



## HARINGEY DISTRICT

**2018**  
**2019** | **ANNUAL**  
**REPORT** |

## President's Report

This has been a year of change for Haringey Teachers' Association both at local and national level.

Last May Julie Davies resigned her official roles on the local committee following her successful campaign and election as a local councillor.

Julie worked tirelessly for the association over many years. She held several positions including Health and Safety Adviser, President and latterly as Secretary. Although we are sorry to lose her we know that she has left the association in good hands under Ed's leadership, and she is always available for advice. I am confident that she is doing all she can to support the residents and employees of Haringey in her new role. We send our thanks for her years of hard work representing colleagues and fighting for the best local conditions of service.

January saw the completion of the amalgamation of the NUT with ATL to form the NEU. It had been NUT policy for many years to campaign for unity and this is a great step towards realising that goal. We know there is strength in numbers and a union that represents all staff working in education will have much more influence when negotiating and campaigning.

**Jane Wilkinson**

President

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## Cuts

Government cuts to education and local government have continued to seriously impact upon schools across the borough. The Schools forum and local authority have now done what they can to mitigate against the financial difficulties faced by schools but reserves have effectively run out. Many schools have restructured support staff positions, narrowed the curriculum, asked parents for donations, raised class sizes of lower sets, cut resources budgets to the bone, not replaced teachers when they leave, restructured TLR and leadership scale positions, etc. etc.

The situation is now desperate in some schools and our members face having to do more with less on a daily basis whilst also dealing with a decade of public sector pay restraint.

## Indicative Ballot

The NEU conducted an indicative ballot of members over the possibility of national strike action over pay and funding. There are huge logistical challenges to be met given the punitive thresholds that Unions must meet under the Trade union Act 2016. Ballots must achieve a turnout of 50% of all eligible members with a minimum of 40% overall having to vote in favour of action. In addition, the Union conducted the ballot at a time when the amalgamation was reaching its conclusion and membership data was not as up to date as it could have been given the technical difficulties of dealing with two different membership systems, and the implications of GDPR legislation. Nationally, only 7 NEU districts achieved above the 50% turnout threshold with 6 in London. Haringey achieved a turnout of 52% which is testament to the hard work of school reps across the borough ensuring that members had received their ballots, updated their membership details, and voted.

## Bulge Classes 2019

Last year schools were informed quite late of the requirement for Bulge classes in Year 7. This almost led to a dispute at one school who were considering breaking the Haringey class size agreement of 27 as a result of the difficulty in planning for an extra form, and in order to take advantage of the extra funding. Schools were skeptical that pupil numbers would be accurate and that they would face a funding gap if the bulge classes were not full, or nearly full. As a result, we brokered an agreement through the Schools' Consultative Group that ensures schools receive an amount of guaranteed funding for bulge classes provided schools continue to take pupils in multiples of 27 and stick to the secondary class size limit of 27.

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## **Duke's Aldridge Academy**

The district has conducted an indicative ballot for strike action at Duke's Aldridge Academy. The academy has a large deficit budget and is proposing a series of redundancies to support staff, as well as attacks on terms and conditions for teachers. Proposals put to staff included breaking the Haringey agreements on secondary class sizes and contact time. There is also likely to be considerable knock on in terms of workload for members should proposals to cut the support staff go through. We are actively negotiating with the Trust in order to secure reassurances for members who have suggested they would be willing to negotiate temporary adjustments to contact time for a period of two years in return for guarantees on workload reduction from the Trust.

## **Confident Classrooms Training**

We have continued to run training for members this year through Steve Carr's Confident Classrooms programme. These have been successful and well attended by members who have fed back positively on the courses. Please contact the office if you would like more information on upcoming courses.

## **Support Staff Members**

As the NEU now represents and recruits support staff members we have had more casework relating to support staff. This has provided logistical challenges as this is a new area in terms of understanding terms and conditions and contractual and statutory frameworks under which support staff, as opposed to teachers, operate. However, this has also generated an increase in membership numbers, particularly in some schools where we have traditionally had strong NUT membership and engagement.

## **North Haringay and Chestnuts Primary schools**

We are continuing to push for answers through the Schools' Consultative Group as to how two previously community schools were transferred to the Green Lanes Co-operative trust as foundation schools. There seems to be no paperwork and there is certainly no evidence of any TUPE or consultation around this transfer which it has been confirmed took place some years ago. We believe that the transfer took place in error having been initially considered and then discarded by the governing bodies at the time. We have sought legal advice as to whether there may be a claim for illegal adjustment of contract without consultation for our members.

