

## Pensions latest: negotiations continue

Congratulations to the thousands of school members who took industrial action on 30 November. Your numbers were highly visible at rallies and marches around the country.

As the new year started, UNISON activists voted to give the union's negotiators the green light to continue discussions with government ministers on changes to public sector pensions.

More than 250 key elected national, regional, rank and file activists met at UNISON's headquarters to discuss proposals for the local government and health pension schemes.

Committees representing the different services then agreed to continue talks with government on frameworks that have been developed since the day of action.

**Keep up to date on pensions at:**  
[unison.org.uk/pensions/protectour.asp](http://unison.org.uk/pensions/protectour.asp)



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Education Services

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0845 355 0845

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# SCHOOLS



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## Teaching assistants in the firing line

UNISON has spoken out in support of teaching assistants in response to an Institute of Education's study critical of their role.

Professors from the Institute of Education who were involved in a five-year study on the deployment of support staff in schools have published findings which suggest that the more teaching assistant contact a pupil has, the worse they do.

The study's conclusions are of course more complex than this but bald statements tend to appeal to elements in the media and government. The study of 8,200 pupils found that those who spend the most time with TAs do the worst because they are often those with lower attainment who should be receiving professional teaching. It warns that these pupils are often routinely shunted out of the classroom where they most need to be and that TAs should be an additional resource to teaching and not a replacement for it.

The authors suggest that there should be more planning and feedback time

between teachers and TAs, training on working together and that TAs should have proper induction.

UNISON issued a response warning against a crude interpretation of the academic study. Quoted in the Secondary Education magazine (12 January) UNISON replied that: "It is difficult to accept the bald statement that teaching assistants should not routinely support lower attaining pupils and those with SEN. It really does depend on the child and circumstances.

"Ofsted found that teaching assistants were particularly successful at working with underachievers and those at risk of permanent exclusion, especially in linking with parents and carers. The important point is that teaching assistants should be deployed appropriately and professionally, are trained, graded and paid for the purpose."

● Tell us what you think at [education@unison.co.uk](mailto:education@unison.co.uk)

## Keeping in touch with school business managers

UNISON has launched a short survey of school business managers as part of its commitment to keep in touch with the issues of different occupational groups in schools. It is only 10 questions:

1. What type of school do you work in?
2. Is your school primary, middle, special or secondary?
3. Do you work all year or term-time only?
4. Do you manage the budget, contracts, staff, multiple sites, schools, other?
5. Do you have adequate training/CPD opportunities?
6. When was your salary last reviewed and were you happy with the outcome?
7. What is your annual salary?
8. If your school has become an academy how has it affected you?
9. List your main three workplace issues
10. How could UNISON help you?

Complete the survey at: <https://www.surveymonkey.com/s/UNISONSBMs>

School business manager members can join an e-list for information and discussion; email [education@unison.co.uk](mailto:education@unison.co.uk) with your details.



## Missing the bus

UNISON is working with other campaigners to highlight the threat to school transport. The Campaign for Better Transport, using freedom of information requests, collected data from 87 councils, which revealed that more than 70% of them are reviewing or cutting one or more areas of school transport and some councils are cutting the discretionary part of their provision.



Sarah Osborne, a district councillor and mother in East Sussex, has been leading a campaign to save the service in her area. Her campaign included a walk to school with fellow campaigners and local MP, Norman Baker. She has set up a Facebook group (search Save School Transport) and is keen to hear from others about local cuts and campaigns.

We are working to keep the issue on the agenda in parliament; actions include:

- a letter signed by UNISON and 14 other organisations was sent to the education secretary, Michael Gove
- an early day motion (number 2283) has been tabled by Annette Brook MP. Ask your MP to sign it to show that cuts in school transport are a serious issue.
- UNISON and NUT provided a joint briefing for a parliamentary debate on the issue in January.

## Asbestos risks continue

The joint union asbestos committee (JUAC) was formed from the Asbestos in Schools Group in 2010. It exists to protect education workers by raising awareness of asbestos in

schools and seeking its safe removal and improved management of the problem.

JUAC launched its new website in January [www.juac.org.uk](http://www.juac.org.uk) and wrote to the Department of Education, expressing concern at the quality

of evidence that has been sent to the Department of Health which is assessing the risk of asbestos to children. In December a press release was issued in response to the school minister's announcement that the responsibility for health and safety, would rest with governing bodies. Asbestos is thought to be present in 75% of schools.



## Early Years qualifications reviewed

There will be a government review of qualifications for staff who work in Early Years. It will look at the range, number and suitability of qualifications currently available and how well they prepare staff to work with children and families. The review will also look at career progression for Early Years staff. UNISON is keen for as many practitioners as possible to get involved in the review to ensure that the voice of the workforce is heard.

