

## Subject: SCHOOLS NorthEast Weekly Update - Week 17



The banner features the 'SCHOOLS NORTH EAST' logo on the left, with the tagline 'The future of our region is in school'. The main text 'WEEKLY UPDATE' is in large, bold, blue letters. On the right is the 'SCHOOLS ADVISORY SERVICE' logo, which includes a stylized sunburst icon.

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Our update goes out to every Head Teacher in the North East weekly, but if anybody else in your school or LA would like to receive the Update, please send their name and email address to [r.clegg@schoolsnortheast.com](mailto:r.clegg@schoolsnortheast.com)

### In this issue...

- A round up of all the latest local and national education news
- Details on free regional conferences regarding improving aspirations, access and achievement - from Achievement for All
- "Raising Standards through Curriculum Innovation" event from Aim Awards
- Free educational opportunities at Westminster
- Important dates for your diary including the SCHOOLS NorthEast Patron's Dinner and School Business Manager conference

### Focus on...pay by results

After much speculation, the Education Secretary, Michael Gove, yesterday confirmed new arrangements to give more freedom to all schools over how they pay teachers. The announcement follows recommendations from an independent review body which last year called on the Government to link teachers' pay more closely to their performance.

From September, a new national pay framework for teachers will come into effect that will:

- end pay increases based on length of service;
- link all teachers' pay progression to performance, based on annual appraisals (already the case for some teachers who are on a higher pay scale); and
- abolish mandatory pay points within the pay scales for classroom teachers.
- The higher pay bands for teaching in London and fringe areas will be retained.

When making the recommendations that have led to the changes, Chair of the STRB, Dame Patricia Hodgson, said:

"We believe our recommendations will help schools to recruit, retain and reward the best teachers. It will give Heads freedom to manage teachers' pay according to pupil needs and local circumstances, within a fair national framework".

Speaking on the changes, Michael Gove said they would "make teaching a more attractive career and a more rewarding job" and "give schools greater flexibility to respond to specific conditions and reward their best teachers".

He added: "It is vital that teachers can be paid more without having to leave the classroom. This will be particularly important to schools in the most disadvantaged areas as it will empower them to attract and recruit the best teachers".

Early this year, a survey of teachers by the Sutton Trust found that more than three-quarters of school staff are in favour of linking salaries to performance in the classroom, with almost half of teachers questioned saying that pay rises should be determined by pupils' results. MPs on the Commons Education Select Committee also backed the proposed changes, saying that they are needed to stop the worst teachers "hiding" behind a rigid national salary structure.

Both the National Association of Head Teachers (NAHT) and Association of School and College Leaders (ASCL) broadly support the changes but highlight concerns about the speed of implementation and the need for careful planning to avoid negative implications.

Russell Hobby, General Secretary of the NAHT, said:

"Basing pay progression on performance would bring classroom teachers into line both with Head Teachers, where it already operates, and with most other sectors. However, it must be introduced sensitively and not based on crude targets. For classroom teachers to have confidence in the fairness and consistency of the judgements, a great deal of work needs to be done in training and raising awareness of the process. PRP can be a useful development tool that most teachers will embrace if used correctly. If it is introduced in a rush, it could appear unnecessarily aggressive and alienating".

ASCL General Secretary Brian Lightman warned the Government not to "underestimate the impact of the changes and stressed the importance of adequate training for school leaders and particularly governing bodies to ensure they fully understand how to implement the new framework fairly and effectively:

"The implications of the changes for school governing bodies are profound and must not be underestimated. Governing bodies are ultimately responsible for the pay policy and pay awards, and variations in pay will inevitably generate more appeals to governors. The level of expertise in some governing bodies is insufficient to deal with these issues unless there is significant investment in training".

However, the move has been criticised by other teaching unions.

The NASUWT called the consultation a "sham", complaining that there was just six days between the deadline for submissions and the Government's decision.

General Secretary, Chris Keates, said: "From now on the only pay existing teachers can expect is the salary they are on. New entrants to the profession can aspire no higher than their starting salary.

"At a time of severe economic austerity and where there is already stark evidence that schools are using existing pay flexibilities to deny teachers pay progression however well they perform, the claim that these recommendations will result in good teachers being paid more is risible".

Christine Blower, General Secretary of the NUT, raised concerns over teacher attraction arguing that "predictable pay scales are one of the main attractions for new entrants to the profession", arguing: "some 25,000 schools deciding their own pay structures is a real distraction from the teaching and learning that should be the focus of schools' work. Individual pay decisions will result in unfairness and less mobility in the teacher job market, contrary to Department for Education claims, there is no evidence that linking pay to performance increases results".

An increase of more than 1,000 applicants for post-graduate teaching training courses in England based on initial figures from the Graduate Teacher Training Registry (GTTR) and the Teaching Agency was also announced yesterday. The 3.6 % rise in applicants has been linked in part to the popularity of the new School Direct - school-led teacher training programme.

