

Enough is enough! Vote now.

Thousands of NEU members across the country have already voted in the formal strike ballot. The ballot is for a fully-funded pay rise in line with inflation. If you have not yet voted please check your post for this envelope, containing your ballot paper.



Need a ballot paper?

If you have lost, or not received, your ballot paper, please email ballot enquiries@neu.org.uk to order a replacement.

5 reasons to vote for strike action on pay and funding

- 1 Because the value of your pay has fallen by at least 20% since 2010;
- 2 Because you deserve a pay rise in line with inflation;
- 3 Because schools desperately need more funding;
- 4 Because schools are struggling to recruit teachers and support staff;
- 5 Because the government must value education and value educators.

In order to take strike action the law requires us to meet two thresholds:

- We must get at least 50% turnout; and
- 40% of the entire ballot group must vote for strike action.

In practice that means:

- If we reach 50%, we need an 80% yes vote;
- If we reach 60% turnout we need approximately a 68% yes vote.



See inside and on the back page for more on the pay ballot >>>

But, if we get a 49.9% turnout we can't take strike action, even if the Yes vote is 100%.

So, every vote really does matter - whatever your view, please vote in the ballot.

Pay

There should be no surprises!

Pay and Pay Progression: key points

1. Pay needs to be assessed annually by 31st October (except progression from M6 to UPR1, when this is the deadline for applications). All pay rises are backdated to 1st September and we expect this will be paid in the November pay packet.

2. There should be NO surprises! If there have been any concerns about performance they should have been flagged up as part of the Performance Management process and support put in place. It is not justifiable to withhold pay progression otherwise – and we would argue that once you have met any reasonable targets set in support you should also progress.

3. It is no longer the case that you have to have two years before you progress on UPR for teachers, and Hackney policy has been amended to reflect this. Applying for UPS1 need not be onerous. You can use the Hackney form, and copy in PM records and so on, or your school may have a more streamlined process. Staff do not need to complete an Upper Pay Range application form to move up the Upper Pay Range.

4. A key issue is the interpretation of what is meant by contributing to the 'wider life and ethos of the school' (Teachers' Standards) and what the criteria for UPR are. Some key points:

– It does not mean doing a job that should be covered by a TLR and taking on extra responsibility, such as leading a curriculum area, should not be a condition for being paid on the Upper Pay Range.

– STPCD: Section 3 Paragraph 48: *“Teachers are expected to contribute, both orally and in writing as appropriate, to curriculum development by sharing their professional expertise with colleagues and advising on effective practice. This does not mean that they can be expected to take on the responsibility of, and accountability for, a subject area or to manage other teachers without appropriate additional payment.”*

Key documents:

School Teachers Pay and Conditions Document 2022 (STPCD). This is statutory for teachers in maintained and voluntary aided schools. Many – but not all – academies also use, though they may amend it.
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1110990/2022_STPCD.pdf

Hackney 2022 – 2023 Pay Policy.
<https://www.hackneyservicesforschools.co.uk/extranet-document/pay-policy-schools>

– The requirement is covered by teachers taking part in whole school activities, the pastoral care we provide, collaborating with each other, contributing to INSET, working with parents and governors, mentoring ECTs or Student Teachers, supporting a colleague or colleagues, or developing something a particular area of work you are interested in – not a permanent responsibility for a curriculum area.

5. Schools should have regard to mitigation: for example, if Covid/lockdown made meeting some objectives impossible, this should not prevent pay progression. Similarly, a change of leadership within the school is not grounds for refusing progression: it is the school's responsibility to ensure PM takes place and appropriate objectives are set.

Pay and Equalities

Under the Equalities Act it is illegal to discriminate against staff on grounds of race, sex, gender, sexual orientation, age or disability. We know black staff, women on or returning from maternity, women over 50 and staff with disabilities have previously raised concerns that they have been discriminated against in terms of pay progression, and schools should monitor this for equalities.



Maternity Rights and Pay

The Equality Act protects you from discrimination from when you become pregnant until your right to maternity leave ends and you return to work. This includes any illness related to their pregnancy, including related time off and maternity pay, including pay progression.

Any employee returning to work from maternity/adoption/paternity leave (be this ordinary or additional), is entitled to return to the same job on the same terms and conditions as held before the leave began, as if they had not been absent. Any changes within the school, for example due to re-structuring, should involve them in any negotiations and they cannot put you at a disadvantage on your return.

