Schools & Academies Workforce NEWS

GMB
YOUR UNION IN SCHOOLS

Yorkshire and North Derbyshire Region

Issue 5 Winter/ Spring 2019

In this issue...

Page 1 - Local Government and Schools Pay Rise
Education Cuts
Keep us updated if your details change

Page 2 - False Allegations : What should you do?
Unionline: Your Union Law Firm

Page 3 - Mental Health Matters
Women's Charter

Page 4 - Problem Shared Campaign
Asbestos in Schools
NEU Information

Page 5 - Funded Qualifications for GMB Members
The Jo Cox Learning Fund

Page 6 - Motor Drivers Fund
GMB Credit Union
Hotpoint Discount
LV Car Insurance

Page 7 - Free £5000 Accidental Death Insurance
UIA Home Insurance
Airport Parking and Hotels Discounts

Page 8 - Zero tolerance to Violence on Staff in Schools - Pull out and display poster

Page 9 - School Activists, Meet and Greet and Rep Nomination Form

Schools & Academies Workforce News

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

0345 337 7777 **www.gmbyorkshire.org.uk**

Schools & Academies Workforce News

GMB
YOUR UNION IN SCHOOLS

YEAR 2 OF THE LOCAL GOVERNMENT & SCHOOLS PAY OFFER

GMB is a campaigning union, and our members have campaigned up and down the country against the government's sustained assault across public services. For seven long years there was a government imposed 1% pay cap and pay freeze. The cost of living has continued to rise while wages stayed stagnant.

GMB's Pay Pinch campaign fuelled the public pressure that proved decisive in busting the public sector pay cap.

Agreement was 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 should have now been implemented and last year's back dated to 1st April 2018. The second year of the deal should be automatically awarded in April 2019..

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.

Have Your Contact or Job Details Changed?

It is very important that we have your details up to date. Please let us know when:

- You've changed your job or workplace, or been made redundant. If you have left your job you may still be able to keep your membership on a reduced rate of 22p a month
- You've changed your contact number or email
- You've moved home and changed your address

GMB'S EDUCATION CUTS CAMPAIGN

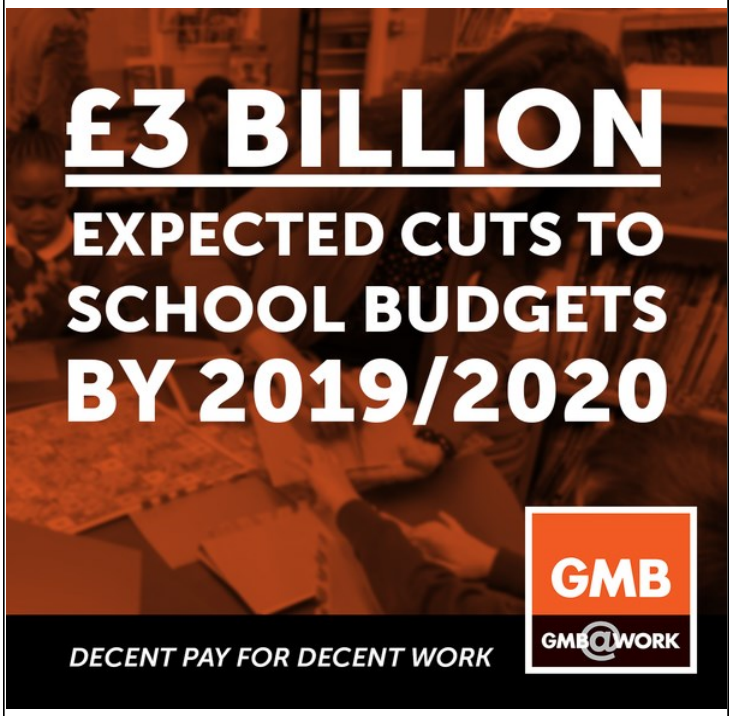
As you are only too well aware, the role and responsibilities of support staff in schools are ever increasing, without recognition for the invaluable role you undertake within all aspects of the school environment.