## Your views.....

Do you welcome the changes to teacher pay? How do you see the changes affecting your school? Do you have concerns or reservations over the implantation of the new framework? Do you expect an increase in appeals? Let us know your views email [think@schoolsnortheast.com](mailto:think@schoolsnortheast.com)

## Further reading

- [Full STRB report](#)
- [Teachers' pay rises to be based on performance, Michael Gove confirms](#) (Guardian)
- [Coalition facing clash with unions over teachers' pay](#) (The Telegraph)
- [Teachers' pay to be linked to performance, says Gove](#) (The Times)
- [TES Blog](#)

## Local news by area

### Darlington

- [Criticism of academies 'one-sided' says principal](#) (Northern Echo)
- [Consultation underway to close Yarm at Raventhorpe School in Darlington](#) (Northern Echo)

### Durham

- [Bishop Auckland College offers X Factor auditions course](#) (Journal Live)
- [Top marks for Durham primary school](#) (Northern Echo)
- [Sell-out Sage audience for school music festival](#) (Northern Echo)
- [Parents from Sherburn Village, Sherburn Hill and West Rainton campaign over cut to school transport funding](#) (Northern Echo)
- [Councillors to consider Spennymoor traffic measures](#) (Northern Echo)

### Hartlepool

- [Sharron's making waves at school](#) (Hartlepool Mail)

### Newcastle

- [Mums miss out on food so that the kids can eat](#) (Chronicle Live)
- [Central Newcastle High School breaks Guinness World Record](#) (Central Newcastle High School)

### Middlesbrough

- [Schools Minister heaps praise on Teesside schools](#) (Gazette Live)

### Northumberland

- [Special needs provision at Grove School to be extended](#) (Berwick Advertiser)
- [Concern over 'Corbridge' school chaos](#) (Hexham Courant)
- [School youngsters cash in](#) (Hexham Courant)
- [Council 'cannot stand in the way of academies'](#) (Hexham Courant)
- [Allendale school staff facing redundancies](#) (Journal)
- [School services overhaul gets the go-ahead](#) (Morpeth Herald)
- [Overhaul for eight special schools and two units](#) (News Post Leader)

## North Tyneside

- [Youngsters are caught out of school](#) (News Guardian)

## Stockton

- [Teesside High School gets approval for new sixth form building](#) (Gazette Live)
- [Parents left angry at Stockton school bus shake-up](#) (Gazette Live)
- [Yarm School plan for Tees Heritage Park at Egglecliffe recommended for approval](#) (Northern Echo)
- [Internationally acclaimed saxophonist Snake Davis performs for Teesside High school children](#) (Northern Echo)

## South Tyneside

- [School's joy over Ofsted good news](#) (Shields Gazette)
- [Josef's joy at new £4m Jarrow pool](#) (Shields Gazette)
- [Nursery new name is a tribute to head](#) (Shields Gazette)

## Sunderland

- [High praise for nursery school](#) (Sunderland Echo)
- [Ditch that dickie bow – alternative prom show projects life beyond ball gowns](#) (Sunderland Echo)
- [Union fears at surge in Sunderland schools becoming academies](#) (Sunderland Echo)
- [Cannabis 'readily available' in Sunderland schools](#) (Sunderland Echo)

## Regional

- [North East primary school pupils praised for exam success](#) (Journal)

# Top national education news

## **Pupil premium funding is a 'blunt instrument'**

New research published by ASCL, indicates that more could be done to target the Pupil Premium where it is most needed. *Seeing in Colour: Insights on educational disadvantage from government data* argues that free school meals is a "blunt instrument for deciding which pupils warrant additional funding" and asks Government to "do more to target the premium funding to where it is most needed...", rather than an 'all or nothing' approach. The report also raises concerns about those students "from poor working class families who don't qualify for the Pupil Premium but whose circumstances in many cases are just as dire" and calls for "all students from families with total incomes, including benefits, below £16,190 must be classified as FSM without delay and receive the Pupil Premium and school meal funding that FSM attracts.

- [Pupil premium funding a 'blunt instrument'](#) (Public Finance)

## **1m academy and free school pupils 'could be eating unhealthy lunches'**

The Local Government Association (LGA) has warned that academies and free schools which opt out of national regulations are failing in their moral duty to ensure pupils receive healthy dinners. The association has made a fresh call to the government to introduce a single national standard that applies to all schools to ensure that all pupils can eat a healthy lunch. The call comes after research published by the Children's Food Trust last year found that over one in four academies offer crisps

and savoury snacks and around one in six provide chocolate and sweets, while one in 12 provide fizzy or energy drinks.

- [1m academy and free school pupils 'could be eating unhealthy lunches'](#) (Guardian)

### **Reading aloud in class 'does children no good'**

Julia Donaldson, author of 'The Gruffalo' and current Waterstones Children's Laureate, has warned that reading aloud in class is too "wooden" to interest today's children in books, and that it makes them feel like they are being tested. She suggests that children should instead be taught to read by acting out plays to make the process enjoyable.

Donaldson has recently launched a new series of short plays written for schools, featuring work by authors such as Vivian French, Alison Hawes, Steve Skidmore and Steve Barlow.