Paternity or maternity leave should not go against your pay progression. Whether you are about to go on maternity leave, just returned or are on maternity leave, you should still apply to move onto the UPR and are entitled to a yearly pay review.

We will support members and reps in appealing to appeal if necessary: schools need to be consistent and fair, and ensure they are aware of relevant legislation.

Disability rights

UK Disability History Month is here again

UK Disability History Month (UKDHM) was set up in 2010 supported by Disabled People's Organisations, NGOs, NUT, ATL and now NEU, other Trade Unions, Community Organisations, Local Councils, Universities and a growing number of schools and colleges.

It is held each year in the month before the Christmas break. This is from the end of Anti-Bullying Week and covers International AIDs/HIV Day (1st December), International Disabled People's Day (3rd December) and International Human Rights Day. The purpose is to raise the profile of Disability Equality from the Social Model perspective by celebrating our lives, challenging Disabilism and striving to achieve equality.

The Disabled People's Movement see Impairment as the loss or limitation of physical, mental or sensory function on a long term, or permanent basis. Disablement is the loss or limitation of opportunities to take part in the normal life of the community on an equal level with others due to physical and social barriers. (Disabled People's International 1981.)

Now in its thirteenth year, the theme this 16th November to 16th December is **Disability, Health and Well Being**. Covid-19 took its greatest toll of life amongst disabled people in the UK with a death rate three times the non-disabled population. Identifying people as



vulnerable did not help. What was needed was robust risk analysis, identifying risks and minimising them. This was not done. Instead, disabled people were excluded from ventilators, subject to involuntary 'Do Not Resuscitate Notices', infected by thoughtless discharging into Care Homes and not provided with essential information in accessible ways or essential care, food and medicines. All of which run in the face of the UK's International Human Rights obligations under the UN Convention on the Rights of Persons with Disabilities.

According to the Government, there are 14.5 million disabled people in the United Kingdom, that is 24%. The definition to get to this figure is the medical one in the Equality Act "if you have a physical or mental impairment

Calling all supply or agency staff

Supply Teachers are not being included in the strike indicative ballot or the actual vote sent through the post.

The government has passed legislation to say that says the Agency Workers can be brought into schools, replacing striking teachers in order to break or undermine the strike. We are asking supply teachers not to work on these days.

Agency Workers Regulations (AWR) and parity pay

You have three months to contest the dodging of parity pay by the agency or agencies after 12 weeks of working. If your agency hasn't paid you parity pay after 12 weeks you need to contact the NEU immediately. There are only three months to contest this.

School Teachers pay

In most cases parity pay is that of STRB

(the School Teachers Pay Review Body). Agency pay rates before 12 weeks are often a lower rate than STRB and can continue if you don't contest them. Your pay (STRB) can be worked out on the NEU's pay calculator on the NEU's website: neu.org.uk/pay-calculator

You can get parity pay even if you are part time or infrequent workers over time, as long as you have enough pay slips to prove you have worked for the equivalent of 12 weeks. Watch out for 'firing' before 12 weeks is up if on long term work, so the agency can avoid giving you parity pay.

Hardship Fund

Any teacher taking strike action and experiencing financial difficulties that are 'significantly greater than that faced by the generality of members' can apply to the Hardship Fund for support.

that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities". This means, in terms of school children, those identified with school support with SEND, all those with an EHCP and all those who have long term conditions that affect their normal day to day functioning are disabled. We need to use the month and indeed the whole year to empower them as young disabled rights holders, to understand how disabled people have been treated now and in the past and to be confident in claiming their rights. They have the right not to be harassed and bullied, not to be discriminated against

and the right to reasonable adjustments.

As education staff we need to understand that history is full of examples where disabled people have not been viewed as fully human. We must incorporate the understanding we gain from examining the past into our core values and practice and become champions of disabled people's rights, whether we are disabled ourselves or not currently. Raise UKDHM and its theme in assemblies and class work.

● www.ukdhm.org has many resources and activities to help you raise UKDHM in your schools and classes.



District Meeting

Hackney District NEU



Have you voted? Post your ballot now!

