

Less pay, less funding, less teachers

We must not give up. Our campaign on pay continues as indicative ballot comes to end.

Teachers' salaries in England have dropped by more than a tenth in the last decade while their earnings have risen in comparable countries, according to an influential international study by the Organisation for Economic Co-operation and Development. The detrimental effects on the profession continue to be felt especially in London

Hand to mouth

Teachers in the capital have described how the pressures of low pay and high cost of living in the capital are leading many to consider moving away or even giving up the profession.

One teacher in Newham, paying 65 per cent of their salary on rent, said: "I live hand to mouth each month. I have no savings and currently have £21 in my bank account to last me six days."

This is why our campaign is so vital.

However the crises in funding shows why the second part to our campaign is equally important.

More broken promises

NEU analysis of the new figures from the Government (published on 17th December) shows that, shockingly, they have broken their meagre promise of an increase for all schools. For 4,819 schools – that's a quarter of primary schools (25%) and one in six secondary schools (17%) there will be NO increase in funding and in some cases actual cuts.



Hackney teachers were on the big protest in central London in November against the government's education funding cuts.

Kevin Courtney, Joint General Secretary of the National Education Union, said: "This is yet another failure and another broken promise by Government on school funding... Parents and school staff simply cannot trust what the Government says on education funding."

Begging letters commonplace

"Schools and sixth form colleges have been systematically underfunded with £2bn a year taken away from them since 2015. This is not pin money, it cannot be retrieved by just good housekeeping. Up and down the country schools are increasing class sizes, reducing teachers and school staff, cutting subjects from the curriculum and leaving building repairs undone. Ask any parent and they will tell you that begging letters

for financial support are now commonplace. The School Cuts campaign, alongside parent groups and MPs, will continue in 2019 to argue the case that our children's education is vital. For it to be of the quality and breadth that we expect, it needs funding to match that expectation."

Indicative ballot ends Friday 18th January but the campaign must continue.

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- Become an NEU rep in your school...
- ...or a Health & Safety rep
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Black Teachers Conference 2019



Members of the Hackney delegation.

'I learned I need to become more active'

We had our biggest delegation yet to the last Black Teachers Conference (BTC) to be organised by the NUT. We spoke to delegates about their experience.

What was the best thing about this Conference?

"This BTC gave me the opportunity to meet lots of professionals from all over the country and to see first-hand the different kinds of work done by the

NEU. As a new member of the union and a new trainee, I thought the whole weekend was a really nice way to find out about different things I can get involved in through the union."

"I enjoyed the speakers and I also

enjoyed spending time with like-minded professionals."

"Being a delegate at the biggest and most dynamic BTC was very inspiring for me. Attending these conferences has become a tradition for me, something which I look forward to each year. This report is entitled 'Fellowship is life' – my secondary school's motto – because the conference reminds me of a school reunion."

"From the start there was an overwhelming sense of comradeship as I greeted the familiar faces I have grown to know over the years, and smiles, handshakes, hugs and even kisses are exchanged as we settle into the weekend's activities. I looked forward to the array of workshops."

What did you learn?

"I learned about the fascinating work

that the NEU does, lots of inspiring work to improve education around the world through the International Solidarity committee. I also learned about the host city, Bristol, from its Lord Mayor and Mayor, who both spoke to the delegation. Most importantly, I learned, even though people of colour are often minorities in the workplace, that we are not alone, and in fact there is a whole network of support available."

"I learned that I need to become a more active participant in the union. I have knowledge to acquire and also to share."

"My first workshop was 'Teaching in a hostile environment', led by the calming and gentle Arthur Torrington, the founder of the Windrush Foundation. It was an inspiring educational journey of a generation of over 500,000 Commonwealth citizens and their settlement and contribution, which went on to change British society. I was particularly moved by this workshop as many members of my own family, including my father, formed part of this historic legacy that has paved the way forward for us today."

What will you do next?