*The following were elected:*

**SCG:**

Julie Davies • Kim Slater • Ed Harlow  
Efe Kurtluoglu • Naomi Durbin • Paul Power

(All HTA committee members are substitutes)

**Health & Safety Adviser:**

Paul Champion

**Conference Delegates**

Ed Harlow • Julie Davies • Pat McCulloch  
Kim Slater • Paul Power

**London Regional Council**

Paul Power

## Past Presidents 1965 – 2010

1965	Mr. A.W. Lees	(deceased)
1966	Mr. L. Hadley	(retired)
1967	Mr. G. Powell	(deceased)
1968	Mr. R.E. Grout	(retired)
1969	Miss H.R. Gould	(deceased)
1970	Mr. A.W. Oakman	(deceased)
1971	Mr. Charnay	(deceased)
1972	Mrs. V. Fasham	(retired)
1973	Mr. J.G. Elkington	(deceased)
1974	Mr. D.E. Perkin	(retired)
1975	Mrs. N. Haemmerle	(deceased)
1976	Mr. F. Thomas	(deceased)
1977	Mrs. H. Bechler	(retired)
1978	Mrs. S. Peacock	(retired)
1979	Mr. R.C.Champeney	(deceased)
1980	Ms. V. Graham	(left profession)
1981	Miss Y. Brennan	(left area)
1982	Mr. G. Cremer	(deceased)
1983	Ms. D. Tunstall	(retired)
1984	Mr. P. Lefley	(retired)
1985	Mr. L. Aarons	
1986	Ms. J. Woolf	(left area)
1987	Mr. M. Gentleman	(retired)
1988	Ms. Y. Reynolds	(left profession)
1989	Ms. L. Eyle	(left area)
1990	Ms. J. Chan	
1991	Ms. A. Goldie	(retired)
1992	Ms. J. Clarke	
1993	Ms. P. Turnbull	(retired)
1994	Ms. L. Hickey	(deceased)
1995	Mr. I. Hussein	(retired)
1996	Ms. J. Davies	
1997	Ms. J. Mann	(retired)
1998	Mr. P. Hillman	(left area)
1999	Ms. D. Tunstall	(retired)
2000	Mr. S. Ballard	(retired)
2001	Mr. A. Jones	(left area)
2002	Ms. D. Tunstall	(retired)
2003	Mr. T. Brockman	(retired)
2004	Ms. P. McCulloch	(retired)
2005	Ms. C. Newman	(left area)
2006	Ms. J. Davies	
2007	Ms. J. Davies	
2008	Ms. J. Clarke	
2009	Ms. J. Davies	
2010	Mr. Simon Brilliant	(left area)

## Past Presidents 2011 -

2011	Mr. Nick Soteri	
2012	Mr. Simon Horne	
2013	Mr. Alex Higgins	
2014	Mr. Simon Horne	
2015	Ms. Jane Clarke	
2016	Ms. Joliette Sutherland	
2017	Ms. Julie Davies	
2018	Ms. Jane Wilkinson	

## Past Secretaries

1965-1966	Mr. H. Baldwin	(deceased)
1966-1980	Mr. J. G. Elkington	(deceased)
1980-1999	Mr. T. Brockman	
1999-2006	Ms. J. Davies	
2006-2011	Mr. T. Brockman	(retired)
2011-2016	Ms. J. Davies	(retired)
2017-	Mr. E. Harlow	

## Past Treasurers

1965-1966	Mr. J.G. Elkington	(deceased)
1966-1983	Mr. A.W. Lees	(deceased)
1983-1987	Mr. S. Woolf	(left profession)
1987-1995	Ms. P. McCulloch	
1995-1997	Ms. J. Beard	
1997-	Ms. P. McCulloch	

# Declaration of results of the annual election of Officers and Committee (Rule 7)

I declare that the results of the election for officers, committee and conference delegates 2018/19 were as set out below.

President : **Jane Wilkinson**

Ex- President : **Julie Davies**

Vice President		<i>Elected unopposed</i>
Secretary	<b>Ed Harlow</b>	<i>Elected unopposed</i>
Treasurer	<b>Pat McCulloch</b>	<i>Elected unopposed</i>
Deputy Secretary	<b>Kim Slater</b>	<i>Elected unopposed</i>
Health & Safety Adviser	<b>Paul Champion</b>	<i>Elected unopposed</i>
Primary members	<b>Alex Higgins</b>	<i>Elected unopposed</i>
	<b>Naomi Durbin</b>	<i>Elected unopposed</i>
	<b>Efe Kurtluoglu</b>	<i>Elected unopposed</i>
	<b>Chia Barsen</b>	<i>Elected unopposed</i>
Secondary members	<b>Paul Power</b>	<i>Elected unopposed</i>
	<b>Alex Costello</b>	<i>Elected unopposed</i>
	<b>Brayden Andrews</b>	<i>Elected unopposed</i>
	<b>Cosmas Ncube</b>	<i>Elected unopposed</i>
	<b>Joliette Sutherland</b>	<i>Elected unopposed</i>
	<b>Jane Clarke</b>	<i>Elected unopposed</i>
Centre/Units	<b>Nora Chetouane</b>	
Conference Delegates	<b>Ed Harlow</b>	<i>Elected unopposed</i>
	<b>Julie Davies</b>	<i>Elected unopposed</i>
	<b>Pat McCulloch</b>	<i>Elected unopposed</i>
	<b>Kim Slater</b>	<i>Elected unopposed</i>
	<b>Paul Power</b>	<i>Elected unopposed</i>
Retired Teachers Section Chair – <b>Paul Lefley</b>		
Retired Teachers Section Secretary – <b>Steve Ballard</b>		

