

Join UNISON — your friend at work

PLEASE FILL IN THIS FORM IN BLOCK CAPITALS USING BLACK INK AND GIVE IT TO YOUR UNISON REP OR SEND TO THE ADDRESS BELOW.

FREEPOST RSKU-RRCA-HHS, EDUCATION, UNISONCENTRE, 130 ELUSTON ROAD, LONDON NW1 2AY.

1. YOUR PERSONAL DETAILS

Please tick or fill in the boxes below

Mrs Ms Miss Mr Other

First name Other initial(s)

Surname/Family name Date of birth / /

Home address

Postcode

National insurance number (from your payslip)

How would you describe your ethnic origin?

Bangladeshi Asian Other Black UK
 Chinese Black Black Other
 Indian African White UK
 Pakistani Black Irish
 Asian UK Caribbean White Other

Please tick this box if you require materials in a different format (eg large print or Braille) – be sure to supply contact details below

Please give a telephone number/voice/text/email address for UNISON to contact you – indicate if work or home
 Contact tel/voice/text/email

2. YOUR EMPLOYMENT DETAILS

Employer's name

Your job title/occupation

Department/section

Workplace name and address

Postcode Payroll number (from your payslip)

3. WHAT YOU WILL PAY – FROM 1 October 2003

Please tick the appropriate box for your earnings before deductions.

| Weekly pay | Annual pay | YOUR SUBSCRIPTION—WHAT YOU PAY | |
|-----------------|-----------------|--------------------------------|-----------|
| | | per week | per month |
| Up to £38.47 | Up to £2,000 | £0.30 | £1.30 |
| £38.48–£96.16 | £2,001–£5,000 | £0.81 | £3.50 |
| £96.17–£153.84 | £5,001–£8,000 | £1.22 | £5.30 |
| £153.85–£211.53 | £8,001–£11,000 | £1.52 | £6.60 |
| £211.54–£269.23 | £11,001–£14,000 | £1.81 | £7.85 |
| £269.24–£326.92 | £14,001–£17,000 | £2.24 | £9.70 |
| £326.93–£384.61 | £17,001–£20,000 | £2.65 | £11.50 |
| £384.62–£480.76 | £20,001–£25,000 | £3.23 | £14.00 |
| £480.77–£576.92 | £25,001–£30,000 | £3.98 | £17.25 |
| £576.93–£673.08 | £30,001–£35,000 | £4.68 | £20.30 |
| £673.08+ | over £35,000 | £5.19 | £22.50 |

Please tick the appropriate box to indicate how often you are paid
 Weekly
 Fortnightly
 Four Weekly
 Monthly

Please tick this box if you are a student member in full-time education (including student nurses or Modern Apprentices).
 Your subscription is £10 per year.

4. POLITICAL FUND

UNISON's Affiliated Political Fund (APF) is used to campaign for and promote UNISON policy and the need for quality public services within the Labour Party, locally and nationally, in Parliament and Europe. UNISON APF affiliates to the Labour Party.

UNISON's General Political Fund (GPF) is used to pay for campaigning at branch, regional and national levels of the union and for research and lobbying in Parliament and Europe. It is independent of support for any political party.

It is important that you indicate a choice of fund by ticking one of the boxes below. Your subscription shown above includes a political fund payment so you do not pay any more by being in one of the funds.

5. YOUR AUTHORISATION

- I wish to join UNISON and accept its rules and constitution.
- I authorise deduction of UNISON subscriptions from my salary/wages at the rate determined by UNISON in accordance with its rules to be paid over to them on my behalf and I authorise my employer to provide information to UNISON to keep my records up to date
- I authorise deduction of the following Political Fund payment as part of my subscription: Tick one box only
 Affiliated Political Fund General Political Fund

Now please sign and date below

Signature
 Date

OTHER WAYS TO PAY
 direct debit cheque

(please tick if appropriate)

If you have been a member of a trade union before, please state which one:

DATA PROTECTION

UNISON will process your membership information together with other information for administration, statistical analysis, conducting ballots and other statutory requirement purposes.

We may also send you newsletters, journals and surveys and let you know about educational and campaigning matters. We will disclose your information to our service providers and agents for these purposes.

If you do not want any mailings from UNISON besides those required by statute as shown in bold above, please tick this box.

We may share your information with organisations with whom we have a business relationship for your benefit. We, or they, may contact you by mail, telephone, SMS, fax or e-mail to let you know about goods, services or promotions which we think may be of interest to you.

If you do not wish to receive such information please tick this box.

Local Government Pension Scheme update

UNISON members eligible for the Local Government Pension Scheme in England and Wales were balloted over proposed changes to the scheme and voted 90.2% in favour of accepting these changes.

