

# GMB

YOUR UNION IN SCHOOLS

# Schools & Academies Workforce NEWS

## Yorkshire and North Derbyshire Region

Issue 2 - Autumn/Winter 2017/18



GMB Schools and Academies members supporting Pay Pinch Campaign– See PAGE 2

## FIGHT BACK. JOIN GMB

Help stop the  
**PUBLIC SECTOR**  
**PAY PINCH**

Since 2010 public sector workers' wages have been frozen, or have increased below inflation, which means their cost of living is rising faster than their pay, leaving them out of pocket. Go to page 4 to find out more.

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If you've got a news item about your school or the work you do as a GMB rep then email it to : [rachel.harrison@gmb.org.uk](mailto:rachel.harrison@gmb.org.uk) or [sarah.barnes@gmb.org.uk](mailto:sarah.barnes@gmb.org.uk) and we will include it in our next newsletter.

### SWITCH YOUR MEMBERSHIP PAYMENTS TO DIRECT DEBIT

As a result of the Trade Union Act being implemented by the Conservative government, your employer will now be required to take a percentage cut from your trade union subscriptions if you pay via your wages.

We are therefore, requesting that all members working in schools switch their payment method to direct debit to ensure that 100% of your union subscriptions go to the GMB to enable us to continue campaigning on issues important to our school support staff members.

If you haven't already done so, you can switch to direct debit online at [www.gmb.org.uk/members/direct-debit](http://www.gmb.org.uk/members/direct-debit) or by telephone on **0345 337 7777**.



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GMB - Grove Hall - 60 College Grove Road - Wakefield - WF1 3RN

0345 337 7777 [www.gmb.yorkshire.org.uk](http://www.gmb.yorkshire.org.uk)

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## FUNDED COURSES FOR GMB MEMBERS

As a GMB member you have access to fully funded courses and qualifications. This includes the following Level 2 *distance learning* courses:

- Understanding Behaviour that Challenges
- Understanding Autism
- Counselling Skills
- Equality and Diversity
- Principles of working with Individuals with Learning Disabilities
- Safe Handling of Medication
- Lean Organisation Management Techniques
- Principles of Team Leading
- Understanding Care and Management of Diabetes
- Understanding Working with People with Mental Health Needs
- Awareness of Mental Health Problems
- Understanding Nutrition and Health
- Essential IT User skills (ITQ)
- Customer Service
- Principles of Business and Administration
- Preparing in Adult Social Care
- Information, Advice or Guidance
- Maths
- English

To secure course places or for more information please contact:  
GMB PLP2 Office: Roseanna Ford [roseanna.ford@gmb.org.uk](mailto:roseanna.ford@gmb.org.uk)  
tel: 01924 887277

### GMB PLP2 Project Workers:

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## School Staff False Allegations Shock Survey

**A survey has shown that nearly one in three of all staff working in schools has had a false allegation directed against them by pupils.**

Staff affected said their lives were shattered by the false claims. The survey of 1,155 support staff and teachers, said the safety of children was obviously the first concern but argued staff should not be presumed guilty.

The GMB call for head teachers to support their staff during these difficult investigations and not to judge them in advance of a proper investigation.

If you receive an allegation against you make sure you contact the GMB as a matter of urgency on **0345 337 7777**. If you are requested to attend an interview with the police please ensure that you are accompanied by a solicitor from the GMB's legal team. In emergencies you can contact UNIONLINE direct on **0300 333 0303**.

Never attend an interview with the police by yourself in relation to an allegation made in school. Always make sure you receive representation from our solicitors. We have received evidence that an increasing number of school staff have met with police without the appropriate accompaniment and accepted 'cautions'. As a result of that acceptance the caution has been added to their DBS which in turn has meant that they are banned from working in schools.

### Remember!

- Do not attend formal meetings without your union rep
- Do not speak to the police without your Unionline rep
- Never sign a caution, as this is your admittance of guilt.