**Kim Slater**

Returning Officer



# NATIONAL EDUCATION UNION – NUT SECTION

## FINANCIAL STATEMENT FOR THE PERIOD

1<sup>st</sup> September 2017 – 31<sup>st</sup> December 2018

### INCOME

<b>Local Subscriptions</b> - Received from HQ		<b>59,220.17</b>
<b>Grants Received</b> - Received from HQ		
Annual Conference Expenses - Grant	<b>622.80</b>	
Other HQ Grants – Activity Grants	<b>3455.00</b>	<b>4,077.80</b>
<b>Interest Received</b>		
Net Interest		<b>143.74</b>
<b>Other Income</b>		
Miscellaneous Income:		
Donations	<b>50.00</b>	<b>50.00</b>
<b>TOTAL INCOME</b>		<b>63,491.71</b>

### EXPENDITURE

#### **ASSOCIATION ADMINISTRATION**

<b>Office Costs</b> - Printing, Stationery, Postage, Telephone & other minor items		<b>9,040.47</b>
<b>Equipment Purchases</b> - Single item value in excess of £50 - See list required page 4		<b>1,736.40</b>
<b>Repairs &amp; Maintenance</b> - Equipment etc.		
<b>Occupancy Costs</b> - Rent, Electricity, Gas, Telephone, Insurance etc.		<b>846.97</b>
<b>Clerical Assistance/Employee Costs</b>		<b>19,724.01</b>
<b>Bank Charges</b>		<b>62.00</b>

#### **TRAVEL, SUBSISTENCE & OTHER ACTIVITY COSTS**

<b>NUT Annual Conference</b>	<b>7,661.00</b>	
<b>Other NUT Conferences</b>	<b>2,859.50</b>	<b>10,520.50</b>
<b>Meetings, Functions &amp; Expenses</b> - Travel & subsistence, room hire, catering etc.		<b>11,893.01</b>

#### **INTER-UNION PAYMENTS**

<b>Retired/Life Members' Subscriptions</b> - Deducted by or Paid to HQ		<b>1,939.20</b>
<b>Regional Council levy</b>		

#### **SUBSCRIPTION, DONATIONS & OTHER FEES**

<b>Trades Council Affiliation Fee</b>		<b>70.00</b>
<b>Subscriptions &amp; Donations</b>		<b>1,366.00</b>

#### **BADGES, SOUVENIRS & GIFTS**

**87.75**

#### **OTHER PAYMENTS:**

##### **MISCELLANEOUS EXPENDITURE**

<b>TOTAL EXPENDITURE</b>		<b>57,286.31</b>
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## SUMMARY OF BALANCES at 31st December 2018

### PROFIT & LOSS SUMMARY 2018

<b>TOTAL INCOME</b>	<b>63,491.71</b>
<b>TOTAL EXPENDITURE</b>	<b>57,286.31</b>
<b>2018 SURPLUS/(DEFICIT) FOR THE YEAR</b>	<b>6,205.40</b>

### ASSOCIATION FUNDS

<b>FUNDS @ 31st August 2017</b>	<b>30,322.96</b>
add surplus or deduct deficit	6,205.40
<b>FUNDS @ 31st December 2018</b>	<b>36,528.36</b>

<b>Represented by:</b>	Account No.	Sort Code:	
<b>UNITY TRUST (GROUP) ACCOUNT</b>	20403551	60-83-01	28,446.57
<b>TEACHERS BUILDING SOCIETY</b>			
(Education Community Easy Saver Account)	D7007 48 HAR/I		8,063.22
Sub Total			36,509.79
Plus Petty Account			18.57

<b>TOTAL FUNDS</b>	<b>36,528.36</b>
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### EQUIPMENT PURCHASED DURING THE YEAR

ITEM	DATE OF PURCHASE	PURCHASE PRICE
Macbook & Headphones	21/10/18	1,736.40

<b>TOTAL</b>	<b>1,736.40</b>
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### RECONCILIATION OF BANK CURRENT ACCOUNT TO CASH BOOK 2018

<b>Balance as per Bank Statement at 31<sup>st</sup> December 2018</b>	<b>28,446.57</b>
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**Cheques drawn but not yet shown on the Bank Statement**  
None

<b>Balance as per Cash Book &amp; this Financial Statement</b>	<b>28,446.57</b>
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We certify that this Account has been drawn up from and is in agreement with the Books and Records of the Association and state that in our opinion it gives a true and fair view of the Income and Expenditure of the Association for the year ended 31<sup>st</sup> December 2018 and of its Funds at that date.

**J. Chan & C. Shone (Auditors)**

**Pat McCulloch (Treasurer)**

# APPENDICES