



## Union Reps Group Meeting

**Tuesday 19<sup>th</sup> September 2023 @2.15pm FHS Research Hub.**

### Present

Chair - Fiona Hammans  
 Ben Harrison (NASUWT)  
 Tracey Miles (Unison)  
 Michaele Philbin (NEU)  
 Hannah Schofield (NEU)  
 Andrew Walker (NEU)  
 Dan Whitley (NASUWT)  
 Debbie Brooks – taking notes

### Apologies

None

**Copies** Heads, JT, ZB.

<b>1</b>	<b>Welcome and apologies</b>
	<p>All were welcomed to the first meeting of this academic year and a formal welcome was extended to Andrew Walker.</p> <p>Thanks were given to all staff in JMS and FHS for being so flexible with the present building difficulties. RCS staff were also thanked for being so welcoming to the preschool staff.</p>
<b>2</b>	<b>Minutes and matters arising from 22<sup>nd</sup> June 2023</b>
	<p><b>Directed time</b></p> <ul style="list-style-type: none"> <li>• Allocation of directed time for training at JMS has now been included on the school calendar.</li> <li>• The FTZ calendar is under discussion and has not yet gone to all staff.</li> <li>• No problems with this for RCS.</li> </ul> <p><b>Ideas to motivate and reward teachers at the top of their pay scale/spine</b></p> <ul style="list-style-type: none"> <li>• CEO has encouraged Headteachers to look at this.</li> </ul> <p><b>H&amp;S</b></p> <ul style="list-style-type: none"> <li>• CEO has followed up the discussion around working in the hot weather with two of the three schools and the temperature is being monitored. Information from this monitoring will inform the next course of action.</li> </ul>
<b>3</b>	<b>H&amp;S - RAAC</b>
	<ul style="list-style-type: none"> <li>• JMS - A DfE commissioned surveyor will be in attendance on Friday (22/09/2023) and will give a verbal confirmation as to whether RAAC is present or not. A decision will then be made as to the next course of action. The actions could be:       <ul style="list-style-type: none"> <li>- If RAAC is not found then all staff and pupils back into school on Monday.</li> <li>- If RAAC is found to be in some areas, then temporary accommodation will be needed.</li> </ul> </li> </ul> <p>Meetings about this have already taken place and orders have been placed for temporary classrooms and requirements around this (these will be cancelled if they are not required).</p>

	<ul style="list-style-type: none"> <li>- If the school is found to have RAAC in many areas then this will be a longer process with a new building being required.</li> <li>- Contingency plans are in place.</li> <li>• The situation at FTZ and RCS is such that it is very highly unlikely that RAAC has been used in these buildings (ie invasive surveys or visual confirmation).</li> <li>• The Trust has commissioned two more surveys to confirm that there is no RAAC present at RCS and FTZ, to be absolutely sure.</li> </ul>
<b>4</b>	<b>Printers at FTZ</b>
	<p><b>Issues:</b></p> <ul style="list-style-type: none"> <li>• The new printers/photocopiers are performing inconsistently.</li> <li>• There has been no training for staff.</li> <li>• Reprographics team are struggling with the new machines in terms of space in the room and the working of the machines themselves.</li> </ul> <p>CEO - this is a new contract. The Central Team sought a new provider and found Sharp to be 9K cheaper than the previous provider as well as cheaper per copy prices. Very limited engagement by school prior to contract spec finalised. Once new company agreed, Sharp did not identify that the printers were going to be industrial size. There has been limited engagement with the available training.</p> <p><u>Learning</u> Pre to changing contracts:</p> <ul style="list-style-type: none"> <li>• Hold discussions about the type of machine needed and what it needs to do by school</li> <li>• Engage with training – school staff.</li> </ul> <p>Central staff to ensure to ask the question about size/noise levels of new machines in advance of replacement.</p> <ul style="list-style-type: none"> <li>• Also Staff are doing their own printing when it should be sent to Reprographics (links to admin tasks that teachers should not be doing). JMS staff have been encouraged to send printing to Reprographics, especially the larger jobs, and this works well.</li> </ul> <p><b>Action:</b> <u>CEO to follow up with the central team and IT – ensure machines are working properly.</u></p> <p><b>FTZ Whiteboards</b></p> <ul style="list-style-type: none"> <li>• there are more whiteboards in school and there has been no training given. There was an expectation that those who have worked out how to use them will train other staff members.</li> <li>• There are video support materials which are useful, but there are a variety of different models within the school.</li> </ul> <p><b>Action:</b> <u>video training material for the most recent boards to be sent out to staff.</u></p>
<b>5</b>	<b>Update on pay award and extant Union action</b>
	<ul style="list-style-type: none"> <li>• Recommendations will be going to the Trust Board at the start of October and they will be back dated to 1<sup>st</sup> September. This will be in the October salaries. This is the 6.5% uplift in teacher salaries ( <b>NB</b> please see the post meeting notes at the base of these notes)</li> <li>• Pay band increases, as a result of appraisal will be in the November salaries for teaching staff.</li> <li>• This information will be included in the CEO's next staff newsletter.</li> <li>• Support staff pay continues to be in national discussion.</li> <li>• This is in line with the OCCs recommendations for maintained schools.</li> </ul>

