

TEACHER RECRUITMENT CRISIS

Former government advisor and specialist in teacher recruitment, **Professor John Howson**, has warned of a **critical shortage of qualified teachers** in an article in 'The Observer' of 30th August 2015. The results of this shortage will include schools inability to teach as many subjects as they need to, there will be larger classes and less well qualified people including, in academies and free schools, people who are not qualified teachers at all.

Targets of trainee teachers recruited show a 10% overall shortfall at the beginning of this term with variations in individual subjects as follows:-

- 57% shortfall in Design & Technology
- 37% in R.E
- 25% in Music
- 25% in Geography
- 12% in English
- 11% in Mathematics

Only in History, Languages and P.E. are targets made.

Reasons for this include, **wages** being held down with 1% increases in the public

sector for the foreseeable

future, **rising pupil**

numbers and the

repeated **denigration** of

professional teachers,

especially under Mr Gove,

to the extent that people

who are not even qualified

to teach are being

encouraged and recruited

in the expanding

privatised schools. This situation is described as a

'perfect storm', it has been warned against, was

easily foreseen, will have drastic results on schools and

pupils, yet is dismissed as scare mongering self interest

by out of touch teacher unions by those who should

know better. As schools increasingly suffer the effects

of shortage, advice and support is available from NUT.



THE TRADE UNION BILL

This is a particularly **vindictive** measure designed to limit the ability of trade unions to take effective strike action as a last resort to defend their members.

It imposes thresholds for ballot returns, treating an abstention as a 'no' vote and will require even higher thresholds for teachers and some other public sector workers voting on industrial action. One of the most

pernicious clauses of the Bill will remove the ban on the use of agency workers to replace striking workers. Imagine the implications of this for Supply Teachers.

Much of the Bill is contrary to the U.N. International Labour Organisation rules and the European Convention on Human Rights. The TUC is co-ordinating opposition to the Bill and a mass march and rally was held in

Manchester on 4th October to coincide with the Conservative Party Conference. There was a strong MTA NUT contingent with the Banner among the **60 - 80,000** marchers that day.

There will be a TUC lobby of parliament on Monday **2nd November** at Westminster. Members should contact their MP to voice their opposition.

SUPPLY TEACHERS

Supply teachers have suffered savage cuts to pay, **loss of access** to pensions and much less predictable access to teaching work. Agencies are **driving down pay** and taking large sums in commission. This year's survey has shown that over two thirds of supply teachers now rely on agencies for their work, a figure that rises to almost 90% in London.

Work for supply teachers is also cut in schools where people who are **not qualified** teachers are employed to do the work of a teacher to the detriment of the profession and the children and young people subjected to this.

In support of Supply Teacher members NUT is holding a **lobby of supply agency HQ's** in central London to highlight this continuing attack on supply teacher pay and pensions. The lobby is on **Wednesday 28th October**,

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General Secretary: Mr John Morgan

Manchester Teachers' Association

FREEPOST (MR8526)

Manchester

M23 0BT

Tel: 0161 945 5061 **Email:** mtanut@tiscali.co.uk

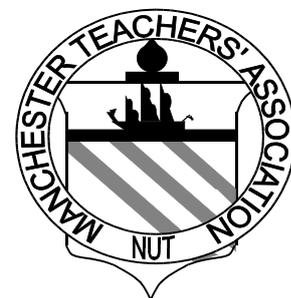
www.manchesternut.com

President:

Mr Glenn Feeny

Editor:

Mr R Flint



during half term week, and any members who wish to attend should register at teachers.org.uk/supply. The focus is 'Fair Pay and Pensions for Supply Teachers' and there will be a pre lobby briefing at Hamilton House at 11.30am.

RECRUITMENT AND TEACHER TRAINING

The recruitment of student teachers is something the MTA has always done well but the **fragmented nature of teacher training** now leaves the Association at risk of missing many potential members.

Members in schools need to identify all newcomers whether **students or NQTs** and actively attempt to recruit them.

Teach First and **Schools Direct** students will not necessarily be reached by the Association at University recruitment days so it is really important that they are contacted by Reps, and other members in their training schools. It is sometimes surprising how little student teachers realise of **the importance of Union membership**. Help them out!

MEMBERSHIP GROWS

Teachers know that they are facing **mounting attacks on their professionalism** and increasing challenges in their schools. This is one reason why **membership of NUT is growing**. Here in **Manchester**, the Association is pleased to report that membership has passed the **3,500** mark; by far the largest teacher organisation in the City. More new members are welcome and if you know a colleague who has just joined the staff, or one who has been in your school longer and is not a member of NUT, invite them to join. Don't just leave it to your NUT school rep, do your colleagues a favour. Go to www.teachers.org.uk for details of membership.

NEW PRESIDENT

President of Manchester Teachers' Association NUT for the academic year 2015 –2016 is **Glenn Feeney of Pupil Referral Unit KS3**. Congratulations to Glenn and best wishes for what

will be a busy presidential year of office. Thanks are due to **Greg Fox**, our retiring President for all his work and contributions during his year of office.

RETIRED TEACHERS SECTION

The next meeting of the Retired Teachers Section will be on Tuesday **3rd November** when **Mr Alan Hayhurst** will give a presentation entitled **"The Boys Who Smashed the Van". The story of the Manchester Martyrs and the death of Sergeant Brett in 1856**". As usual this will be at the Hough End Centre, Mauldeth Road West, 10.15am and new members are always very welcome. As we cling on to the remains of summer sunshine and reasonable temperatures you may be surprised to know that planning is well in hand for the annual **Christmas Lunch on 1st December** so members should look out for menu choices and details of cost which will be posted shortly.

GENERAL MEETING

The next General Meeting of the Manchester Teachers' Association will be on Wednesday **4th November, 5pm**, at the **Hough End Centre, Mauldeth Road West**. The September meeting was well attended and members present enjoyed the agenda business, the refreshments and the talk on the 'Global Education Reform Movement' GERM given by National Executive member **Gawain Little**. General Secretary, **John Morgan**, was nominated and adopted as the Association's candidate in the coming **National Executive Elections** so watch the post for your chance to vote for him. All members are welcome so please try to attend and bring a fellow member with you.

ONGOING CAMPAIGNS

There may be a new government in the new academic year but NUT campaigns continues to 'Stand up for Education' and 'Stand up for Teachers'. Some are covered in this issue and the Union will maintain its fight on Pay Progression, Education Funding Cuts, Privatisation of Education and attacks on the status of Qualified Teachers amongst others.

There will be **elections** and new **ballots** so please **vote**, support your Union and if you don't agree then vote against, don't just abstain or forget or think others will vote; that just plays into the hands of those who fundamentally oppose Union democracy.



The professional and responsible union for all teachers