

74% of teachers say morale has declined since 2010

Teachers' verdict damns Michael Gove

The NUT has published the results of a survey of a representative sample of teachers from across the country.

The survey was carried out by *YouGov* just before Christmas and gives a damning verdict from the profession on Michael Gove and his education policies.

Any sensible education minister looking at the survey would pause for reflection and consider how best to engage with teachers, and their unions, to restore the trust and confidence of the profession. We will wait and see.

A report on the survey, which covered a wide range of issues can be found on the NUT website at <http://www.teachers.org.uk/node/20172> but here are some headlines:

- 74% of teachers say their morale has gone down since Michael Gove took office
- 79% of teachers feel that the government's impact on the education system since 2010 has been negative.
- 70% of headteachers say they do not feel "at all trusted" by the government
- 87% of teachers would rank Ofsted as inadequate or requiring improvement
- Whilst 65% of teachers feel trusted by parents, only 3% say they feel trusted by politicians
- 63% of teachers say that more than 20% of their work does not benefit children's learning

These figures will surprise no one who has been in schools, or spoken to teachers recently, where the common concern is about a system of "high accountability and low trust", where teachers are spending time on tasks to prove themselves rather than to benefit the children they teach.

Campaigning must continue

This shows that the joint NUT and NASUWT campaign to defend education and protect teachers is the right one and that we should be confident that we can continue to win support from teachers and parents.

Our unions had hoped to have a serious discussion with Michael Gove to try resolve our dispute about pay and

conditions but so far he has been stalling and playing games – it therefore looks like more strike action will be necessary.

We are expecting some news about further strike action and campaigning steps in the next few days - please look out for further information.

Is Michael Gove the weakest link?

Michael Gove said recently that the leaders of the NUT and NASUWT were out of touch with ordinary teachers, but it is he who is woefully out of touch and looking like a weak link for the government.

- Support for the Tories amongst all teachers has plummeted from 30% in 2010 to 12% in 2014**
- He has been criticised from all sides, including Tory Cabinet members, for his attacks on teachers and their teaching of WW1**
- In the YouGov survey 80% of NASUWT members and 81% of NUT members say that they support strike action to defend pay and conditions**
- He has even taken to sneering that the NUT is a "left-wing organisation".**

He is the weakest link and it is time to say, "Goodbye".

Please attend your local association meeting. Details can be obtained from your local secretary.

Please ensure your school is represented at the next association meeting.

Please make sure your school has a representative or at least someone who is prepared to open post and notify members/association of issues.

No one expects the accredited rep to do casework unless they are happy to do so.

Urgent Attention and Action

As a profession we are now facing even lower morale than previously. Our pay is being held back. Pay progression is being severely limited. We are now paying more for less and having to work longer to get our pension. Many of our conditions of service are likely to be removed in 2014. The threat to state education is increasing with academies and free schools. The government is trying to get unqualified teachers to take classes. There is a shortage of school places. We are in danger of having a shortage of teachers if we don't do something now.

The Union has been involved in a campaign over pay, pensions and conditions. There have been some strikes over the last two years. It is imperative that all members support the campaign including the next phase which is likely to be a strike before February half term. Date likely to be announced within the next 10 days.

The Union has put out advice on action short of strike action (October 2012) which contained 25 'instructions' for members. This advice has now been updated and is entitled 'Instructions for Action Short of Strike Action, updated Winter 2013' which is available on the national website www.teachers.org.uk. It is very important that all members follow these instructions and contact me if the school is not following them. The Union put out advice on pay policies. Pay policies are determined by individual schools, ie no national pay policy or national scale. It is very important therefore that your school policy conforms to the NUT/NASUWT Model Policy or criteria. If it does not then you MUST contact me urgently. If you are not sure if it does send me your policy and I will let you know. There is no Suffolk policy so if your school says they have adopted the Suffolk one that is not correct. As a result of my intervention and those of school reps many of these policies have been changed so they are better. Typical problems with them are—no pay portability, teaching has to be 'good' or 'outstanding' for any progression even main scale. If the school does not have an acceptable pay policy it will mean your pay is held back.

To Do

- **Support strike action to protect your pay, pensions and conditions and those of teachers in the future.**
- **Make sure action short of strike action is followed in your school.**
- **Make sure your pay policy is NUT/NASUWT compliant**
- **Contact your local caseworker if you have any concerns about anything at any time**
- **Check national website and local website regularly**

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