**The GMB is the union for school support staff - if you require a GMB visit to your school, want to become a GMB representative or have a question to ask simply contact [rachel.harrison@gmb.org.uk](mailto:rachel.harrison@gmb.org.uk) (Local Authority Schools) [sarah.barnes@gmb.org.uk](mailto:sarah.barnes@gmb.org.uk) (Academies) or ring GMB on: 0345 337 7777**

## UNIONLINE

YOUR TRADE UNION LAW FIRM

# 0300 333 0303

[www.unionline.co.uk](http://www.unionline.co.uk)

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## ASBESTOS IN SCHOOLS

### Did You Know?



Asbestos is present in almost of UK schools. **90%**



Asbestos cancers cause over **3,000** deaths each year.



Your children may be exposed to **deadly** asbestos fibres.

Many schools in Britain still contain asbestos. The GMB is campaigning nationally to achieve the removal of asbestos from all schools. If you feel at risk of being exposed, notify your GMB representative and employer immediately and ask for the area to be isolated until an inspection is carried out.

Have you registered your details on the **GMB Asbestos Register**? All GMB members should complete it with their details. Contact your local representative for an asbestos questionnaire today or download one from the GMB website.

Visit: [www.gmbyorkshire.org.uk/asbestos\\_registration](http://www.gmbyorkshire.org.uk/asbestos_registration)

## ZERO TOLERANCE TO VIOLENCE ON STAFF IN SCHOOLS

### GMB Calls For Zero Tolerance Of Violence Against Staff In Schools And For Adequate Safeguards To Protect Members From Attacks

It is unacceptable for school staff to be kicked, punched, spat on or to have school equipment and even furniture thrown at them says GMB.

GMB, the union for school support staff, commented on a new survey showing that more than two-fifths (42.8%) of education workers have had to deal with violent pupils in the last year - while others have faced insults, threats, bullying and harassment.

Karen Leonard, GMB national lead officer for school support staff, said "GMB is committed to raising awareness of this issue. It is unacceptable for school staff to be kicked, punched, spat on or to have school equipment and even furniture thrown at them.

We have recently launched a national campaign to highlight the problem. GMB will be challenging schools, academies and local authorities to ensure adequate safeguards are in place to protect our members from attacks. We have produced Zero Tolerance Policies for schools to adopt. Please contact us if you would like a policy for your school.

Enough is enough. Schools must send out a loud and clear message that there will be zero tolerance of violence against any staff in schools, whatever their role. Members tell us day in, day out about violence against school support staff, which is never acceptable or 'part of the job'. Members go to work because they love working with children."

Moving home?  
New job?  
Retired?  
Redundancy?  
Ill health?  
Change in  
personal circumstances?

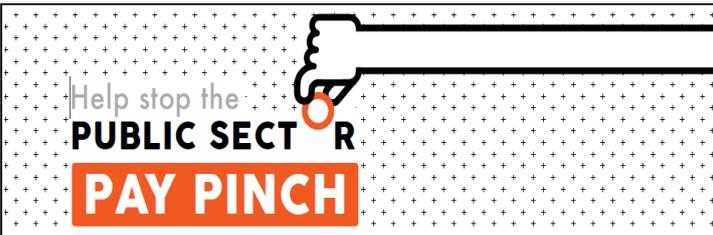
Don't forget to let us know about any changes - we're here to help and support our members.

[www.gmbyorkshire.org.uk](http://www.gmbyorkshire.org.uk)

**STOP**  
**VIOLENCE IN SCHOOLS**

# Schools & Academies Workforce News

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The GMB has published a major new report on the future of public sector pay.

The report makes the case that the 1% pay cap is deeply unfair on individual workers, and that it is a major contributor to the recruitment and retention crisis across the sector.

As Theresa May has said, "if your pay has stagnated for several years in a row and fixed items of spending keep going up, it doesn't feel like the economy's working for you."

GMB believes that Ministers need to stop asking public sector staff to pay the price for the mistakes of the financial sector over a decade after the banking crash.

It turns out the public agree: 75% want a real terms pay rise for public sector workers this year, according to a poll GMB commissioned.

And the GMB report exposes the fact that the pinch on your salaries is even more severe than the public sector pay squeezes under Margaret Thatcher and John Major.

Brexit is pushing inflation up, costing the average fulltime worker an extra £1,426 in lost earnings by 2020 if the 1% cap isn't lifted.

