



CAMBRIDGESHIRE ASSOCIATION

Minutes of the Association Committee held on 25th November 2015 at Long Road Sixth Form Centre, Long Road, Cambridge.

Present: Jon Duveen, Lesley Jackson, Kristian Jones, Fleur Patten, Louise Crook, Tom Woodcock, Matt Kelly, Jackie Francis, Philip Yealds, Phillippe Harari, Paula Champion, Martin Fields

1. Apologies: Brian Chadwick

2. Minutes

The minutes of the meeting 14th October 2015 were read and signed by Matt Kelly as a true record.

3. Matters arising

Organising for Change – email to members to tell them about the meeting on 28th November.
Stand up to Racism convey – PC – needs to be put onto next meeting agenda.

Cambridge Schools Improvement Board – JD had a meeting last week – way of supporting school leadership. JD raised point that the Cambs pool of teaching skills, not acknowledged by the group. Mentioned that schools are failing – leadership feel that ‘top down’ model is the way to run schools, but this is not working. Only person sympathetic was Geoff Haywood, this is a possible avenue we can explore.

LC – Diamond Learning Trust are involved – as well as the other academy chains.

JD – ATL and NASWUT are interested in working on this with us.

Sixth Form Agenda – PH – spending review is coming up. If they become academies, they will not have to pay VAT, saving £500,000.

JD – Kristian Jones to be ratified as a co-opted member of our committee.

4. Ely College

FP – The NUT has informed the principal that they intend to strike next week. Two motions are – no rigid numerical targets related to performance management targets. No expectation or pressure that work will be done during lunch break. For example, restorative conversations with difficult students at lunchtime and lunchtime clubs. Sensitive issue at Ely as there was Action Short of Strike action due to 1265 hours of directed time. To make this target was to lengthen the lunchtime. Now they are trying to direct the staff during this time. New principal and SLT during the summer term. Failed 2nd HMI visit and moral is at its lowest ebb. Weekly union meetings but still unconsulted directives being sent out via email. Three days of strike action booked. Wednesday 2nd December, Tuesday 8th and Wednesday 9th December.

JD – should endorse to the members message of support to the school for its actions. We are winning members away from other unions due to the firm action by the NUT. JD will circulate to all the reps in the Ely area they should send messages of support to Fleur. Will put article into Campaign Teacher for messages of support and publicise nationally. Should have a picket line, to start at 7.30am.

PC – offered congratulations to FP for all her hard work. Need to publicise this as much as possible via the press.

TW – solidarity should be across as many schools as possible. Must ensure all members are protected and supported. Try to have ‘gate meeting’ to ensure as much support is visible, especially to the press.

KJ – should go out on all social media.

5. Early Years Campaign

PC – the Mill Road Winter Fair is on 5th December. Coffee and Cake meeting due to happen in a couple of weeks.

6. Association Elections and Facilities Time

Association Elections – JD – 30th November will send out nomination forms and the list of posts to be filled. Nominations close on 18th December – sent to JD by that date. If we need a ballot – forms will be sent out 5th January. 19th January, ballot will close at 6pm. 20th January, ballot will be counted at 5.30pm at Long Road. Results will be read out at AGM, 27th January. Matt Kelly will be returning officer for the ballot.

Facilities Time – JD – composed of two parts – contributed by the schools, for £1.10 per student per year – this is the second lowest amount in the country. To be used for county secretaries and nominated people for attending meetings. The primary school Heads object to even this amount of money. This is not enough money – this should be doubled so facilities time is properly available to our officers. 2nd pot of money from the county - £8000 – we can use this to develop the work of the association. Taken £3-4000 for the assistant secretary to have facilities time to do union work. The rest is for the rest of members to do union work – for example – to send people on courses. Of the 250 schools in Cambridgeshire – 8 – 10 schools do not contribute to the facilities pot – eg – Brooke Western schools.

PC – what is required from the secretary post? If we are going to advertise a post – we need to have an idea what the post entails. What should the assistant secretary be doing during this half day. Should this be used elsewhere? Where does the rest of the £8000 go, as well as the assistant secretary? Could we have a reps officer on the committee? Facilities time could be used for developing the reps in the county.

JD – What does JD do? All of the casework for the association. Up to 400 cases per year in all stages of the case work. Load is lifted by Sue Spencer and Kristian Jones. One or two other retired members expressed an interest. Regional meetings – on Saturdays and Regional executive meetings that take place during working hours. Div Sec meetings – at Hamilton House, which take whole days. LJ – has been looking at policy documents and critiquing them. LJ has been doing some casework – also taken on the workplace stress survey that is being sent out. LJ is analyzing this, when the data comes in.

PH – is happy to have facilities time as it is. Is there any more facilities time available?

TW – good that facilities time is being made available. Some of this time should be directed to the organization agenda.

JD – every time we have case work – JD is carrying out the organizing agenda via the casework. During this time, JD is organizing the association and building the reps that we have. We are one of the most organized divisions in the Eastern region.

KJ – if there is money elsewhere, then that is good. We should ask the assistant secretary what s/he is doing – before we direct that person in that role.

PH – we should make a draft job description for the assistant secretary and the secretary.

JD – not possible to make a job description as the div sec represents the union in all the union work. To break the time down will be impossible.

TW – some of the facilities budget is used for the organizing agenda. The motion was passed.

7. AGM and meetings next term

These will be circulated by JD.

8. Correspondence

9. Reports

- a. Secretary
- b. Treasurer
- c. Any other reports from officers

10. AOB