

# Broadband

NATIONAL UNION OF TEACHERS



News from the South East Regional Office

## Back to Basics ...

### The 3Rs - Recruitment, Retention and Reinforcement

We're already nearly half way through the 2006/7 academic year, so now is the time to be consolidating this year's recruitment of new teachers, retaining by involvement and communication our existing members and reinforcing the service we provide to members and activists with a strategic plan for training.

As previously mentioned, the Region is working on an Annual 3Rs plan (previously RRT, but I'm going "back to basics") and part of this plan is to ensure that every Division has its own 3Rs plan.

We would like each Division's plan to include at least one Committee meeting each term with an item on the 3Rs with RO involvement, the aim being to develop the 3Rs strategy within the Division and, most importantly, evaluate its success. If time, effort and money are to be spent on a 3Rs initiative, then we need to know it's worthwhile, otherwise it becomes at best uninspiring, at worst demotivating.

The M&C Department is developing a very useful set of training modules which can form part of each Division's training plans (see Circulars 04-086, 05-077, 06-09 to 13, 06-182 and 07-009)

We hope you've managed to follow up those NQ members who hadn't yet confirmed payment, either by DD or cash as well as publicising the national book offer (Circular 07-015 has details).



Don't forget the NUMDA and RUMDA ... and we're still working on the RISE - Recruitment Initiative South East - award.

### NQ Recruitment Materials

Your NQ packs etc need to be ordered from HQ by **30 March**. (See Circular 07-026)

### Workload Campaign



HQ Circular 07-007 gave detailed advice to Associations and Divisions on taking forward the campaign following the national ballot.

This campaign refreshes and builds on the earlier "Beating Back Bureaucracy" campaign, which achieved improvements in conditions of service in many schools, the Union's guidance becoming "accepted wisdom" e.g. in relation to the number and length of meetings. It allows members in schools to revisit the issues raised then, along with those raised by new initiatives (PPA time, performance management etc) with the backing of industrial action if needed to achieve the desired outcome.

The TLR campaign showed how important the attitude of the LA is in determining how hard our school-based battles will be. Where the LA is on board, with advice reflecting that of the Union, improvements can be secured for our members with minimum disruption and anxiety, at the same time raising the profile of the Union. Oxfordshire has already indicated that it would like to "adopt" the Union's guidance so it's worth approaching your Authority to promote the idea of joint working on workload issues.

The Portsmouth TLR model of a joint Union/LA panel scrutinising schools' TLR proposals is another approach - the panel is currently examining proposals for further restructuring from some schools.

## Sharing good practice



Kevin Marsh (Slough) has carried out two surveys of members, one of supply teachers seeking information on how the introduction of Cover Supervisors and HLTAs etc has affected their

employment and the other to all members on Observation and Planning. If you would like copies of these questionnaires, please let us know.

Portsmouth NUT have devised a "working time" record sheet to provide the Division with ammunition to use in negotiations in schools where Heads try to deny that their staff are being overworked. Again, we can let you have a copy of the proforma which you can adapt.

## Performance Management

Please let Regional Office know about progress in negotiations and, in particular, about any examples of good practice e.g. in relation to lesson observations which could provide useful ammunition in other Authorities.

## News from the office team

We will be sorry to say goodbye to Regional Solicitor, Marilyn Brunt, who is leaving for pastures new at the end of this month after some 15 years of work in the South East office. We are in the process of appointing a job share partner for Vanessa Wilson, who will hopefully be introduced to you in the next issue of **Broadband**.

Jill Wells, Clerical Assistant, is taking well-earned retirement at the end of March, although she promises to keep in touch and even assist with office cover when required through staff absence etc.

And a new addition to the office "family" ...

Diana Lane, Clerical Assistant, was proud to bring her new daughter, Keira, to see us all just before Christmas.



## Premises update

We have found a possible premises in Ardingly, a small village just over 3 miles from the centre of Haywards Heath. There will be plenty of parking and, because a lot of work needs doing on the building, we should be able to design it to meet our needs, hopefully for meetings as well as



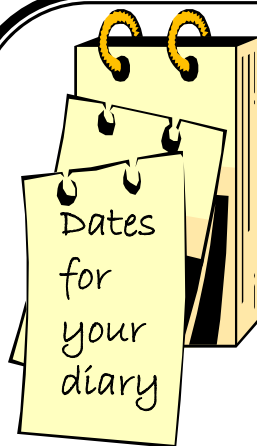
office space. And there are TWO pubs literally just round the corner. What more can we want?

We will be hoping to move in by the end of this year when our current lease expires.

## Publications

We have received a copy of the latest issue of the journal of Unions 21, "Forefront", with details of their Conference "Changing Unions in a Changing World" on 10 March. For further information visit their website at [www.unions21.org.uk](http://www.unions21.org.uk)

Enclosed with this mailing is a flyer for the Union's Travel Club and a contact sheet if you want to receive further information direct.



### Time to Play?

Conference 27 Feb  
Hamilton House  
(Circular 07-004)

### Young Teachers Conference

"Classroom Climate -  
Global Climate"  
2 - 4 March  
(Circular 07-003)

### Regional Council, 24 March

It has proved impractical to change the date of RC, but Divisions and Associations are asked to try to send people to the **A Good Local School for Every Child** Conference on the same day, recognising that this might mean a reduced delegation at RC.

See Circular 07-028 for information on the Conference