

# OXON NEWS

Oxfordshire NASUWT Federation |

## OxCity LA

Local Secretary - Zohra Fatima-Jenkinson (E-mail: [zohra.jenkinson@gmail.com](mailto:zohra.jenkinson@gmail.com))

Future Meeting:

Thursday 18th June 2015  
17.00 (Venue TBC)

## SE Oxon LA

Local Secretary - Daniel Cuell (E-Mail: [daniel.cuell@live.com](mailto:daniel.cuell@live.com))

Future Meetings:

Monday 18th May 16.30 (Lord Williams School, Thame)

Thursday 25th June 16.30  
(Lord Williams School, Thame followed by a meal)

## SW Oxon LA

Local Secretary - Kate Westrop (E-Mail: [westrop206@btinternet.com](mailto:westrop206@btinternet.com))

Future Meeting:

Tuesday 7th July 2015

## NASUWT

## Annual

## Conference 2015

## NASUWT

Oxfordshire

This Easter saw members of the NASUWT converge in Cardiff for Annual Conference. Members from England, Scotland, Wales and Northern Ireland were elected by their local associations to represent members on deciding the policy and direction of the national union. Over the weekend issues that were debated included the use of unqualified staff, the impact of financial hardship on children and young people, pupil behaviour and the mental health of teachers.

Oxfordshire LAs proposed, seconded and spoke on a motion calling for a review of how Pupil Premium is being introduced into schools with a focus on teacher workload.

Oxfordshire Members were represented by:

Fed - Michelle Codrington-Rogers and Julian Moody

OxCity -, Pushpa Chaure, Sayed Chaure, David Emsden, Zohra Fatima-Jenkinson, Elaine Paling

SE Oxon - Jane Dobson

SW Oxon - Kate Westrop

West Oxon - Brigitte Hickman, Donna Keeber



Next year conference will be held in Birmingham over the Easter weekend, if you are interested in coming along then come to a Local Association (LA) meeting and let us know you are interested. All expenses will be

covered by the LA.

## New Guidance: Maternity and Parental Leave

### Time off for parents has changed

The time off available to working parents has changed with the introduction of Shared Parental Leave.

Oxfordshire's family policies for schools and academies have been updated to reflect these changes including the:

[Maternity Scheme](#)

[Adoption Scheme](#)

[Paternity Leave Policy](#)

[Parental Leave Policy](#)

[Shared Parental Leave Policy](#)



### What are the key changes?

Mothers of babies born on or after 5 April can now choose to reduce their entitlement to maternity leave and statutory maternity pay and convert it into Shared Parental Leave and Pay. They can then opt to share this leave and pay with their partner, taking time off together or separately.

Shared Parental Leave and Pay is also available for couples who are adopting.

Other key changes for parents from 5 April include:

Adopters: no longer have to have 26 weeks continuous service to be eligible for adoption leave. Statutory adoption pay has been brought in to line with statutory maternity pay.

Parental Leave: the allowance of 18 weeks unpaid leave, has been extended and is now available to parents of any child under the age of 18 years.

And finally, just a reminder of the legal change that came in to force from October 2014 giving fathers and partners of expectant mothers the right to unpaid time off to attend up to two antenatal appointments.

### **Action Short of Strike: National Action Update**

Further to the NASUWT National Action Short of Strike Action Instructions (Phase 3), the NASUWT has notified all relevant employers of escalation of industrial action.

The Action Short of Strike Action Instructions on Marking and Assessment are additional to the Phase 3 instructions and do not replace them.

The Action Short of Strike Action Instructions on Marking and Assessment are effective from 6 May 2015 and apply to all maintained schools, including community, foundation, voluntary aided, aided and controlled; academies; trust schools; members employed by a local authority on the teacher's contract and in the Teachers' Pension Scheme.

### **Marking and Assessment Instructions**

With effect from 6 May 2015:

Members are instructed to refuse to comply with any marking and assessment policy which generates excessive workload and/or has not been agreed with the NASUWT.