## Enough is enough.

That's why GMB is taking the message to the Government that they must change course. After seven years of pay cuts, only a real pay rise will do.

You can read the report and sign the petition by visiting [www.paypinch.org](http://www.paypinch.org)

#paypinch



## EDUCATION CUTS

Research by GMB, and the other 5 main schools unions, suggests that schools across England are set to lose hundreds of thousands of pounds worth of funding, per pupil. In a major shake-up of the funding system, announced last December, the government is re-allocating resources away from inner-city schools and towards schools in rural areas. Those areas that have traditionally benefitted from greater local authority support are the worst hit, as central government draws new funding powers to itself, at the expense of the English regions. Though as Conservative MP – and former chair of the Education Select Committee – Graham Stuart admits this will result in "political pain" there is no extra funding to make good the transition or to cover any shortfalls.

-  **£600m to be cut** The Educational Services Grant, amounting to £600 million, is to be cut: schools and academies will have far less access to funds for school improvement.
-  **8% loss in real terms** Worse still the new funding formula is not calculated to keep up with inflation. This means real terms cuts of 8% by 2019-20 according to the National Audit Office.
-  **£447 cut per secondary school pupil** GMB and the other teaching unions are warning of an average £339 loss per primary school pupil, and a £477 loss per secondary school pupil.
-  **15% loss per pupil in poorest areas** Cuts look certain to be worst in areas of social deprivation, with the Bermondsey and Old Southwark constituency looking at as much as a 15% cut per pupil

*"We are being told all the time there is no money for schools, yet if the government wants brand new academies or grammar schools they seem to be able to find millions to plough in to setting them up and paying huge salaries to CEOs."*

Michelle, a School Business Manager from Derbyshire

GMB, the union for Support Staff, is in no doubt that this further drive to centralise power and wield the axe for fresh cuts is grotesquely unfair and utterly unnecessary. It is driven by narrow ideology and a desire for political advantage, rather than by financial necessity or a commitment to improving educational Standards. GMB is concerned that the knee jerk reaction will be threats to support staff jobs, and will be fighting tooth and nail to protect them. For a meeting in your school to discuss this issue contact GMB.

PLEASE HELP PUT A STOP TO THE CUTS BY SIGNING OUR PETITION AT [WWW.GMB.ORG.UK/SCHOOLCUTSPETITION](http://WWW.GMB.ORG.UK/SCHOOLCUTSPETITION)

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## UNIONLINE

If you're a GMB member, and you or a member of your family has an accident of any sort – at work, on the road or elsewhere – call UNIONLINE on 0300 333 0303 for expert advice.

- UNIONLINE is owned by GMB members, and works for GMB members.
- It's the country's first trade union owned law firm.
- As a GMB member, you will keep 100% of your damages award.

### Need a will?

Use UNIONLINE's will making service - UNIONLINE offers a free simple will-writing service for GMB members and their partners.

### Personal Injury? Report it now

If you or a member of your family has an accident of any sort, at work or elsewhere call UNIONLINE now on 0300 333 0303 and our expert lawyers will assess your case

### Keep 100% of you damages award

With other personal claims solicitors, you'll pay 25% of damages awarded as their fee. If UNIONLINE wins your case, you'll 100% of the money awarded to you.

### Selling your house?

Call UNIONLINE and ask about our conveyancing service. It could be much cheaper than using a high street solicitor.

### Family and criminal law

The government has cut legal aid, but UNIONLINE offers GMB members a discount on a range of family and criminal law services, so give us a call if you need legal help.

### Motor legal service

Your car insurance offers this and charges you for it but it's an expensed you don't need to incur. In the event of an vehicle accident just call UNIONLINE's specialist service who will assist you through the whole process covering vehicles, repairs and any injury claim you may have resulting from the accident.\*



**0300 333 0303**

For a list of UNIONLINE services visit [www.unionline.co.uk](http://www.unionline.co.uk)

12 months of  
**FREE**  
**£5,000**  
Accidental Death Cover

**FOR GMB MEMBERS**

Go to: [www.unioninsurance.co.uk/gmb](http://www.unioninsurance.co.uk/gmb)

## GMB CREDIT UNION

- MEMBER SAVINGS
- MEMBER LOANS
- MEMBER FINANCIAL SERVICES

GMB Credit Union was established in 1999 to serve GMB members and their families by providing a competitive democratic alternative to banks and other savings and loan providers. GMB Credit Union is 100% owned by GMB members and offers a range of services aimed at assisting members to manage their household budgets.

