



School workforce news

...nursery nurses, secretaries, bursars, learning support practitioners, sitekeepers, school meals staff, teaching assistants, learning mentors, administrators, midday supervisors, librarians, cleaners, personal care assistants, technicians ...

GMB your union in school in Yorkshire & North Derbyshire

Issue 33, March 2011:

This is the thirty-third in a series of bulletins for GMB reps and members working in schools. Our bulletins will keep you up-to-date on national policy developments and other news affecting the school workforce.

Government raises cost of pensions, while pay is frozen for a second year

The Coalition Government is trying to make school support staff pay up to **50%** more into their pension **every month**. GMB says this is unfair and must not happen.

Support staff currently pay 5.5–6.5% of their monthly salary into the Local Government Pension Scheme. The Tories and Lib Dems want to raise this amount significantly.

The details are yet to be confirmed and GMB is campaigning against the change. We need every GMB school support staff member to help.

The news comes as council leaders announced another pay freeze for council workers and school support staff.

Most councils say they won't even give the £250 to the low-paid that was promised by Tory Chancellor George Osborne.

The vast majority of councils are set to implement the pay freeze. Even schools not directly under local authority control will probably do the same thing.

GMB has warned the Government that raising the cost of the Local Government Pension Scheme will make the scheme unaffordable to many employees.

It could even put the future of the pension scheme in doubt if a lot of people decide to opt out.

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By making staff pay more into the pension scheme, the Government plans to raise £1bn. The extra cash won't be used to improve the pension scheme; it will go to the Treasury.

If that wasn't bad enough, the Government is planning to make other big changes. It wants to raise the retirement age to 68 and review the benefits that the scheme provides.

Pay freeze

As well as campaigning against the pension changes, GMB is asking the Government and local authorities what they intend to do about the ongoing pay freeze.

The Government promised to protect the low-paid from its pay freeze by giving them £250. The money is already in school budgets.

The Government has said that any **teachers** earning less than £21,000 should get the £250.

So GMB is asking why support staff don't get the same treatment. We have submitted a claim for the £250 through the School Support Staff Negotiating Body (SSSNB).

The SSSNB is going to be abolished by the new Government. But until it actually is abolished, the body still has the ability to consider the pay of support staff in England.

That doesn't mean the Government or local authorities will agree to

cooperate with us through the SSSNB, but at least we can try to keep the pressure up.

What YOU can do

We need to be strong and organised to beat the Tory-Lib threat to pay and pensions.

Join the TUC demonstration against the cuts in London on 26 March. You can get more details from your GMB office or online at:

<http://marchforthealternative.org.uk>.

There will also be plenty of events locally and nationally on future occasions.

Make sure all support staff in your school know about the pensions hike and pay freeze. Urge them to join GMB. There is a membership form on the back, or support staff can join online at www.gmb.org.uk/join.

School Workforce News
is changing . . .

We'll be launching a revamped ***monthly*** edition with a fresh design . . .

So watch out for your ***new-look*** newsletter, coming soon!

Teachers and support staff given new powers to search pupils . . . but only teachers will have protection from false allegations

Tory Education Secretary Michael Gove is extending the list of "prohibited items" that pupils can be searched for.

New items include anything that staff "reasonably suspect" has or could be used to commit an offence or cause injury or damage.

At the same time, Gove is giving teachers more protection from false allegations.

The media won't be allowed to name a teacher accused of misconduct toward a pupil unless or until the teacher is actually charged with a criminal offence. Support staff won't be covered by this right to anonymity.

The Government's proposals are included in a new Education Bill which is currently being debated in Parliament.

GMB has called on Michael Gove to give equal protection to support staff.

GMB National Officer Sharon Holder said: "Support staff play a key role in classroom control and are often left in sole charge of a class. They are as vulnerable as teachers to false allegations.

"It is palpably unfair to expect support staff to exercise new powers around pupil searches, but only give protection to teachers."

Changes to SEN

The Department for Education has unveiled plans to reform the system for supporting pupils with SEN.

Its new consultation paper says that a TA should not be deployed as "a substitute for teaching from a qualified teacher". It adds that "children with SEN need more, not less, time with the school's most skilled and qualified teachers".

The Department says it will launch a scholarship fund "open to the

most able TAs and other support staff, to enable them to build on their SEN support roles and develop their careers further".

