

# NASUWT Leeds

*The Teachers' Union*

No. 513 October 2024



@NASUWT\_Leeds15



Leeds Nasuwt Office

**For Leeds maintained schools, the Schools' Pay Policy will be signed off during the first week after half term.**

**This will mean that the pay rise from September will probably be paid in December's salary and backdated.**

**We have voiced our concerns with Leeds City Council, who have agreed to move the Pay Policy discussions to the Summer Term for next year.**

## How is your appraisal going?

Your Performance Management / Appraisal final review meeting should take place before the end of this month. Here are some tips on how to get the most out of your meeting:

- Before the appraisal / performance management meetings you should get a copy of the School's Appraisal / Performance Management and Pay Policies and ideally go over them in advance. If you have any questions make sure you ask them at the meeting, recording any responses via the minutes of the meeting or through an e-mail.
- There should be no OFSTED grades for lessons observations.
- Teachers' Standards should not be used as a checklist. However, this does not stop some of the standards being used as a point of reference based on the professional needs of the teacher. **Be aware that the Teachers' Standards are the same whether you are on MPS or UPS. If you are on M6, you should be told what additional evidence (if any) you need to produce to progress to UPS1, similarly if you are moving up the UPS scale.**
- Pupil data is unacceptable as appraisal objective.
- Lunchtimes and PPA should not be used as time to have appraisal meetings.
- All appraisal meetings should be held within directed time.
- You should not accept an imposed appraisal report that you have had no input into or you are not happy with.

### At the End of the Meeting:

Make sure that if you are not happy with the review, you record your concerns on the review document and do not sign it. You may wish to inform the appraiser that you wish to take advice. Please do contact **NASUWT** for further information and advice. Make sure you ask for minutes of the meeting so you can verify their accuracy.

For more detailed information, click **here**. After half term, there will be a survey sent out to all members to ask how performance management takes place in your school. Please keep a look out for it! It will be used to feed back to Leeds City Council regarding any changes to the Trades Union Agreed Appraisal Policy.

# Leeds NASUWT

## TUC Racist Violence Guidance

Following the events of the summer which saw widespread far-right racist violence, the TUC has produced guidance on *protecting workers from the risks of violence and racism*. This gives guidance for representatives to use when raising this issue with schools and employers.

All representatives are encouraged to raise this with schools/employers to ensure they have sufficient safeguards and procedures in place to deal with any racist violence incidents. It should also be remembered that the Health and Safety Executive (HSE) defines violence as:

- Any incident in which a person is abused, threatened or assaulted in circumstances relating to their work.

It is important to bear in mind that this can include:

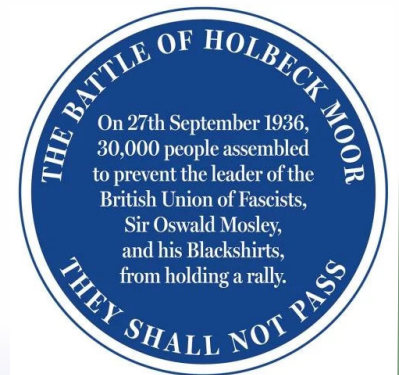
- verbal abuse or threats, including face to face, online and via telephone; and
- physical attacks

Please note, although the guidance mentions representatives contacting the HSE directly to raise issues, NASUWT Representatives should discuss this with their Local Association Secretary and/or National Executive Member before contacting the HSE. Call the Advice Line on 03330 145550 in the first instance, who will be able to direct your call to the relevant person.



## The Battle of Holbeck Moor – Blue Plaque Unveiling

On the 29th September, we celebrated our city's anti-fascist heritage at the unveiling of a blue plaque for The Battle of Holbeck Moor.



On 27th September 1936, the leader of the British Union of Fascists, Oswald Mosley, attempted to hold a rally of 1000 Blackshirts in Leeds. Mosely and the Blackshirts were met with a crowd of 30,000 anti-fascists who disrupted the rally. This victory over fascism has since become known as The Battle of Holbeck Moor.

We attended with other union colleagues to commemorate this event. Our Leeds NASUWT Association also made a donation of £100 to Leeds Stand Up to Racism, who have campaigned for a number of years for the installation of this plaque. It can now be seen at the corner of Holbeck Moor Park on St. Matthew's Church.

## PAST NASUWT CASEWORKERS HONOURED ON NEW LEEDS SCULPTURE

Leeds Ribbons, by Pippa Hale was initiated by Labour's Rachel Reeves, and bears names of Leeds women, past and present. The public sculpture celebrates nearly 400 inspirational women from Leeds. Among the names are the social reformer and suffragist Isabella Ford, the former Olympic boxer Nicola Adams and the founder of Leeds West Indian carnival, Gertrude Paul.

We are delighted to announce that two of our past caseworkers, Celia Foote and Deborah Long have been included in this sculpture to honour their contribution to the Trades Union Movement. Please go along and have a look. It is located at the top of the gardens between Leeds city college's Quarry Hill campus and Leeds Playhouse, at the gateway to the Soyo development.

