



### **OxCity LA**

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

Tel: 07469 119285

### **SE Oxon LA**

Acting Local Secretary - Michelle Codrington-Rogers (E-Mail: [Oxonnasuwtfedsec@gmail.com](mailto:Oxonnasuwtfedsec@gmail.com))

### **SW Oxon LA**

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

New local website: Last year we launched a website specifically for Oxfordshire NASUWT members. We have tried to condense the relevant information from the national site and add local content.

Please do pay it a visit: <http://www.oxon-nasuwt.org.uk/>

## **Your Union**

This year has seen a lot of change locally and nationally. We've seen the impact of a change of government and policy of austerity has impacted on lives nationally and locally. At local government level OCC are expected to make cuts of £284m by 2018, which has already led to cuts across all services including schools. In addition to the academisation of the county's schools with most opting to join MATs, changes are continuing to come. The hardest hit has been the change in service providers to schools with Hampshire County Council now delivering HR and Financial services on behalf of OCC.

Despite this we are working with the other teacher organisations to make sure our members are supported individually, in the workplace and collectively represented.



We also continue to support members in FE colleges, the independent sector and those who are in the supply sector.

### **National Activities**

Oxfordshire Local Associations are continuing to play a role nationally within the union, with a strong delegation attending National Annual Conference in Cardiff, TUC Black Workers Conference, equalities conferences and rep training courses.

### **Annual Conference 2016**

Next year's 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.

#### **Term**

##### **1 In School:**

All schools should have an annual calendar of dates that should be available to all staff. 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. Any changes once it has been distributed needs to be agreed to minimalist disruption to our lives outside of school. If your school doesn't have an elected NASUWT rep then this is one more area where your

## West Oxon LA

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

## 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 training

For more info please contact your local secretary.

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Until such time as a policy agreed with the NASUWT is introduced, members will mark and assess pupils in a manner consis-

## 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

tent with the principles set out in the Union's guidance.

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)

Date	Time	Venue	Agenda Items to Include
Thursday October 15th 2015	17.00	The Iffley Tree, 63 Church Way, Iffley Village, Ox- ford OX4 4EY 01865 775974	<ol style="list-style-type: none"> <li>1) National and Local Issues affecting teachers</li> <li>2) Approval of budget 2015-16</li> <li>3) Call for NASUWT Annual Conference 2016 Delegates</li> <li>4) Nominations for:                             <ol style="list-style-type: none"> <li>a) National Officer positions                                     <ol style="list-style-type: none"> <li>i) Junior Vice President</li> <li>ii) Honorary Treasurer</li> </ol> </li> </ol> </li> </ol>
Thursday 21st January 2016 GM	17.00	The Iffley Tree, 63 Church Way, Iffley Village, Ox- ford OX4 4EY 01865 775974	<ol style="list-style-type: none"> <li>1) National and Local issues affecting teachers</li> <li>2) Amendments to Motions to Conference 2016</li> <li>3) Call for NASUWT Annual Conference Delegates 2016</li> </ol>
Thursday 21st January 2016 AGM	17.00	The Iffley Tree, 63 Church Way, Iffley Village, Ox- ford OX4 4EY 01865 775974	<ol style="list-style-type: none"> <li>1) Election of LA Officers - President, Vice-President, Secretary, Treasurer, 4 executive officers</li> <li>2) Election of Federation Reps</li> <li>3) Nominations for National Committees</li> <li>4) Approval of budget 2016/17</li> <li>5) Nomination of NEC member</li> </ol>
Thurs day 19th May 2016 GM	17.00	The Iffley Tree, 63 Church Way, Iffley Village, Ox- ford OX4 4EY 01865 775974	<ol style="list-style-type: none"> <li>1) National and Local issues affecting teachers</li> <li>2) Annual Conference Feedback from delegates</li> </ol>

Thursday 23rd June 2016	17.00	The Iffley Tree, 63 Church Way, Iffley Village, Ox- ford OX4 4EY 01865 775974	1) National and Local Issues 2) Priorities for 2016/17
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**Local Association Meetings 2015/16**

**Future NASUWT Events**

Event	Date	Location
Women Teachers' Consultation Conference	03 October 2015	Hilton Metropole Hotel, Birmingham
New Teacher Follow-on Seminar	21 November 2015	Holiday Inn, Birmingham City Centre
BME Teachers' Consultation Conference	28 November 2015	Hilton Metropole Hotel, Birmingham

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 start to the next academic year,

Michelle Codrington-Rogers

Oxon Federation NASUWT Negotiating Secretary

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Members Support Advice Line : 03330 145550