Disability History Month

The Covid Pandemic has demonstrated just how fragile the Rights disabled people have secured for themselves are. The medical model approach to disability means the barriers that compromise their health are not identified and acted upon. **Richard Reiser** (World of Inclusion) will discuss disability and well being

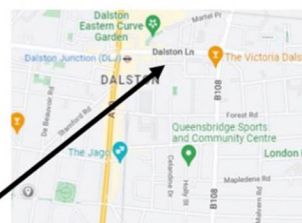
Monday 14th November @5pm

All education workers who are members of the NEU are welcome

Hackney CVS

The Adiaha Antigha Centre,
24-30 Dalston Ln, E8 3AZ

Also on zoom (see below for details)



Childcare expenses and cab fares will be reimbursed

Agenda

1. Request for Suspensions
2. Minutes from previous General Meeting and matters arising (10 minutes)
3. Fixed business (see above)
4. Secretary's and Officers' report; conference motions
8. Motions
10. AOB

Food and drink will be provided

Zoom meeting ID: 922 6744

7052 Passcode: 156225

Hackney NEU phone 0208985 2056

@hackneyneu

Hackney NEU

National ballot on pay and funding

Keep up the ballot momentum

by **NANCY PERRIN**,
NEU Rep at William Patten

After the first week of the postal ballot being opened, it's very important that we keep up the momentum and get those votes in the post!

- Activate your dashboard - you will have received various texts where you can access your dashboard. One list for support staff and one for teachers.
- The dashboard needs to be completed manually. This is different from the previous indicative ballot - it won't be completed remotely at all.
- The best way to find out whether members have received/posted their ballot papers is to go and talk to them. If you have a lot of members, get your 'ballot volunteers' to help out with this.
- Keep your dashboard up to date and fill in the google docs survey so that the Hackney NEU office can see how things are going.
- We have a Whatsapp group for NEU members at my school - this is great for sending gentle reminders and answering questions.
- If you need any pay campaign leaflets, posters, stickers there are lots in the office, or let them know and they can send them out to you.

● Any problems - let the Hackney office know. Someone might be available to come into your school and facilitate a meeting about pay and the ballot if you think that might be helpful. They can also ring members if you are having trouble getting around to talk to them in person.

Good luck!

- **Ring the Hackney NEU branch office: 0208 985 2056**



Our banner on the 30,000-strong protest in London on 5th November (below) against the cost of living crisis and demanding a general election.



Solidarity – build the fight!

Workers are already suffering from inadequate pay rises, as well as inflation, fuel bills and now a huge rise in mortgage payments.

Children in our schools are going hungry and their education is suffering. And we know that on 17th November the Tories will announce a further round of austerity designed to make us pay for the crisis they have created over while they hand over huge amounts of money to banks and privatisers! We need a fightback.

Support fellow workers:

- Send messages of support via [@hackneyfightback](https://twitter.com/hackneyfightback) or hackneyfightback@gmail.com

- Get to picket lines if you can and do a collection for the strikers!

CWU: postal workers are striking

Thursday 24th, Friday 25th and Wednesday 30th November and on Thursday 1st December. Picket lines will be at:

- Bethnal Green Delivery Office, Emma Street, 10 Emma Street, E2 9AH
- Stoke Newington Delivery Office East Bank, 48 East Bank, London, N16 5QB
- Hackney North Labour Party are organising a benefit event on Friday 2nd December: The Old Church, Stoke Newington Church Street, 7.30 to 11pm

Homerton Hospital UNISON are balloting Health workers in the NHS over pay. The RCN are balloting nurses over pay and are expecting a huge YES vote for action.

Hackney UNISON: stop cuts in the library service

Wednesday 23rd November: Protest at the Council: 6pm Hackney Town Hall. Sign their petition: <https://hackney.unison.site/2022/09/29/s-ave-our-libraries-service/>

University and College Union

Our colleagues at New City College, Hackney have taken strike action and are still in negotiations.



Hackney District NEU
Call us: 0208 985 2056

Email us: david.davies@neu.org.uk
or sandra.hall@neu.org.uk
Write to us: 2nd Floor, 6-15 Florfield Road, Reading Lane, London E8 1DT

It's not a vote...

Civica Election Services
London
N81 1ER



NEU STRIKE BALLOT

...until it's in the post