The review is being led by Professor Kathy Nutbrown. She will be undertaking a call for evidence, followed by a full review in the summer.

For more information please see: [education.gov.uk/nutbrownreview](http://education.gov.uk/nutbrownreview) or contact [education@unison.co.uk](mailto:education@unison.co.uk)

## NurseryWorld SHOW 2012

17 & 18 February



### Business Design Centre, Islington, London

The Nursery World Show is the leading exhibition dedicated to Early Years and has a mix of workshops and seminars on early years practice. It provides a unique opportunity for Early Years staff to come together to discuss issues that are relevant to the sector, learn about best practice and see displays of new ideas and the latest equipment.

For more information and details for free registration visit: [www.nurseryworldshow.com](http://www.nurseryworldshow.com)



## School food campaign still cooking

The coalition government's taste for cold cuts put the Children's Food Campaign on red alert. The campaign has continued to lobby for free school meals, protection of nutritional standards and the application of them to academies. The campaign has also been working with Sharon Hodgson, shadow children's minister, other MPs, the Jamie Oliver Foundation and the School Food Trust to establish an all-party parliamentary group on school food.

The main priority is to keep the importance of the school food service in public view and to avoid a back-slide to the dark days of junk food. Several government initiatives are in play. Research on nutritional standards in academies will be published in the next few months and schools have a new right to offer price promotions and deals for families. Previously, there was a statutory requirement to charge a standard price but authorities such as Bolton, which was allowed to introduce a £1 meal deal, increased take-up of to nearly 70%.

The Department for Education expects to publish the evaluation of the free school meal pilots in Durham, Newham and Wolverhampton in the summer. UNISON is fully engaged with the school meals campaign where it can ensure that workforce issues are on the agenda.



# 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-HHSJ, UNISON, EDUCATION, 130 EUSTON ROAD, LONDON NW1 2AY**

Please tick or fill in the boxes below

## 1. YOUR PERSONAL DETAILS

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  White  Irish  Caribbean  White Other  Asian UK

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      | per week | per month | Band | Please tick the appropriate box to indicate how often you are paid  |
|-----------------|-----------------|----------|-----------|------|---|
| Up to £38.47    | Up to £2,000    | £0.30    | £1.30     | A    | <input type="checkbox"/> Weekly   |
| £38.48–£96.16   | £2,001–£5,000   | £0.81    | £3.50     | B    | <input type="checkbox"/> Fortnightly  |
| £96.17–£153.84  | £5,001–£8,000   | £1.22    | £5.30     | C    | <input type="checkbox"/> Four Weekly  |
| £153.85–£211.53 | £8,001–£11,000  | £1.52    | £6.60     | D    | <input type="checkbox"/> Monthly  |
| £211.54–£269.23 | £11,001–£14,000 | £1.81    | £7.85     | E    | <input type="checkbox"/> 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. |
| £269.24–£326.92 | £14,001–£17,000 | £2.24    | £9.70     | F    |   |
| £326.93–£384.61 | £17,001–£20,000 | £2.65    | £11.50    | G    |   |
| £384.62–£480.76 | £20,001–£25,000 | £3.23    | £14.00    | H    |   |
| £480.77–£576.92 | £25,001–£30,000 | £3.98    | £17.25    | I    |   |
| £576.93–£673.08 | £30,001–£35,000 | £4.68    | £20.30    | J    |   |
| £673.08+        | over £35,000    | £5.19    | £22.50    | K    |   |

## 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.

## Watch this space...

Work is underway in a single-status technical group looking at the school job profiles that were developed in the School Support Staff Negotiating Body, which is now abolished. Job profiles are being matched against the single-status scheme used in local government to see whether the points scored reflect the true worth of the job. Members will be kept up to date with developments.

## Support Staff Essential Training materials launched

The Training and Development Agency (Teaching Agency from 1 April) has revised the induction and introductory training materials for school support staff and has launched new Support Staff Essential Training (SSET) materials. Search for: support staff essential training materials on the TDA website at: [www.tda.gov.uk](http://www.tda.gov.uk)

A National College 'hotseat' discussion on the materials is being held until 10 February.

UNISON annual schools seminar

# 24 May

Holiday Inn  
Harrogate  
Contact your branch secretary  
for details.

# SOS

save our sure start

UNISON is launching a campaign with the children's charity Daycare Trust to protect services run by children's centres. A range of materials is available for UNISON branches and parent campaign groups to use in fighting cuts. There will also be some funds available to support local campaigns.

For more information please go to: [daycaretrust.org.uk/](http://daycaretrust.org.uk/) or contact [education@unison.co.uk](mailto:education@unison.co.uk)