UNISON is the largest public service union and its members in

the LGPS span local government, police and probation, schools, colleges, universities, water, transport and environmental services, private companies and the voluntary sector.

The union led the negotiations which resulted in proposals to maintain the current contribution

levels for 90% of LGPS members, introduce a 50/50 'low-cost' scheme for the low paid, and move from a final salary to a career average scheme.

■ For detailed information on the proposals see: unison.org.uk/pensions/2014proposals.asp

Administration of medicines and medical support still a hot issue

UNISON has been in talks with the departments of Education and Health on administration of medicines and medical support in schools.

A revised policy has been under discussion but it will be even more streamlined, if in fact it is issued.

Whatever happens, there is a continuing need to campaign on the issue and joint work with the Royal College of Nursing will take place during the autumn.

Sign up to UNISON Schools Update email

Receive updates on issues that affect you at work, including pay, health and safety, and the latest government policies that impact on schools. Sign up at: unison.org.uk/news/maillinglist.asp

CONTACT

Telephone
0845 355 0845

Email
education@unison.co.uk
unison.org.uk/education/schools

Keeping in touch (continued from page 2)

The final question on the school business managers survey asked what UNISON should do on their behalf. The following replies will inform our strategy and should be of use to branches and regions:

- a joint union statement
- contact – “a visit or even the occasional phone-call” would be helpful
- facilitate school business managers’ networking
- raise profile of the role in different types of school,
- promote awareness among school leaders of all pay scales (not just teachers’)
- publish information about pay rates
- provide strong representation
- respond when urgent help is needed
- ensure school reps know they should represent ALL staff
- improve local reps knowledge of how schools work and different school roles
- campaign for:
 - full-year contract
 - enough paid working time
 - standardised national role description
- fund continuing professional development.

School business managers advocates can advise on courses and networks around the country. They are listed on the National College website and can be contacted by email. See: education.gov.uk/nationalcollege/index/support-for-schools/sbm-advocates.htm

Get campaigning order your T-shirt
from: unison.org.uk/resources/onlinecatalogue.asp



March for a future that works – 20 October

On 20 October hundreds of thousands of ordinary people will gather in central London to march for a future that works.

They'll be taking to the streets with their families and friends because they believe that government spending cuts and privatisation are not the way to get us out of recession. Instead, these cuts are standing in the way of delivering the jobs and growth that we need.

UNISON members believe cutting vital public services hurts the most vulnerable members of our society. People who can least afford to pay the price of the recession caused by the bankers.



We also know that austerity isn't working – and most forecasts suggest that we face years of stagnation. The coalition government has got it wrong and they need to replace austerity with policies to create a future that works.

We care about healthcare, education, local services and policing. That's why we are marching in London on 20

October. If you care too, join us.

Together we can send a strong message to ministers to insist they deliver an economic policy to create jobs and growth, a society that benefits from world-class public services and a commitment to a fairer future.

Together we are stronger.

■ Find out more and sign up at unison.org.uk/20102012/



Keeping in touch... with school business managers

UNISON members in schools share much in common in their working week, but there are also differences that come with the different professional roles.



UNISON represents and negotiates on behalf of all its members in the school workforce but also wants to promote the particular interests of members in different roles. To do this, we 'keep in touch' through surveys and other communications.

Recently, a survey looking at the role of school business managers revealed an array of challenges in a job of many parts. Workload and stress were a constant worry, with over 93% saying that academy conversion had increased work and its complexity. One member said that: "work can be stressful with conflicting priorities – a leaking toilet, an angry parent at reception, teachers demanding immediate responses – all

while trying to write a financial report for governors!". Another complained of work/life balance issues.

The job demands are high, often covering financial, staff, estate and other management. In primary settings, school business managers were likely to be one-man-bands whose job might span from a senior leadership role to quite menial tasks.

Pay remains a vexed issue for a significant number, with long unpaid hours and a sense of being underpaid and undervalued. Some school business managers felt that the demands of the job are not really understood and expressed a feeling of isolation; "I feel so alone in the role", one said.

■ The full report can be viewed at: unison.org.uk/file/A6011.pdf

■ To see what school business managers want from UNISON, turn to page 5.

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What you do – role profiles are almost there

Local government employers and unions have been working together to develop descriptions of about 50 different roles and responsibilities in schools that can work better with the NJC local government pay scheme. Guidance is being drafted for employers on how to use them and UNISON will send out its own complementary advice to branches later this year.

There were twice as many role profiles with much more detail developed by the School Support Staff Negotiating Body, which also had its own job evaluation scheme. But we hope that these school-specific profiles will help deliver some measure of consistency and fairness. Much more on this next edition.

Calling all technicians!