"Moving forward, I hope to be elected to attend the annual NEU Conference so that I can continue to learn about the union and also expand my network. I found being part of the ballots at BTC very informative and empowering and so would like to continue this level of engagement."

"I would like to be a delegate to NEU Conference at Easter. Until then, I would like to continue attending local events and promote the NEU to other teachers and staff at my school."

"In the longer term I would like to get involved with the International Solidarity group and maybe participate in some of their work abroad."

"I am going to be a more active participant. I am considering being an NEU rep."

"Delegates were able to share current experiences in their schools, and I'm looking at ways in which we can introduce our Windrush era history to schools and looking forward to more resources being made free to schools."

● Many delegates came to the following General Meeting to report back and we look forward to them continuing as activists in the future.

Become an NEU rep...

Help make a difference

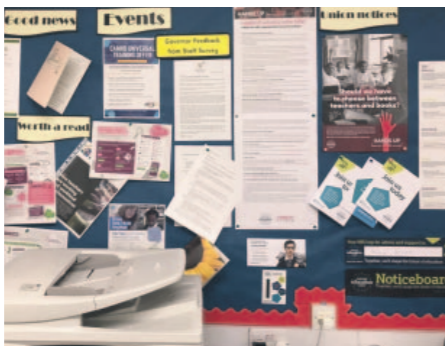
Being a union representative can sometimes be time-consuming but it is always rewarding. Talking to other NEU reps, I often find that most do not have time out of class. As a rep in Hackney you are entitled to a minimum of one hour per week facility time.

As a rep it is essential to have a noticeboard (see example below right, cleverly placed near the photocopier) that all staff can see and update it regularly with the information sent to you by the Hackney NEU office.

When you have a 'win' in school, however small, share it with all your members to show the importance and relevance of the union. Feedback from schools at a recent reps' training day on successes included such examples as the re-think on marking policy, in other words finding an issue however small which can improve conditions for staff and shows it is possible to change things.



Our regular reps' training days are always lively, useful and food for thought.



The role does not have to take up lots of time. In five minutes you could recruit new members, update your notice board and inform your members about HNEU's upcoming events. In 10 minutes you could keep members informed by distributing information about the union's current campaigns, plus check and update your membership list. In 20 minutes you could meet with the head teacher, organise a union meeting in

school and advise members on any concerns they have.

Remember you are not alone.

There are officers available in the office to offer support and advice.

Join our Whatsapp group to share news and concerns. E-mail carly.slingsby@neu.org.uk (our Young Teachers officer).

● In an emergency you can always call the NEU Adviceline on 0203 006 6266.

...or a Health & Safety rep

A vital role in the workplace

Being a Health and Safety (H&S) Rep is another way to support NEU members in school. You can work with the NEU Rep to consider ways to keep members safe both physically and mentally.

It's 40 years since trade unions had legal rights under the safety Representative & Safety Committees Regulations 1977 to improve H&S in the workplace.

Work provides social status and aids self-esteem and offers a way for people to make a contribution, to reach their full potential and to develop valuable social networks. Everyone has the right to a safe workplace.

The best way to ensure protection is to have a union H&S rep that promotes safety in the workplace. It has been recognised that schools with an H&S rep are safer and healthier as a result.

An H&S rep offers:

- Professional recognition.
- Paid time off to carry out duties and training.
- Training provided to develop skills and knowledge – to investigate potential hazards and accidents, complaints, make representations and carry out safety inspections; consult employers; taking up issues; to inspect documents.

● Help to reduce injuries at work.

● Reductions in the level of ill-health caused by work.

● Encouragement for greater reporting of injuries and near misses.

● Ability to make workers more confident.

● Help to develop a more positive safety culture in the organisation.

Please consider becoming your school's H&S rep. If you need more information contact Sandra Hall, Hackney's Health & Safety Adviser (sandra.hall@neu.org.uk), or take a look at: www.teachers.org.uk/members-reps/health-and-safety-reps.

