

Schools & Academies Workforce **NEWS**

Yorkshire and North Derbyshire Region

GMB

YOUR UNION IN
SCHOOLS

Issue 3. Summer/Autumn 2018



GMB Members supporting the Mental Health Matters campaign

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Are you paying your membership fees by 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 requesting that all members working in schools switch their payment method to DD 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 or by telephone on 0345 337 7777.

After a full postal ballot ☒
OF ALL MEMBERS
affected by the local government pay offer

THE RESULTS

are in...

94%

VOTED TO **ACCEPT** THE OFFER

GMB



Have you had your pay rise?

See page 1 for more info...

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

0345 337 7777 www.gmbbyorkshire.org.uk

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LOCAL GOVERNMENT & SCHOOLS PAY OFFER HAS BEEN ACCEPTED

Agreement has been reached between the National Employers and the NJC Trade Union Side on rates of pay applicable from **1 April 2018** and **1 April 2019**. The pay award will now be implemented and back dated to 1st April 2018.

If you took part in the GMB vote and the new pay offer isn't implemented please contact your local GMB branch/regional office as soon as possible.

Full details of the offer can be found at:

<http://www.gmb.org.uk/campaigns/local-government-pay/overview>

We just wanted to say a huge

THANK YOU

to the thousands of you who

HAD YOUR SAY ON YOUR PAY

GMB



GMB'S EDUCATION CUTS CAMPAIGN

As you are only too well aware, the role and responsibilities of support staff in schools are ever increasing, without recognition for the invaluable role you undertake within all aspects of the school environment.

In addition, School Support Staff have to do more with fewer staff because of the changes introduced by Central Government to the funding formula used to set School budgets, which has led to unprecedented reductions/reorganisations of school support staff across the Country.

GMB the union for support staff has argued that the Government should reverse the budget cuts to the Education system, and that schools should have more than the level of funding settlement currently provided, along with the freedom to employ levels of support staff who are integral to the needs of pupils.

As part of this campaign, GMB has set up an online petition calling on the Government to increase school funding to local authority and stop education cuts.

PLEASE HELP PUT A STOP TO THE CUTS BY SIGNING OUR PETITION AT
www.gmb.org.uk/schoolcutspetition

£3 BILLION

EXPECTED CUTS TO SCHOOL BUDGETS BY 2019/2020

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GMB@WORK

DECENT PAY FOR DECENT WORK

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Preventing Violence in Schools:

Key Demands



GMB believes that the risk of violence in schools is like any other health and safety risk – it can be identified, controlled and managed.

GMB DEMANDS THAT...

- ! All staff are treated fairly & equally, regardless of perceived status/grade
- ! Absence for a work- related incident should not be counted towards sickness reviews
- ! Serious incidents suffered by any staff member are reported, so trends can be analysed & hotspots identified
- ! Feedback is given after every report made, even if only to confirm the incident has been logged
- ! Sanctions are issued whenever aggressive incidents occur
- ! Sufficient time is given for recovery when incidents occur & counselling & support provided where needed
- ! Negotiated & agreed policies & procedures are used to reduce the risk of violence as much as possible
- ! All staff are consulted on violence issues, not just teachers
- ! All school leaders acknowledge that violence presents a risk to the school workforce & a source of stress
- ! All schools assess the risk of violence both within school premises & for all external activities
- ! Performance is regularly monitored & reviewed & the lessons learned & shared from all significant incidents
- ! Personal protective equipment (PPE) is provided where required

Ask your GMB Rep or GMB Organiser for a copy of the charter for your school to sign up to or go to www.gmb.org.uk to download a copy

SHOCK GMB FIGURES SHOWS ONE IN TEN SCHOOL SUPPORT STAFF EXPERIENCE SEXUALLY INAPPROPRIATE BEHAVIOUR

Pupils masturbating, taking pictures of support staff's private parts and smacking their bottoms among shocking testimony of GMB members

Disturbing new figures from GMB show more than one in ten school support staff who responded to a survey has experienced sexually inappropriate behaviour from pupils.

The shocking statistics come from a nationwide survey of members.