- [Reading aloud in class 'does children no good'](#) (Independent)

### **Does the shadow education secretary plan to undo Tory reforms? Interview with Stephen Twigg**

Guardian Journalist Peter Wilby recently met with the Shadow Education Secretary, Stephen Twigg, and grilled him on Labour's stance on local accountability, academies, GCSE's, A Levels, post-16 qualifications...and all things education!

When asked to sum up Labour's policies in a sentence Twigg stated: "The key to good education, whatever the sign outside the school says, is the quality of teaching and leadership inside it and, therefore, we shall focus on how we can raise the status of the teaching profession".

Read the full interview [here](#)

## What else we learnt this week...

- [Course to prepare wannabe pop stars for X Factor launched at Bishop Auckland College](#)
- [University applications 'not recovering' ahead of deadline](#)
- [Funding change 'risks cuts' to A-level sciences](#)
- [Babies help reduce violence and bullying in primary-school children](#)
- [Teachers are among the least likely professions to become psychopaths](#)

## Resources and Opportunities

### **Visit Parliament: Choose a themed workshop for your students and tour Westminster**

Show your pupils how Parliament works by visiting the building where its business takes place. You can also choose a workshop for your pupils, designed to support the teaching of the Citizenship curriculum, and build on the palace tour with more focused content.

**Booking lines open on 23 January** at 8:30am for April - July 2013 school visits to Parliament. These visits are very popular so call as soon as you can after 8:30am to reserve your place. [Click here](#) to find out more and book your school visit.

### **Visit Parliament: Free residential week in Westminster for teachers**

Teachers of politics, citizenship and related subjects, as well as education professionals, can apply to experience a unique professional development opportunity at the Houses of Parliament.

The 2013 event will run from **1 - 5 July** and applications are now open. The programme covers travel costs, residential accommodation and most meals. All resources, workshops and events are free of charge. [Click here](#) to find out more about the programme and apply.

### **Free course on child protection and safeguarding**

The Education Network are offering free CPD on child protection and safeguarding. On completion of the course you will receive a child protection certificate which will last for 2 years. To register your interest for this free half-day course email [newcastle@ednetwork.co.uk](mailto:newcastle@ednetwork.co.uk) (date and location TBC).

### **Climate Week: Britain's Biggest Climate Change Campaign – 4 to 10 March 2013**

Do you have an event or activity planned for Climate Week 2013? Register now at [www.climateweek.com](http://www.climateweek.com) By registering your event, you can help build a social movement for change, encourage others in your area to run their own event, and profile the fantastic work that you are doing.

No event planned yet? Check out the '[Things to do guide](#)' for some ideas for how you can get involved! There is still plenty of time to register to take part. [Click here](#) to find out more.

### **Your help needed: Education Funding Agency Survey**

The Education Funding Agency (EFA) provides revenue and capital funding for education for learners between the ages of 3 and 19, or the ages of 3 and 25 for those with learning difficulties and disabilities. They are seeking feedback from schools and need your help. The information gained is invaluable to them and will help them provide the best possible service. [Click here](#) to take part now.

## Events

### **17 January: Pupil Premium seminar with Prof. Rob Coe from Durham Uni CEM – SCHOOLS NorthEast (Stockton)**

Come to this event where Professor Robert Coe, Director of CEM (Centre for Evaluation & Monitoring), and Professor of Education at Durham University, will address Head Teachers in person and share the findings of his ground-breaking research. Prof Coe has co-authored the Sutton Trust Pupil Premium report which provides guidance for teachers based on thousands of research studies. ...[Read more](#)

### **5, 6 & 7 February: 'Improving the aspirations, access and achievement of children and young people' - Achievement for All half-day conferences (Middlesbrough/ Newcastle/ Durham)**

Attend one of three free half-day conferences by Achievement for All, the award winning national programme now working in over 1,200 schools nationwide, to improve the aspirations, access and achievement of children and young people. Achievement for All is an evidence-based programme, backed by...[Read more](#)

### **7 February: Raising Standards through Curriculum Innovation – Aim Awards (Darlington)**

This event will demonstrate personalised tracking that can be used to show progress through FL qualifications in a world without SCAAT points give practical examples of how qualifications can be used to innovate within the curriculum...[Read more](#)

### **SAVE THE DATE: 26 March: SCHOOLS NorthEast Patron's Dinner 2013**

School Leaders are invited to join us for a night of networking, fizz and celebration at our fourth annual Patrons Dinner, hosted by our Patron Chair Lord Puttnam. Please email [clegg@schoolsnortheast.com](mailto:clegg@schoolsnortheast.com) to register your interest.

**SAVE THE DATE: 3 May: School Business Manager Conference – SCHOOLS NorthEast**

SCHOOLS NorthEast is arranging a conference to help school business managers access the support and advice they need and to create opportunities for collaboration with colleagues and share best practice. Please email [r.clegg@schoolsnortheast.com](mailto:r.clegg@schoolsnortheast.com) to register your interest.

**Have a great week!**

If you have any issues you would like to see covered in the Update, or any other comments, I would love to hear from you at [think@schoolsnortheast.com](mailto:think@schoolsnortheast.com)