HOLOCAUST MEMORIAL DAY

NEVER AGAIN!

PUBLIC MEETING

3–5pm, Sunday
27th January

SPEAKERS:

● Cllr Sade Etti
● Sue Huges,
Jewish Socialist
Group

● Rob Ferguson,
Jewish anti-racist
activist, convenor
Newham SUTR

VENUE:

St Paul's Church West Hackney
182 Stoke Newington Road
London N16 7UY

Holocaust memorial day offers a grim reminder of where racism and fascism lead.

The Nazis murdered six million Jews between 1941 and 1945 – a third of Europe's Jewish population. A further five million, including disabled people, Roma people, LGBT+ people and political opponents, perished at the hands of Hitler's regime.

Seventy-five years after the 'Final Solution' we are once again witnessing the rise of the far right around the globe.

Unscrupulous politicians and media outlets are using economic crisis, poverty and war to fuel vicious Islamophobic and, increasingly, antisemitic scapegoating.

Donald Trump's routine racism, Theresa May's desperate scapegoating of migrants, Hungarian Prime Minister Victor Orban's remorseless fuelling of antisemitism, UKIP leader Gerard Batten's embrace of Britain's top Nazi, Tommy Robinson, all have murderous consequences.

We see it in increasing numbers of attacks on Muslims and Jews on our streets, the deaths of thousands of refugees in the Mediterranean and horrors such as the mass murder at the Tree of Life synagogue in Pittsburgh by a Nazi gunman.

Hackney Stand up to Racism's Holocaust Memorial Day meeting is an opportunity to reflect on the past and to pledge ourselves to renew the fight against racism and fascism in the present.

Refugees are welcome here!

As teachers and support workers we are proud to welcome refugees into our schools, and seek to support students through what is often a difficult and traumatising for children who may have travelled thousands of miles, sometimes unaccompanied.

We were very proud that in Hackney Schools and at our reps' training in November we collected over £185.

We took the money to the Refugee Solidarity event organised by Hackney Stand Up To Racism held at the Z bar in Stoke Newington, supported by over 70 people. We were able to hand nearly



A speaker at the very successful Refugee Solidarity event in December.

£1,100 to Care4Calais, who work to support refugees stranded in Calais – including children, many of whom have the right under the Dubs' amendment to come to this country.

Unfortunately, our government doesn't seem to care, and are more concerned about scapegoating refugees and migrants as part of the hostile environment that has seen members of the Windrush generation threatened with deportation and

hardship. We saw the disgraceful hyping up of a so-called crisis over Christmas when fewer than 200 desperate people tried to cross the English Channel. They don't need warships, they need support with settling here and making a new life in this country.

Can you help?

Stand Up To Racism has called a day of Solidarity with Refugees on Saturday 9th February. We are hoping to send a delegation to Calais, and encourage collections for Care4Calais. Can you do one in your school?

Dates for your diary:

- Holocaust Day Memorial Meeting: Sunday 27th January 3-5pm, St Pauls' Church, Stoke Newington.
- Saturday 9th February: Solidarity with Refugees.
- Saturday 28th February: Stand Up To Racism Trade Union Conference.
- Saturday 16th March: International anti-racist day demonstration.

Hackney NEU



General Meeting

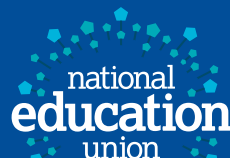
Monday 21st January
at 5pm

at Urswick School,
Paragon Road, E9 6NR

Crèche available/childcare paid.
Cab fares will be paid.

LGBT+ History
Month in Hackney

Speaker:
Mayor Philip Glanville



Hackney

How to contact Hackney NEU

Call us: 0208 985 2056

Fax us: 0208 533 9285

Email us:

david.davies@neu.org.uk

sandra.hall@neu.org.uk

All social media is currently being updated

Write to us: 2nd Floor,

6-15 Florfield Road,

Reading Lane,

London E8 1DT