More than 4,600 school support staff responded to the question 'Have you experienced sexually inappropriate behaviour from pupils (including verbal comments, innuendo, inappropriate touching and the taking of inappropriate pictures - sometimes known as 'up-skirting')?'

More than 10.5% said they had, rising to more than 11% among classroom based staff. Many of the responses are too explicit to report verbatim, but testimony from members includes:

- Male pupils photographing female staff bottoms when bending to pick things up off the floor.
- Pupils masturbating in the classroom.
- Use of inappropriate and sexually suggestive terms by pupils to staff including being called 'babe', 'beautiful', 'my MILF', 'a prostitute,' and 'a pervert'.
- Pupils telling staff to perform sexual acts, and saying 'this is what your husband likes'.
- Boys exposing themselves and making inappropriate comments and gestures.
- Students smacking female staff on the bottom or touching their breasts.

Karen Leonard, GMB National Officer, said:

"Our members love their jobs and enjoy positive, professional relationships with the vast majority of pupils, and are dedicated to supporting children and young people. However, some tell us that an unacceptable proportion of students use inappropriate language to each other and to staff regularly.

No one should have to put up with being sexually abused while at work – and that includes our members in schools.

"GMB demands a zero-tolerance approach – with proper, reliable support systems in place for those who do experience it."

For support please contact your GMB Rep, GMB Organiser or email sarah.barnes@gmb.org.uk

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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 sarah.barnes@gmb.org.uk or ring GMB on: 0345 337 7777

UNIONLINE
YOUR TRADE UNION LAW FIRM
0300 333 0303
www.unionline.co.uk



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 expense 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

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Mental Health Matters

GMB has produced a guide which has been designed as a one-stop resource to provide information on mental health conditions; give basic advice on tackling the issues and providing solutions; and outline ways to organise around mental health as a workplace health and safety issue.

According to the Centre for Mental Health 1 in 6 in employment are considered to experience stress, anxiety or depression at some stage. This is brought to the forefront of the mind when you consider that according to MIND 20% of employees in the UK take a day off work stating stress as the cause. A further 95% lie about their reason for absence.

GMB has been and continue to campaign and lobby Parliament to introduce mental health legislation to ensure mental health is treated with the seriousness it deserves in the workplace. This is about people's lives and making sure that our working environments provide a place of safety and belonging for all workers from all backgrounds.

"We encourage all employers to take up the mantle of responsibility to improve their workplaces, to stay vigilant and attentive to their staff, to train managers to act responsibly and appropriately to situations where mental health is a consideration. If businesses are unwilling to lead the way in providing safe and secure work environments for people, we encourage all those not yet already members to join a union and join us in the campaign to improve workplace conditions." (Joe Wheatley – GMB Young Member)

To download a copy of the GMB Mental Health@Work Guide go to:

<http://www.gmb.org.uk/gmbguide-mentalhealth.pdf>

GMB WOMEN'S CHARTER

Although we have both male and female school support staff, the majority are female. GMB have launched their Women Charter.

For Women in the Workplace GMB will campaign for:

- Equal Pay
- Raising the National Minimum Wage
- Full-time rights for part time workers
- Affordable childcare. Ending gender pay gaps, bullying, sexual harassment, domestic violence and sexist dress codes

For Women in our Union GMB will:

- Reach out to working women to encourage them to join GMB
- Encourage women who are members to become actively involved in the union
- Take appropriate steps to tackle underrepresentation of women
- Ensure the accountability of the unions equality structures
- Aim to hold Trade Union meetings at the workplace within working hours

For Women in Society, GMB will:

- Encourage women to become actively involved in politics
- Work with politicians to ensure women's issues are high on the political agenda
- Fight inequalities within the state pension
- Highlight the disproportionate effects the recession and austerity have had on women
- Campaign to reverse maternity and public services cuts
- Provide guidelines and practical advice on personal safety



For more information or support in your workplace join GMB online www.gmbyorkshire.org.uk/join-us or call: 0345 337

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PROBLEM SHARED CAMPAIGN

GMB Calls for a Counsellor in Every School



Daniel Long with mum, Emma Oliver

Emma Oliver came to address the GMB Yorkshire & North Derbyshire Regional Schools & Academies Support Staff Forum and the Regional Young Members' Committee to discuss her campaign, 'Problem Shared'. Emma is bereaved by the suicide of her son Daniel Long, due to the pressures of his exams in 2017. Emma is campaigning for there to be a Counsellor in every school. This should be an additional resource in school and not an extra duty or responsibility given to existing staff. Our regional schools forum are wholeheartedly backing this campaign, as well as the regions young members and equalities forums.