Members are encouraged to make the most of their money through regular savings, which are fully protected by the FSCS up to £85,000, and responsible borrowing with fast flexible loans from £100 to £10,000. Join GMB Credit Union and be part of a fairer way to manage your money. Download a GMB Credit Union application form or visit the GMB Credit Union website for further details.

Tel: 0161 486 1777

Email: [info@gmbcreditunion.com](mailto:info@gmbcreditunion.com)

Web: [www.gmbcreditunion.com](http://www.gmbcreditunion.com)



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0345 337 7777 [www.gmbyorkshire.org.uk](http://www.gmbyorkshire.org.uk)

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## SCHOOLS ACTIVISTS

The GMB aims to have a shop steward in every school. This is your opportunity to have a trained rep on site to assist with issues as and when they arise. It is a fact that schools with a rep are safer places to work as well as being workplaces with the least amount of issues. If a rep is on site, your school has someone to work with to ensure any issues are resolved speedily and efficiently.

- ◆ As a GMB representative you are the first contact point for GMB members in your school to help assist them in dealing with their problems at work, whether that be a general query, disciplinary or grievance.
- ◆ You are never on your own though. You will have the back up and support of other school representatives throughout the region, your branch secretary and also your full time GMB officer.
- ◆ As a GMB representative you will also be the vital link in the GMB's communications with members and potential members.
- ◆ Some of your responsibilities will include recruiting new members, talking and consulting with existing members on workplace issues such as pay and conditions and also providing representation.
- ◆ As a newly appointed representative you are invited to attend 12 days of regionally provided training in your first year to which you are entitled to paid release from work to attend.
- ◆ Further training is also available after you have completed your initial training to help you develop in a specific area should you choose to do so.
- ◆ As a schools representative you are also invited to attend 3-4 regional school support staff meetings per year of all our schools representatives. This is your opportunity to have a say in issues being dealt with at a national level which affect all school support staff. It gives you and your members a voice in the campaigns we run.
- ◆ Being a GMB representative is a challenge. You are offering your skills and knowledge to protect and improve your members' jobs, pay and conditions. It's not always an easy role but with our back up, information, training and advice many new reps gain confidence, discover new talents and get great satisfaction in doing the task well.

**Do you have a shop steward in your school? If not, is this something you may be interested in? Do you have a colleague who you think would be a good shop steward?**

If this is something you or your colleagues would be interested in please contact [rachel.harrison@gmb.org.uk](mailto:rachel.harrison@gmb.org.uk) (Local Authority Schools) or [sarah.barnes@gmb.org.uk](mailto:sarah.barnes@gmb.org.uk) (Academies) or ring GMB on: 0345 337 7777

## MEET 'N' GREET

If you would like a GMB visit to your school contact:

Rachel Harrison (LA Schools) E-mail: [rachel.harrison@gmb.org.uk](mailto:rachel.harrison@gmb.org.uk)

Sarah Barnes (Academies). E-mail :[sarah.barnes@gmb.org.uk](mailto:sarah.barnes@gmb.org.uk)

Or call 0345 337 7777



## ELECTION OF UNION SHOP STEWARD/SAFETY REP AND/OR UNION LEARNING REPRESENTATIVE

GMB members are seeking to elect a trade union representative to ensure their voice is heard and union organisation is strong in this workplace

(NB—before nominating anyone, please be sure they are willing to stand)

Place of Work: \_\_\_\_\_

CANDIDATE'S NAME (Please print)	NOMINATED BY (Please print name)	SIGNATURE OF NOMIINATOR

Candidate: \_\_\_\_\_

GMB Membership number: \_\_\_\_\_

Home Address: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

Contact number \_\_\_\_\_

Please return this form by post to:

**Freepost GMB Wakefield**



# Schools & Academies Workforce News

