



# General Meeting

**Hackney branch of the NEU**



UK Disability Month:

# Teachers and mental health

Michael Watts of Harrington Hill Primary school speaking on Mental Health

**Plus a discussion on Disability and Art with Richard Rieser UKDHM coordinator**



## Monday 20th November @ 5pm

(Food & drink from 4.45pm)

**The Urswick School**  
**Paragon Road**  
**E9 6NR**

Crèche available/ childcare expenses paid  
Cab fares will be paid



### Agenda

1. Request for Suspensions
2. Minutes from previous General Meeting
3. Matters arising (10 minutes)
4. Fixed business (see above)
5. Information from committee meetings (see minutes)
6. Secretary's and Officers report including reports from schools
7. Conference Motions—Bring copies of any motions you would like to send to NEU/NUT Conference at Easter 2018
8. Motions
8. Correspondence
9. AOB

**Solidarity Night For Refugees In Calais**  
**Saturday 2nd December**  
**7.30pm to late**  
**Cafe Z Bar 58 Stoke Newington High St**

## MOTIONS

### UK Disability History Month

Hackney Branch of the NEU has supported UK Disability History Month since its inception in 2010 . This year's theme is 'Disability and Art'. The National Disability Arts Collection and Archive (NDACA) has collaborated to produce activities for schools. This branch had 4 delegates at the day Conference on Disability and Art at Hamilton House on 21st October. UKDHM is important as the inequality and harassment disabled people experience, especially young disabled people, shows no sign of improving. In addition, we note with concern the recent UN Report on the UK Government which characterises their approach as containing 'grave and systematic violations of the rights of persons with disabilities'.

HNEU encourages all schools to especially include Disability and Art studies in the curriculum during this month and to have assemblies on this issue.

HNEU agrees to make a donation of £100 to UK Disability History Month and £100 towards the Launch in Parliament on November 22nd.

Proposed: Susie Burrows

Seconded: Lisa Murphy

### SEND Arrangements Consultation

Hackney NEU /NUT Branch reaffirms the policy on SEND adopted at the AGM last July and agrees to publicise the following position throughout the Borough and to make the points in the SEND Arrangements Consultation.

1. We recognise that funding bands may be administratively useful, but they also fetter the discretion of the Hackney Learning Trust to meet individual pupils SEND provision, which must be the priority in any SEND provision.
2. As much of the notional money in element 2 funding never benefits the SEND students, we call on the Hackney Learning Trust to seek to introduce a voluntary ring fence with schools around both notional SEND element 2 funding and a compulsory ring fence around all element 3 funding.
3. We reject the idea that students who need top up funding above £16,951 should be in special schools. Parents have a right to exercise a choice of mainstream schooling even if it costs more than this arbitrary level. We therefore call for a new flexible Level 6 funding above £16951.
4. We welcome the flexibility in the new approach but reject the reduced levels of funding which will impact on teachers and support staff through increased workload and make it more likely for inclusive placements to break down thereby costing the Borough even more.
5. We reiterate our support for inclusive education and call for the development of more resource provision in mainstream schools, the prioritisation of training for all staff on the methods of successful inclusion for SEND students with a regular programme of central training and persuading all schools to devote 1 training day a year to wholeschool SEND training.

Mover Richard Rieser

Seconder Susie Burrows

### Minutes of HTA General Meeting Monday 16<sup>th</sup> October

**1. Request for suspension of standing orders.** Agreed to take emergency motion on victimisation of Lisa Murphy by the HLT as first item of business.

#### **2. Motion on Victimisation of Lisa Murphy by the Hackney Learning Trust**

“Lisa Murphy, an Irish woman teacher, is an area coordinator for SEND in Hackney Central with 30 years teaching experience delivering excellent services to the children and families of Hackney. Lisa was previously deputy head and a member of the Inclusion Team. In her current post Lisa has been

employed on the Leadership scale on teachers' terms and conditions since September 2014. Earlier this year, Lisa became very ill, as a result of the continued stress of excessive workload and bullying from her employer, since taking up this post. Her Doctor and Occupational Health put forward a series of reasonable adjustments for a graduated return to work and were negotiated by the NUT on Lisa's behalf and agreed by HLT. These included regulating workload and ensuring work-life balance, which were only partially put in place.