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



GMB
YOUR UNION IN SCHOOLS

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

GMB
GMB@WORK

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

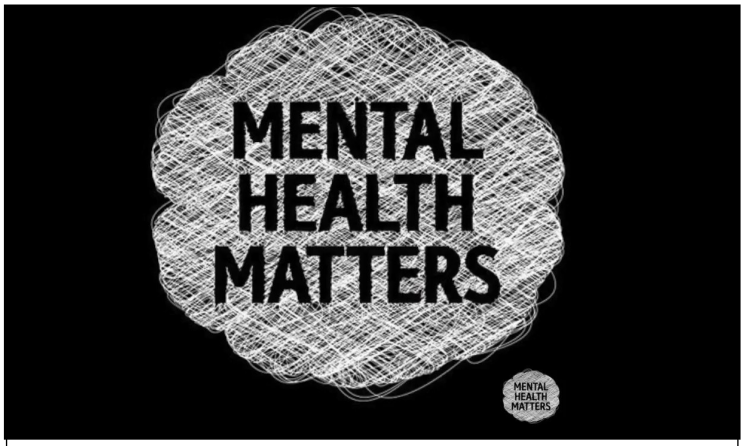
Keep 100% of you damages award
With other personal claims solicitors, you'll pay 25% of damages awarded as their fee. If UNIONLINE wins your case, you'll 100% of the money awarded to you.

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



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

GMB WOMEN

For more information or support in your workplace join GMB online www.gmbyorkshire.org.uk/join-us or call: 0345 337 7777

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 need 200,000 signatures to get this issue raised in parliament. Please sign the petition, by going to 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.gmbyorkshire.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

FUNDED QUALIFICATIONS FOR GMB MEMBERS

As a GMB member you have access to fully funded distance learning courses through our lifelong learning project which lead to nationally recognised qualifications worth hundreds of pounds! There are no tests or exams as all courses have knowledge-based assessment with dedicated tutor support. This includes, but is not limited to the following Level 2 *distance learning* courses:

- Understanding Behaviour that Challenges
- Understanding Autism
- Children & Young People's Mental Health
- Caring for Children & Young People
- Awareness of Mental Health
- Counselling Skills
- Understanding Working with People with Mental Health Needs
- Principles of Working with Individuals with Learning Disabilities
- Preparing to Work in Adult Social Care
- Understanding Safeguarding & Prevent
- Customer Service
- Safe Handling of Medication in Health & Social Care
- Understanding the Care & Management of Diabetes
- Understanding Specific Learning Difficulties
- Understanding Nutrition & Health
- Common Health Conditions
- Understanding Common Childhood Illnesses
- ICT User Skills (ITQ)
- Lean Organisation Management Techniques
- Information, Advice & Guidance
- Principles of Business & Administration
- Principles of Team Leading
- Equality & Diversity
- Cleaning Knowledge & Skills
- 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

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.

Have you ever been fined after accidently parking illegally or have unwittingly gone into a bus lane?

In the case of offences in connection with the Road Traffic Acts, contributing members will be entitled to free legal advice and where, in the opinion of the regional secretary, it is desirable that a member should be represented in court, such defence will be provided.

For an extra 20p a week on top of your memberships fees, if a member of the Motor Drivers' Fund is found guilty of an offence and is fined, a grant will be made by the union except where the charge is for:

- Log book offences
- Any driver not having insurance cover as required by the current road traffic legislation
- Proceedings arising from drink/drug related offences
- Wilful neglect or any criminal act on the part of members.

Download an application form by typing this link into your internet browser https://tinyurl.com/motorfundapplication and for full fund rules go to https://tinyurl.com/motorfundrules or contact regional office on: 0345 337 7777

GMB Credit Union

Simpler, fairer savings and loans for GMB members and their families

2.1% Annual Dividend on savings

- 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

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.gmbyorkshire.org.uk/members_login to get the discount scheme ID to take advantage of these great offers.

GMB's approved provider of car insurance LV= give members an exclusive discount on their car insurance.. For a quote on car insurance which is 5 Star Rated by Defaqto call now on:

0800 756 8349

(for text phone first dial 1800)

Lines open Monday to Friday 8am-8pm, Saturday 9am-5pm and Sunday 10am-4pm.LV= can also insure your motorbike, caravan or classic care, for more information on all product visit LV.com/GMB

LV= LIVERPOOL VICTORIA GMB UNION

uia mutual & GMB GMB@WORK

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 08000 729922.