The next keep-in-touch survey is for technicians. It is a very long time

since we surveyed our school technician members and we think they might have a thing or two to say. One issue that has been raised recently has been holiday entitlement and problems in booking leave. What's your view on this and other areas of your job?

Please let us know by filling in our quick and simple survey at: www.surveymonkey.com/s/2TYLVH6



Teaching assistants are vital to poorer children

A recent National Foundation for Educational Research survey on the use of the 'pupil premium' (extra funding of £600 per pupil entitled to free school meals) showed that schools were spending the money on early intervention, reducing class sizes, more one-to-one tuition, offsetting budget cuts and additional teaching assistants.

More teaching assistants appeared as one of the top spending priorities in 30% of replies. This is yet more evidence that whatever the government thinks, schools know the value of employing teaching assistants.

■ See the report at www.nfer.ac.uk/publications/91062

Schools now responsible for careers advice



From this September, schools in England have a new duty to provide independent and impartial careers advice to young people. Local authorities must still support participation in education and training, especially among vulnerable young people.

UNISON recommends that schools are encouraged to procure careers advice collectively through the local authority, to preserve the breadth of provision. The future of the careers service is still in the political arena with a consultation exercise and select committee taking evidence.

UNISON has been fighting to

defend careers professionals and their service against wholesale cuts. 'Careers' has been through nearly 20 years of upheaval, with privatisation and the shuffling of responsibilities between national and local level.

The Connexions partnerships, created in 2000, were never resourced adequately; a legacy that weakened the ability of the service to defend itself against further political attack. Standing outside of the teaching relationship, advisers help with courses, apprenticeships and jobs; liaise with employers and health and social care agencies; support vulnerable young people

through college and training and with housing, childcare and personal problems. But government has shown no awareness of what is at stake.

If you want to get involved:

■ Use our campaign materials, follow the link from: unison.org.uk/education/careers/

■ Get involved via Facebook www.facebook.com/groups/108686792515084/

■ Tell us your story by emailing: education@unison.co.uk

Academies – a chain reaction

A growing number of academies are joining together in groups to increase their clout. These groups are also known as academy chains.

Academy chains can make decisions that have a huge impact on support staff in terms of pay, terms and conditions and working arrangements. Currently, most chains are small, local groups of academies, but there are also several large national chains that cover a number of regions across England. Some chains are growing extremely quickly.

Many UNISON members work in academies that are part of a chain. That is why UNISON continues to secure trade union recognition with chains.

For support staff to have a say in the decisions that are taken by academy chains, workplace representatives and contacts are a necessity.

It is also essential that UNISON continues to push for academy headteachers and governors to actively consult with support staff regarding decisions that affect them.

To read more about academy chains and how to ensure that UNISON members have a voice, read our Academy Chains briefing. Download it from unison.org.uk/file/A5982.pdf

School meals staff having their say



Henry Dimpleby and John Vincent, co-founders of Leon restaurants, have been recruited by the government to review school meals and develop an improvement plan. UNISON was quick off the mark to invite them to come and listen to the views of the people on the frontline of the service: school meals staff and lunchtime supervisors.

The meeting is 2-4.30pm on 27 September at UNISON Centre in London and it is a great opportunity to feed in voices from the school kitchen and dining room. All school meals staff and lunchtime supervisors are invited.

To confirm attendance, contact your local branch, or email c.lewis@unison.co.uk (tel: 020 7121 5512).

UNISON takes action against free school

UNISON is mounting a legal challenge over the botched handling of the closure of St George of England High School and St Wilfrid's Catholic High School in Sefton. In their place, the controversial new Hawthorne's Free School is being set up.

Staff are caught in the middle of a battle between Sefton Council and the new free school, over whether or not they have the right to transfer their jobs across. In a double hit, many staff are threatened with receiving no redundancy pay.

UNISON believes that the botched handling of these school closures – and their replacement with a controversial new free school – is a disgrace.

That's why we are mounting a legal challenge and calling for these committed school staff to be allowed to carry on working.

Free school meals are a recipe for success

A report on the free school meal pilots in three authorities has been published. In Newham and Durham, where the offer was to all primary school children, take-up of at least one meal a week increased from 60 to 90% during the two-year pilot period. There was also a shift in the type of food eaten and most significantly – children in key stage 1 and 2 made four to eight weeks' more progress than those in comparison areas. The biggest margin of improvement was in children from less affluent families and with lower prior attainment. In Wolverhampton, eligibility was extended to pupils in both primary and secondary schools whose families were on Working Tax Credit; increase in take-up and other improvements was lower.

This evidence demonstrates that well nourished children will learn better and that school meals staff and midday supervisors are an important part of the teaching and learning process.

