



## CAMBRIDGESHIRE ASSOCIATION

### Minutes of the Association Committee held on 13<sup>th</sup> January 2016 at Long Road Sixth Form Centre, Long Road, Cambridge.

**Present:** Jon Duveen, Lesley Jackson, Louise Crook, Rachel Evans, Paula Champion, Phillippe Harari, Tom Woodcock, Charlotte Rivington, Chris Grant, Philip Yealds

#### **Agenda:**

1. **Apologies** – Kristian Jones, Fleur Patten, Matt Kelly, Martin Fields

2. **Minutes**

CG and JV - The minutes of the meeting 25<sup>th</sup> November 2015 were read and signed by Jon Duveen as a true record.

3. **Matters arising**

4. Strike action was diverted by Ely College but there are ongoing issues with the behaviour of the students. This is now becoming a safety issue, alongside with an unsupportive SLT. An ultimatum of the end of this week (15<sup>th</sup> Jan) has been given until further action will be taken by members. Members felt more confident after having the strike ballot and winning this.

5. **Early Years campaigns** – see report attached

RE – attended a national meeting about the early years campaign – the vast majority of teachers reported back that they were against baseline testing. This campaign is working – and there is evidence to show this.

PC – want to relaunch back into campaign and there will be soon be released the results of the survey that was conducted nationally. Need to find a way to speak to teachers in the approach to conference. Want to ask association to take forward the indicative ballot and survey. A Facebook group has been set up – survey should be ready after half term.

TW – this survey is a good idea to garner views that could lead to an indicative ballot.

JD – we could make an emergency resolution ready for the AGM.

TW – could text message members to see what response we get.

CG – is there a list of associations that are doing this survey?

PC – two stalls are coming up – this Saturday in the Grafton Centre and one in Ely.

6. **Recruitment** – School Direct

CG – this is changing the way we become teachers and therefore, the way we are recruiting members. This was centralized via the university courses, now they are scattered around the school direct centres. They are training 50% of the new teachers currently. We are finding it difficult to find events to do a recruitment campaign. We know some of the school leaders but not where all the trainee teachers are. Also, this method is a way of preventing unions from organizing. This has led to a reduction in union membership. It is much harder to recruit later on in a teacher's career rather than when they are student teachers. We must encourage school reps to approach school direct trainees in order to recruit them. If we could find out when/where the training sessions or meetings take place, then we could find a way of attending and recruiting.

JD – is happy to contact the lead schools and bring in membership material and to find out who the school providers are.

LC – Issue was brought up at women’s network meeting. We need to have packs available to give to members to distribute.

TW – we need to send out membership list to reps and encourage them to recruit. Especially as we are close to organizing issues to do with funding.

CG – also mention to reps that student membership is free and they are able to join more than one union. As a result, we are more likely to win their full membership.

## **7. Response to CREDS consultation**

JD – authority review of central services – CREDS are being reorganized. This is also happening to SEND and early years advisors as well. Authority is looking to save money, is arguing that schools should be paying for CREDS and not the authority. A survey of all 110 head, with a return of 47, that CREDS becomes either a slimmed down version or only puts on what the schools are willing to pay for. Meeting of 8 primary heads decided to reduce the CREDS service by about a third. This will affect funding and staffing. Currently 7 full time teachers; they want to reduce this to 3. We need to keep that expertise within that service.

CR – good idea to approach the issue on technicalities in order to put the authority under pressure.

JD – the number of migrants is going to increase, therefore the need for CREDS is going to increase.

LC – emergency committee meeting – distributed a newsletter before and after Christmas that garnered a positive response. Agreed to contact allies – local councilors have been contacted with positive responses. LC – pressed home some pertinent questions including the community impact assessment, which hadn’t been done. Due process is not being followed. Consultation ends on 17<sup>th</sup> January with a response on the 22<sup>nd</sup>.

TW – Can we get the legal team to challenge the lack of due process. The longer term goal to gain the confidence of the members both within and out the service to gain support to take some action. The nature of the service and that they have not done a community impact assessment means they have left themselves open.

PC – we need to stall in order to enable us to organise a campaign. The lollipop campaign was successful by making the campaign public. They might try to push this through by stealth and we need to make this as public as possible. Can we launch a petition?

LC – Need to have LA funding as opposed to school funding. Funding promises have not been fulfilled. It appears that managers are staying and that teachers and TAs are being most affected.

CG – community impact issue – looking at consultation document there isn’t the CII – this needs to be done by an independent body. The CII is retrospective.

JD – can get a request for an independent CII in by Friday and our response by 19<sup>th</sup>. We can also involve The Cambridge News and ask them to investigate it.

PC – we should put together the package including quotations from Jon and community members. There appears to be a predetermined outcome to the consultation document.

## **8. AGM and meetings this term**

AGM is on the 27<sup>th</sup> January – is at the Cambridge Professional Development Centre. Meeting to start at 5.30 – refreshments from 5pm . 6.30 buffet. AGM business from 5.30 – 6.30 and conference motions from 7 – 8.

Honoraria system has changed. The national executive have been told that the honoraria will be taxed and to be paid in June.

9. Reorganising the cluster work - not discussed.

10. Correspondence

11. Reports

- a. Secretary – TW and JD met with Pete Monaghan about a campaign against post 16 funding cuts.
- b. Treasurer
- c. Any other reports – see attached reports

12. AOB