

Charlton Park strikes - a victory for all school based workers!

After months of action, including 6 days of strikes at Charlton Park Academy (CPA) in south east London, members of the GMB and and NEU have gained a well deserved victory. Burgundy and Green Book conditions have been won for all staff.

Since Charlton Park became an academy in 2012, new staff were no longer protected by national terms and conditions (Burgundy and Green Book). These staff were employed on the new academy contract which saw serious reductions in their sick pay entitlements.

Staff became aware of the situation when one teacher, who was off work with an industrial injury, discovered she was only entitled to 4 weeks sick pay and was forced to pay her rent with a credit card.

More than 90 GMB and NEU members began strike action in July 2017. A vibrant, well attended picket

at the school received positive support from the local community.

On November 29, after 3 weeks of talks at ACAS, agreement was reached, resulting in the restoration of Burgundy Book and Green Book conditions for all staff, new and old.

This dispute shows that collective action is the best way to ensure that workers are treated fairly. We should not give up hard won conditions of service without a fight. The achievement of these trades unionists at CPA should not be underestimated. They have protected their dignity as workers as well as their conditions of service. At our last Nottinghamshire NEU meeting, we voted to give financial support and full solidarity to the workers at CPA. We celebrate this tremendous success with them.

This success should inspire other schools to do the same.

Notts NEU - NUT Section

Annual General Meeting

WEDNESDAY

MARCH 7

5.30pm

DoubleTree Hilton Hotel,

Nuthall Rd, Nottingham NG8 6AZ



Heating in schools: are you warm enough in class?

This article, given that the weather recently has been particularly cold, is a reminder of the protection given by the regulations relating to heating in schools. Schools are covered by 2 different sets of regulations.

The Education School Premises Regulations 1999 set **minimum** temperatures and specifies that heating systems must be able to maintain those temperatures:

- ☑ Normal Level of physical activity i.e. a classroom - appropriate minimum is **18C**.
- ☑ Lower than normal level of activity e.g. medical rooms - appropriate minimum is **21C**.
- ☑ Higher than normal level of activity e.g. a gym - appropriate minimum is **15C**.

The Workplace (Health and Safety Welfare) Regulations 1992 applies to all workplaces and specifies minimum temperatures shall be “reasonable” (Regulation 7). In the accompanying Code of Practice this is defined as “**normally at least 16C**”. This is the standard referred to by the Health and Safety Executive.

Therefore the minimum temperature in a classroom should

be 18C whilst in offices it should be at least 16C.

Thermometers

The Workplace Regulations also require that a sufficient number of thermometers should be available, at a convenient distance from any part of the workplace, to enable temperatures to be measured in any part of the workplace.

Dealing with Heating Problems:

1. **Long Standing Problems**
 - i. Raise the issue with the Head so that it is brought to the attention of the employer.
 - ii. Monitor and keep records of temps. (See NEU-NUT Rep or contact the NEU - NUT Section - Office).
 - iii. Contact the local NEU - NUT Section - Office if the problem persists.
 - iv. Where conditions are intolerable consideration must be given to closing all or part of the school.
2. **Temporary Faults which cannot be resolved within 24 hours.** Sudden failures in heating systems, which are not going to be resolved quickly,

should give rise to consideration of whether all or part of the school should be closed.

3. **Temporary Faults which can be resolved within 24 hours.** Where faults can be resolved and repaired quickly it may be possible to close some parts of the school and rearrange time-tabling. Supplementary heaters might be brought in. (see below)
4. **Problems caused by ‘Heating Policies’** Some policies have been implemented to cut heating costs but these should not lead to inadequate levels of heating. Consult the NEU - NUT Section - Office.

Use of supplementary heaters

If it is ever necessary as a temporary measure to use supplementary heating, we advise consulting the NEU - NUT Section - Office regarding the suitability and siting of heaters.

The NEU does not regard the use of portable gas heaters as an appropriate solution other than as a temporary measure while action is being taken to repair the system.

Some academy facts

- ☑ Academy conversion won't stop budget cuts. In fact, more academies are running up overspends than local authority schools.
- ☑ Academy Trusts have been criticised for making business links with firms belonging to relatives.
- ☑ Councils can develop federations instead of academies but schools cannot return to council control once they have academised.

☑ School success in London has been based on partnership and support, not academisation.

☑ Academies employ more unqualified teachers to teach than Local Authority schools.

“Regional Schools Commissioners, it was said, would hold the whole academy system to account. It isn't happening. It hasn't worked. Instead we have a chaotic education market where schools are transferred from one provider to another as if they are retail units. This is no way to run a school system. It has got to change.” **Kevin Courtney, NEU Joint General Secretary, November 2017.**