteristics are being rewarded equally. However, pay progression data was not provided, so we were unable to include this in our pay claim, which can be found on: <https://www.nasuwt.org.uk/advice/academies-enterprise-trust.html>.

## Pay Progression

Were you eligible for pay progression and did you succeed in moving up the scale this academic year? This is a good time of year to check your pay slips and ensure they are correct. Check you are being paid accurately:

Main and Upper Pay Scale			
M1	£23,720	UPS1	£36,646
M2	£25,594	UPS2	£38,004
M3	£27,652	UPS3	£39,406
M4	£29,780		
M5	£32,126		
M6	£35,008		

Leadership Pay Scale	
L1	£39,965
L15	£56,434
L30	£81,515
L43	£111,007

Pay scales for School Leaders, Lead Practitioners and Unqualified Teachers, including London Pay Scales and TLR and SEN allowances, are available at: <https://www.nasuwt.org.uk/advice/pay-pensions/pay-scales.html>.

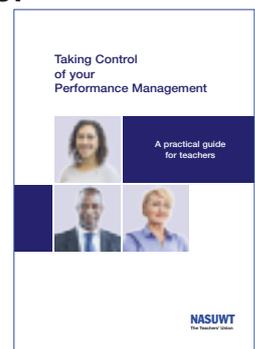
You should have received a letter from your employer confirming your pay determination this year and whether you have progressed on the pay scale.

## Performance Management/Appraisal Update

### Are you on course to achieve your Performance Management (PM) Objectives?

This term is the ideal time to check you are on target to achieve your PM Objectives. Check that you have your planning statement to hand and that you have received the written evaluations for your PM observations. If you think there is an impediment to your achieving your objectives due to factors which are outside your control, now is the time to raise this in writing with your line manager. If you are leaving the school at the end of term/year, ensure that your objectives are signed off and you have copies of your paperwork ready to take when you leave. It is good practice to keep a record of your appraisal documentation.

For advice on successful appraisal, read: *Taking Control of your Performance Management* at <https://www.nasuwt.org.uk/advice/performance-management.html>.



## Data

The DfE Workload Advisory Group has published its conclusions on the use of data in the setting of targets for pupils and its wide use in performance management. Unsurprisingly, its conclusions uphold the long-held position of the NASUWT regarding the inappropriate use of data to judge teacher performance. Please see our summary of the Advisory Group's conclusions on: <https://www.nasuwt.org.uk/advice/conditions-of-service/workload.html>.

## Health, Safety and Safeguarding Focus – Keep Safe!

**Adverse Weather Guidance** – Please see the following link for guidance: <https://www.nasuwt.org.uk/advice/health-safety/adverse-weather.html>.

**Social Media** – Don't put yourself at risk when using social media. Read our booklet, *Protecting your privacy online*, at <https://www.nasuwt.org.uk/advice/health-safety/social-media-the-abuse-of-technology.html>.

### Keeping to the Directed Time Calendar

#### Calendar, Timetabling and Directed Time

NASUWT Representatives and members should have been consulted on the calendar, to ensure that the timetable of meetings is within the 1,265 hours' directed time contractual limit. This is a good time to check that extra meetings are not creeping into the published timetable.

Information on directed time is available at:

<https://www.nasuwt.org.uk/advice/conditions-of-service/directed-time.html>.

**Workload** – The DfE has recognised that workload is one of the main reasons teachers are leaving the profession. The NASUWT has contributed to three reports aimed at cutting down workload in three key areas: marking, data and lesson planning. For example, the DfE report, *Eliminating unnecessary workload around marking*, clearly states: 'Marking – providing written feedback on pupils' work – has become disproportionately valued by schools and has become unnecessarily burdensome for teachers.' The report gives a number of recommendations on cutting workload around marking, and references the Ofsted requirements. Schools are challenged to cut down workload relating to marking in order to make it '*meaningful, manageable and motivating*'.

Find further advice from the NASUWT and links to the DfE workload documents at:

<https://www.nasuwt.org.uk/advice/conditions-of-service/workload.html>.



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