It asks: "What is the best way to identify and develop the potential of teachers and staff to best support disabled children or children with a wide range of SEN?"

GMB will be responding to the SEN consultation. Have your say on the future of SEN provision by emailing your views to tom.hazeldine@gmb.org.uk at GMB National Office.

How do I join?

CONTRIBUTIONS FOR TERM TIME ONLY: £6.29 PER MONTH

Just fill in the form below and hand it in to your local GMB workplace organiser, or post it to GMB Yorkshire and North Derbyshire region, FREEPOST NEA524, Grove Hall, 60 College Grove Road, Wakefield WF1 3SY (you do not need a stamp).

Join GMB at
www.gmbyorkshire.org.uk
 Or if you have any questions call **0845 337 7777**

Remember - GMB membership covers you for all of your jobs, wherever you work. GMB contributions are £2.60 if you work 21 hours or more per week, £1.45 if you work between 10-20 hours per week and just 80p if you work less than 10 hours per week.

FOR UNION USE ONLY	Section <input type="text"/>	Branch No <input type="text"/>	Membership No <input type="text"/>	Date of joining <input type="text"/>
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GMB Yorkshire and North Derbyshire region membership application form

1 TELL US ABOUT YOU	
Surname <input type="text"/>	First name <input type="text"/>
Title <input type="text"/>	Date of birth <input type="text"/>
Home address <input type="text"/>	Home Tel <input type="text"/>
Postcode <input type="text"/>	Email <input type="text"/>
Mobile <input type="text"/>	I agree to abide by GMB rules Signature <input type="text"/>
Date <input type="text"/>	We ask for your ethnic origins as part of our equal opportunities policy of improving services to all members Bangladeshi <input type="checkbox"/> /Black African <input type="checkbox"/> /Black Caribbean <input type="checkbox"/> /Black British <input type="checkbox"/> /Chinese <input type="checkbox"/> /Indian <input type="checkbox"/> /Pakistani <input type="checkbox"/> /White <input type="checkbox"/> /Other <input type="text"/>
2 TELL US ABOUT YOUR JOB	
Employer <input type="text"/>	Your job <input type="text"/>
Address where you work <input type="text"/>	How many hours a week do you work? <input type="text"/>
Postcode <input type="text"/>	Pay No <input type="text"/>
	Work Tel <input type="text"/>
	Pay Date <input type="text"/>
3 CHOOSE EITHER AUTHORISATION OF DEDUCTION OF YOUR TRADE UNION CONTRIBUTIONS FROM YOUR PAY	
<i>Section 68, Trade Union and Labour Relations (Consolidated) Act 1992 as amended</i>	
<ul style="list-style-type: none"> I authorise my employer to deduct from my pay each week/month the sum of <input type="text"/> £ or other amounts as may be fixed by the GMB from time to time.	<ul style="list-style-type: none"> Please start the deductions immediately and pay the amounts to the GMB. Cash <input type="checkbox"/> I note that this agreement may be cancelled by one month's notice in writing. I give permission to my employer to notify the GMB of any future change of address.
Signed <input type="text"/>	Date <input type="text"/>
4 OR INSTRUCTION TO YOUR BANK OR BUILDING SOCIETY TO PAY DIRECT DEBITS	
Please fill in the form and send to GMB Yorkshire & North Derbyshire Region , Grove Hall, 60 College Grove Road, Wakefield WF1 3RN	
Name and full postal address of your Bank or Building Society branch <input type="text"/>	Originator's Identification Number <input type="text"/>
To the Manager of <input type="text"/>	9 7 4 3 3 0
Bank/Building Society <input type="text"/>	For GMB official use only. This is not part of the instruction to your Bank/Building Society. If your A/C number is not available fill in your address below.
Address <input type="text"/>	
Postcode <input type="text"/>	
Name(s) of account holder(s) <input type="text"/>	
Bank/Building Society Account Number <input type="text"/>	Instructions to your Bank or Building Society.
Bank/Building Society Sort Code <input type="text"/>	Please pay GMB Direct Debits from the account detailed in this Instruction subject to the safeguards assured by the Direct Debit Guarantee. I understand that this Instruction may remain with GMB and, if so, details will be passed electronically to my Bank/Building Society.
Reference number (Office use only) <input type="text"/>	Signature(s) <input type="text"/>
	Date <input type="text"/>
	Banks or Building Societies may not accept instructions for some types of account