Details about the campaign as well as a link to the petition can be found at: <http://notfineinschool.org.uk/experiences/problem-shared/>

We would like to ask you to sign the petition, link below.
<https://planetradio.co.uk/aire/local/news/problem-shared-sign-petition/>

We also want to bring this to your attention as parents and grandparents. Exams can be a very stressful time for children. Do you know what your child's school has in place with regards the support they are offering children? And, do the children know it's there and how to access it? We have contacted all schools in our region about this campaign, but feel free to bring it to your child's school also.

If you would like further details about this campaign please email:
Sarah Barnes. Lead Schools and Academies Organiser
Sarah.barnes@gmb.org.uk

ASBESTOS IN SCHOOLS

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.gmb.yorkshire.org.uk/asbestos_registration



National Education Union

GMB has been informed by our members that they have been approached by the newly established National Education Union (NEU). Only your union the GMB has a right to represent and negotiate on your behalf.

Your pay, terms and conditions including your pensions are negotiated via the National Joint Council. The GMB is a member of the National Joint Council. The GMB has a seat at the Scheme Advisory Board which looks after your Pension. It's your union, the GMB, that attends regular meetings to raise issues of all staff including school staff through the National Joint Council.

The GMB union has representation and bargaining rights of school support staff covered under the National Joint Council of which all school staff pay, terms and conditions are covered. **The NEU does not have seat or bargaining rights at the NJC.** Through the National Joint Council the GMB raises issues such as pay, terms, conditions and pensions.

For proper representation and collective bargaining rights stay with, or join GMB today. www.gmb.org.uk/join/join-online

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PRODUCTIVE LEARNING PROJECT (PHASE 3)

A key aim of the Productive Learning Project Phase 3 will be the continuation and expansion of workplace and life-long learning not only to existing members but to those not yet engaged with the union learning agenda throughout the Yorkshire & North Derbyshire Region.

Building GMB's army of Trade Union Learner Representatives is crucial to this vision along with negotiating more learning agreements & enhancing current ones from previous successful projects.

The project will also build its connection with the GMB's industrial officers which will not only allow assistance with recruiting Trade Union Learner Reps but will also assist with the Apprenticeship Levy which was introduced on the 6th April 2017.

Many workplaces where GMB has recognition will have to pay this levy, so the project and workplace representatives should be able to deliver a membership benefit of service where a GMB member is engaged by an employer onto an apprenticeship training program.

The project will continue to assist both GMB members and potential members with their educational self-development by addressing the current skills gap and skills shortages prevalent in the UK economy, increasing individual employability through tailored courses for those seeking employment and ensuring quality education and training for those in work seeking progression.

Utilising its regional learning centres the Productive Learning Project will also target community learning initiatives to help remedy the areas of deprivation and neglect associated with the failure of traditional educational routes.

Roseanna Ford - Project Manager

JO COX LEARNING FUND

In February 2017, the GMB's Regional Learning Fund was renamed the Jo Cox GMB Learning Fund in memory of the late Jo Cox, MP for Batley & Spen. We want to make sure her legacy and values continue through the work we do at GMB and beyond in our communities, and what better way than to support our members in their learning and training aspirations.

This fund was created to assist GMB members with education and training costs in a bid to help them progress in their jobs but equally as important, it is there to help members who are out of work and who need to up-skill so they can secure future employment. It is primarily aimed at members of the GMB who are on the unemployed rate. Details of the terms and conditions of the 'Regional Learning Fund' and an application form can be found here:

www.gmbyorkshire.org.uk/regional-learning-fund

Please remember to have previously liaised with your workplace Union Learning Representative or Branch Learning Representative, Full-time Officer, the Regional Learning Committee, the Regional Project or the Learning Co-ordinator in your area. This must be done prior to applying for funding. It may well be that one of the above could assist you in obtaining the training course that you are about to apply for funding, free of charge in the first instance.

