

# NASUWT Leeds

The Teachers' Union



@NASUWT\_Leeds15



Leeds Nasuwt Office

No. 510 June 2024



## EXCESSIVE WORKING TEMPERATURES

If your workplace becomes unbearably hot during the last few weeks of term, additional guidance can be found here.

<https://www.nasuwt.org.uk/advice/health-safety/excessive-working-temperatures.html>

## BOOSTING PAY AND TACKLING WORKLOAD ARE KEY TO SOLVING THE TEACHER RECRUITMENT AND RETENTION CRISIS

New research from NASUWT reveals stark problems for the recruitment, retention and financial wellbeing of teachers – an issue of concern to all political parties as they prepare for the General Election.

10,500 teachers from across the UK responded to NASUWT's Big Question Survey over May and June this year. It found:

- 82% of teachers do not believe that teaching is competitive with other professions in terms of pay and rewards on offer.
- 76% of teachers do not believe they are paid fairly for their levels of skill and experience.
- 78% of teachers believe potential recruits are put off the profession due to pay.
- 82% of teachers are worried about their finances, with 65% describing themselves as "somewhat worried," and 17% as "very worried."

In the past year, 58% of teachers felt they could no longer build savings, 53% have had to cut down expenditure on food, 23% have increased their use of credit and loans, and 12% have had to take a second job.

The NASUWT is calling for the establishment of a National Commission on teachers' pay and for the next government to commit to a new deal for teachers.

Over the last fourteen years, teachers have seen the value of their pay fall in real terms by as much as 30% whilst their workloads and working hours have continued to increase. It's no surprise that the current government's record of failure has left the majority of teachers feeling undervalued and seriously considering quitting the job. Tackling the teacher recruitment and retention crisis must be a first order priority for the next Government.

For more than a decade, whilst the current Government has said it is committed to tackling excessive teacher workload, workload pressures and working hours have increased year after year. With evidence of teachers undertaking the most unpaid overtime of any profession, our members want to see real change from whichever party forms the next Government.

**It's not rocket science.**

# Leeds NASUWT



**LeedsPride™**  
*your city your pride*

**21ST JULY 2024**

Leeds NASUWT will be involved in Leeds Pride this year on Sunday 21st July and we would invite members to come and march alongside us to show solidarity with our LGBTQ+ colleagues and communities.

Leeds Pride will be publishing timings and routes nearer the date, please look for our Leeds NASUWT banner (pictured below) to come and join us.



In addition, the UK Pride Event this year will be held in Doncaster on Saturday 10th August and there will be a full NASUWT presence there too should you wish to join NASUWT colleagues from across the country.



## Directed Time Checklist

Keep in mind that members should be consulted on next year's directed time calendar at some point over the next few weeks. The following should be included:

- **PPA time** is on next year's timetable with no detriment for those who had more than 10%
- **Management time** for those with responsibilities should be on the timetable.
- **Exam invigilation** (including Key stage 2) should not be undertaken by teachers.
- **Admin tasks** In the current **School Teachers' Pay and Conditions Document**, the detailed list of 23 administrative/clerical tasks is no longer present, now **including creating photographic evidence of practical lessons!** However, any task given to a teacher has to be checked to ensure it requires the exercise of a teacher's professional skills and judgement; otherwise it should not be done.
- **Senior Management** pay more than lip service to their responsibility to see that all teachers enjoy a reasonable **work/life balance**.
- Teachers are required to **cover only rarely** and only in circumstances that are not foreseeable.

**For further advice ring the Advice Line on 03330 145550 or by clicking [here](#).**