Until such time as a policy agreed with the NASUWT is introduced, members will mark and assess pupils in a manner consistent with the principles set out in the Union's guidance.

### **Term 5 In School:**

It's that time of the year when schools are finalising their timetables and 2015-16 calendar. Schools should be working on a budget of 1265 hours as directed time for a full time teacher (pro-rata for Part time).

This represents the hours you can be instructed to carry out school related tasks. This included time in front of a class, PPA time, meetings, 'trapped' time and parent consultation (according to the School Teachers Pay and Conditions). The calendar should be finalised in consultation with school reps. If your school doesn't have an elected NASUWT rep then this is one more area where your voice is unheard...

## West Oxon LA

Local Secretary - Julian  
Easterbrook (E-Mail:  
[jeas7179@marlborough.oxon.sch.uk](mailto:jeas7179@marlborough.oxon.sch.uk))

Future Meeting: Tuesday 12th  
May 16.45 (The Marlborough  
School)

## North Oxon LA

Local Secretary - Geoff Branner  
(E-mail:  
[geoff.branner@exec.nasuwt.org.uk](mailto:geoff.branner@exec.nasuwt.org.uk))

## Getting Involved

NASUWT is a member-led organisation meaning that we depend on our members supporting each other. All of us at Federation and in the Local Associations are volunteers, often working for members in addition to being in school. There are many ways that members can get involved

Workplace Contacts - a named person who puts info on the noticeboard

School Reps - based in schools, elected, trained and support members at that school

Caseworkers - who support members one on one with

## School term dates for 2015 - 2016

The dates set out below are the confirmed school term and holiday dates from September 2015 for Oxfordshire County Council. Some Academies will also follow these dates

### Term 1

1 September 2015 - 23 October 2015 \*  
(1 September is an INSET day)

October holiday

26 October 2015 - 30 October 2015

### Term 2

2 November 2015 - 18 December 2015

Christmas holiday

21 December 2015 - 1 January 2016

### Term 3

4 January 2016 - 12 February 2016

February holiday

15 February 2016 - 19 February 2016

### Term 4

22 February 2016 - 24 March 2016

April holiday

28 March 2016 - 8 April 2016

### Term 5

11 April 2016 - 27 May 2016

Late Spring holiday

30 May 2016 - 3 June 2016

### Term 6

6 June 2016 - 20 July 2016

Note:

\* 1 September 2015 is a countywide INSET day  
Schools choose a further four INSET days from the rest of the school year, leaving 190 pupil days

Schools may use the equivalent number of 'twilight' sessions instead of some (or all) of the four INSET days, reducing the total number of school days accordingly

More ASoS information can be found : [http://www.nasuwt.org.uk/consum/groups/public/@generalsecretary/documents/nas\\_download/nasuwt\\_014082.pdf](http://www.nasuwt.org.uk/consum/groups/public/@generalsecretary/documents/nas_download/nasuwt_014082.pdf)

**Future NASUWT Events**

*New Teachers Seminar III*

St Johns Hotel, Solihull

13 June 2015

*Disabled Teachers Consultation Conference*

Hilton Metropole, Birmingham

20 June 2015

**NASUWT Oxfordshire Update:**

Our recruitment team are visiting schools around the county bringing handfuls of 'freebies'. Keep your eyes out for trolley tokens, pens, pencils, tea towels, card holders and Oxon Umbrellas 'popping up' near you. There are also some special edition mugs doing the rounds... spot them if you can.

If you would like to attend any of these then they can be booked through the main NASUWT Website. <http://www.nasuwt.org.uk/TrainingEventsandPublications/ConferencesandEvents/Overview/index.htm>

Have a good May break,

Michelle Codrington-Rogers

Oxon Federation NASUWT Negotiating Secretary

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Members Support Advice Line : 03330 145550