GREAT SAVINGS ON YOUR TRAVEL EXTRAS FROM AIRPORT PARKING AND HOTELS

By pre-booking your travel extras with APH, you can make significant savings on the rates you would pay if you just showed up without a reservation. As a GMB member, you receive the following discounts:

- 15% off APH owned car parks
- 10% off all other participating airport car parks throughout the UK
- 10% off participating hotel & parking packages
- 10% off No.1 Traveller Lounges at selected airports

These discounts are on top of APH's existing savings of up to 25% on airport parking etc

To check prices, availability and to book securely online, please visit:http://www.aph.com/gmb14
Discounts are automatically applied on this website or call APH on 0844 871 7521 and quote 'GMB14'

GMB
YOUR UNION IN SCHOOLS

GMB
YOUR HEALTH
YOUR SAFETY

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.
Please display this poster on you staff noticeboard.

GMB DEMANDS THAT...

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

GMB - Grove Hall - 60 College Grove Road - Wakefield - WF1 3RN
0345 337 7777 www.gmbyorkshire.org.uk

GMB
YOUR UNION IN SCHOOLS

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 NOMIINATOR

GMB Membership number: _____

Home Address:

_____

_____

Contact number _____

Please return this form by post to:

Freepost GMB Wakefield

Contributions: £3.15 per week (over 20 hours) £1.83 per week (20 hours or less & under 18's) £1.00 per week (*10 hours or less) *excludes cash benefits. See our website for full details of contribution rates for working students & apprentices.

Join GMB UNION now for protection, support and advice.

Term time only - £7.96 per month

Hand this form to your local GMB representative, or post it by simply writing 'FREEPOST GMB Wakefield' on an envelope. You don't need a stamp or any other address details. Questions? Email us at info@gmb.org.uk or visit our website: www.gmb.org.uk where you can also join instantly.

PLEASE USE BLOCK CAPITALS

SIGN WHERE YOU SEE THE X s

TELL US ABOUT YOU. This will help us do the best possible job for you.

Forename

Surname

Title: Ms | Miss | Mrs | Mr | Mx

Date of Birth

Home address

Postcode

Work address

Postcode

Home phone number

Email address

Job title

Mobile number

Employer

Hours a week

THE IMPORTANT BITS. Please authorise the Direct Debit.

Instruction to your Bank or Building Society to pay by Direct Debit

DIRECT Debit

GMB UNION

Please fill in the form and send back to '**FREEPOST** GMB Wakefield'

Service User Number: 9 7 4 3 3 0

Name & full postal address of Bank/Building Society

To the Manager of _____ Bank/Building Society

Address:

Postcode:

Reference (FOR GMB USE ONLY)

Instruction to your Bank or Building Society. Please pay GMB Direct Debits from the account detailed in this Instruction subject to the safeguards assured by the Direct Debit Guarantee. I understand that this Instruction may remain with GMB & if so, details will be passed electronically to my Bank/Building Society.

Name(s) of account holder(s)

Signature(s) X

Date

Account number

Sort code

Banks/Building Societies may not accept Direct Debit instructions for some types of account.

PAYMENT DATE. Please select a payment date.

This is not part of the instruction to your bank or building society.

If you are paid monthly ☐ 1st* ☐ 8th* ☐ 16th* ☐ 23rd* ☐ Last day of the month* **OR if you are paid 4 weekly** ☐ 1st Friday ☐ 2nd Friday ☐ 3rd Friday ☐ 4th Friday

* or next working day

STAYING IN TOUCH. We want to make it as easy as possible to talk to each other.

GMB contacts members by email, phone and SMS about issues related to membership, membership services and campaigns.

Tick if you DO NOT wish to be contacted by: ☐ Email ☐ Phone ☐ SMS

GMB has a political fund to pay for political campaigning, which you can opt-in to for **1p a week.** In the past, the fund has helped win rights such as the minimum wage and maternity leave. There will be no detriment to you if you do not opt-in.

Do you want to opt-in to the political fund? ☐ YES ☐ NO

AND JOIN. I agree to abide by GMB rules.

Signed X

Date

Welcome to the GMB Union family!

To read the GMB rulebook please visit www.gmb.org.uk/rules For our privacy policy go to www.gmb.org.uk/your-privacy

You can change your contact preferences at any time by logging into your MyGMB area at www.gmb.org.uk/mygmb

FOR GMB USE ONLY Section | Branch number | Membership number | Join date