FUNDED COURSES FOR GMB MEMBERS



As a GMB member you have access to fully funded courses and qualifications. This includes, but is not limited to the following Level 2 distance learning courses:

- Understanding Behaviour that Challenges
- Understanding Autism
- Understanding Safeguarding and Prevent
- 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 PLPP3 Office:
Cortney O'Neal (Project Administrator)
cortney.o'neal@gmb.org.uk
tel: 01924 887279



**Productive
Learning
Project
Phase 3**

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12 months of **FREE**

£5,000

Accidental Death Cover

FOR GMB MEMBERS Go to: www.unioninsurance.co.uk/gmb

Hotpoint

**PRIVILEGE
PURCHASE CLUB**

GREAT OFFERS FROM HOTPOINT

We are pleased to announce a new partnership between GMB and Hotpoint which offers fantastic savings on a comprehensive range of kitchen appliances including Hotpoint's new range of small kitchen appliances.

SAVE UP TO 30% OFF HOME APPLIANCES FROM HOTPOINT AND INDESIT

FREE delivery and FREE removal of your old appliance.

Visit: www.gmbymyorkshire.org.uk/members_login to get the discount scheme ID to take advantage of these great offers.

uia &
mutual

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insurance for trade union members

UIA Insurance – Taking care of trade union members' home insurance needs for over 100 years!!

Home Insurance:

- Up to 40% off home insurance for a limited time (subject to terms and conditions).
- There are two levels of cover, so there's one that's right for you.
- An additional 10% discount is available if you combine Contents and Buildings insurance.
- Spread the cost over 10 months with UIA's free monthly instalment plan.

UIA is a mutual organisation so has no shareholders to pay. This allows the company to keep premiums low, provide a first class customer service and take a consistently fair and honest approach in claims assessment. There are no hidden extra charges with UIA Insurance when you need to make home insurance policy amendments. Furthermore you can pay monthly by direct debit at no additional cost.

GMB members who purchase a household policy with UIA will receive up to 40% discount. For a quotation go to: www.uia.co.uk/gmb or telephone free on 0800 729922.

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

Web: www.gmbcreditunion.com



GMB DENTAL PLAN

The GMB Dental Plan saves you money on costly trips to the dentist. Whether you have a NHS or private dentist we have plans to suit you. What's more they'll suit your pocket too with the NHS Plan at £9 per month, only 32p per day, the Private Plans start at £20 per month, only 71p per day.

- ⇒ This is the only dental plan on the market that pays 100% of your dental bills back (subject to generous annual maximums)
- ⇒ This means that if your check up, scale and polish costs £60, you can claim £60 back
- ⇒ White fillings and crowns are also covered on all Private Patient Plans
- ⇒ There are no penalties for claiming, plus, your premium will not go up when you claim
- ⇒ We can cover your partner and family members too, giving you total peace of mind

You can only buy this plan as a member of GMB, you won't find it on the high street. It's simple and straightforward to join, all you need is a clean bill of health from your dentist before you join the plan.

To apply or for further information call freephone 0800 037 2072 or apply online at: <https://www.union-benefits.co.uk/gmbdental/>



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SCHOOLS ACTIVISTS

The GMB aims to have a rep 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 GMB rep 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 GMB rep?

If this is something you or your colleagues would be interested in please contact or sarah.barnes@gmb.org.uk or ring GMB on: 0345 337 7777

MEET 'N' GREET

If you would like a GMB visit to your school contact:
Sarah Barnes (Lead Organiser
Schools and Academies)
sarah.barnes@gmb.org.uk
Or call 0345 337 7777

YOUR UNION YOUR NEWSLETTER

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

GMB

GMB@WORK

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 NOMINATOR

GMB Membership number: _____

Home Address: _____

Contact number _____

Please return this form by post to:

Freepost GMB Wakefield