	<p><b>Union action</b></p> <ul style="list-style-type: none"> <li>• NASUWT website has a list of directives for members: <a href="#">NASUWT   Action Short of Strike Action Instructions for Schools (England)</a></li> <li>• The last two items on the list are new.</li> <li>• The view of members is that these directives will not affect schools in the Trust as much as other schools in other Trusts.</li> <li>• JMS middle leaders have been asked to develop folders of information, which could be used for a Mocksted/deep dive, and support improving consistency of practice across the faculties.</li> <li>• Overall concerns about workload, and for TLR postholders some work not in directed time. What work can be removed to allow this to happen?</li> <li>• JMS has been in the OFSTED window since May.</li> <li>• JMS tutors have been asked to track attendance of their tutees and make telephone calls to follow up absences.</li> <li>• Descriptions of additional tasks and directed time hours required by TLR holders should be clear and standardized across the Trust.</li> <li>• Overall Trust push to lower workload across the year.</li> <li>•</li> </ul> <p><b>Action: CEO/JT</b> <u>discussions about TLRs; clarity and alignment across the 3 schools to be part of the Heads' meeting agenda.</u></p> <p><b>Action: CEO</b> <u>to discuss workload for middle leaders with AW in fortnightly meeting.</u></p> <p><b>Action: CEO/DB</b> <u>workload to be kept on agenda across the year.</u></p>
6.	<p><b>Teacher survey responses</b></p> <p>Comments noted by the reps:</p> <ul style="list-style-type: none"> <li>• The schools were easily identified.</li> <li>• Some of the comments were unguarded and unpleasant.</li> <li>• There were no answers to the question of what can be done to retain and motivate staff.</li> <li>• The comments were individual and not looking at the wider perspective.</li> <li>• Comments regarding not understanding how the Trust operates or what the CEO does</li> <li>• Comments regarding not feeling connected to the Trust in terms of identity.</li> <li>• The Governors are not known – they don't come into schools (JMS)</li> </ul> <p>CEO - The Governance arrangements are now the same across the Trust so hopefully Governors will be more visible and accessible.</p> <p>- Most staff should not notice the difference at school level when joining a Trust.</p> <p><b>Action: CEO</b> <u>to include information in the next staff newsletter.</u></p>
7.	<p><b>Items from around the table</b></p>
	<p>None.</p>

**Next meeting: Thursday 16<sup>th</sup> November @ 2.15pm, Fitzharrys' Research Hub**

## Post meeting notes from FH (CEO) : **Teachers' Pay award**

Whilst the award is fully funded, the timeline is not as I had expected, which was that STPCD 2023 is now available and we can pay everyone in October. Next time I will check first!

The timeline follows:

### **For draft STPCD to become final STPCD 2023:**

- **10am on 21 September 2023** – close of Government consultation on draft STPCD and STRB's 33<sup>rd</sup> Report
- **end September 2023** – SoS is advised of consultation outcome
- **Mid-October 2023** – pay order is laid in parliament for 'praying' period
- **21 calendar days after pay order is laid** (assuming no parliamentary amendments received during the praying period) pay order will become law. This is the formal end of the process.
- **pay award backdated to 1 September 2023.**

This suggests (strongly) that the pay award will not be available for teachers to realise in their pay until November pay, which is when any uplifts through the appraisal process will be seen.

ALL uplifts, will be backdated to 1 September.

Please accept my apologies for getting the timeline wrong when we met earlier this week. And if there are any national delays to the timeline I will keep everyone informed.

Best wishes,

Fiona