From August the supervision was not implemented. On 18<sup>th</sup> September, after Lisa's visit to a placement of a student with an EHC Plan and safeguarding issues, a phone call was made by the principal, to Paul Kelly, head of Safeguarding, alleging conduct issues. No signed complaint was received, only hear-say. Lisa was sent home on 'Special Leave'. Meanwhile Lisa and NUT/NEU caseworker, Richard Rieser, answered the points raised in the phone call and said there was no case to answer and accused the HLT of being on a 'fishing trip' to find evidence against Lisa Murphy. When Lisa and her union rep said she wanted to return to work on Monday 2<sup>nd</sup> October the Learning Trust said she would be immediately suspended if she did. When Richard asked at the meeting on 25<sup>th</sup> September what procedure was being followed, they answered "none yet". Now an investigating officer from outside the Trust has been appointed and we are told by HLT he is operating "in the Section 5: Procedure: Formal action at the investigation phase of the Disciplinary Policy."

Lisa Murphy is and has been an NUT activist, HTA Committee member and has challenged the lack of transparency and equality by the Senior Management of the HLT with 2 grievances, which she withdrew, because she was scared of the consequences of not withdrawing. After this, she was threatened by the Assistant Director Andrew Lee, a close colleague of Paul Kelly.

The Hackney Branch of NUT/NEU calls for Lisa Murphy's reinstatement, the dropping of these trumped up charges and the full implementation of reasonable adjustments required under the 2010 Equality Act and calls for implementation of clear and transparent policies on complaints, grievance and discipline in every case. Failure to reinstate will lead to a request to the National Action Committee for a ballot for action of relevant members for Lisa's reinstatement".

Agreed

Also agreed to send copies of this motion to the Mayor, Deputy Mayor and Ann Canning.

**3. Minutes from previous meeting.** Add Conor and Tom elected to committee.

**4. Matters Arising from the minutes:**

Disability motion agreed by HTA at previous meeting is now on the NEU Conference agenda.

Following on from motion at previous meeting on Opposing Racism in the Justice System, Stand Up to Racism stall is available at back of meeting room.

**5. Fixed business**

Speaker booked, Jak Beula, gave apologies but sent message via video. Meeting was also addressed by Anthony Vaughan. Both speakers spoke on promoting Black History in the Curriculum.

**6. Secretary's Report**

School Funding: NEU is supporting a demonstration against the public sector pay cap on Tuesday 17<sup>th</sup> October. Encourage all members to attend.

Workload: Reps shared issues which have been raised in their schools regarding workload.

**7. Motions:**

Hackney branch of National Education Union (HNEU) recognises the contribution of the Nubian Jak Community Trust an African and Caribbean community educational organisation with a remit to commemorate and celebrate the diverse history of modern Britain its objectives include the promotion of social equality and to encourage activities that promote cultural diversity in society. Recognising stalwarts of Black History by honouring them with blue plaques placed around the UK. Creating projects which inform cultures about each other and forge stronger links with all nationalities. They also set up the African and Caribbean Memorial involving a series of events to remember African and Caribbean soldiers who took part in great wars.

HNEU agrees to make a donation of £100 towards the continued good works of this Trust.

Carried

**8. AOB**

Teachers at Charlton Park Academy are on strike in defence of their sick pay entitlements.

Agreed to send a message of support.

Event is being held on Saturday 21<sup>st</sup> October on Disability and Art.

Immigration Museum is open in Lambeth until February.

Wakefield and Doncaster Academies are campaigning to go back to local authority control.