

# BE PART OF AN INDEPENDENT UNION

Join GMB. As a GMB member you and your colleagues are much more **secure** at work as part of an **effective** union of 700,000 members. Whether you work full-time or part-time—whatever job you do.



# GMB@SCHOOL

GMB NEWSLETTER FOR SCHOOL SUPPORT STAFF

Autumn 2007



## WHAT DO I PAY?

GMB keeps membership costs as low as possible. 10 hrs and less 70p a week (3.04) per month, 11 hours and above £1.28 per week (£5.55) per month, if you work full time £2.40 per week (£10.40) per month.. The union offers a range of benefits based on what you pay.

## HOW DO I JOIN?

Just fill in parts 1, 2 and 3 or 4 below and hand the form to your local GMB representative or post it to GMB, FREEPOST (WC2268), London SW19 4YY (you do not need a stamp). If you have any questions contact GMB: email [info@gmb.org.uk](mailto:info@gmb.org.uk) or visit our website [www.gmb.org.uk](http://www.gmb.org.uk)

FOR UNION USE ONLY Section  Branch No  Membership No  Date of joining

### GMB membership application form PLEASE USE BLOCK CAPITALS

**1 TELL US ABOUT YOU**

Surname  First name  Title Mrs/Miss/Ms/Mr Date of birth

Home address  Home Tel  Email

Postcode  Mobile  I agree to abide by GMB rules Signature

Date  We ask for your ethnic origins as part of our equal opportunities policy of improving services to all members  
 Bangladeshi  Black African  Black Caribbean  Black British  Chinese  Indian  Irish  Pakistani  White  Other:

**2 TELL US ABOUT YOUR JOB**

Employer  Your job

Address where you work  Postcode  How many hours a week do you work?  Pay No

Work Tel  Pay Date

**3 CHOOSE EITHER AUTHORISATION OF DEDUCTION OF YOUR TRADE UNION CONTRIBUTIONS FROM YOUR PAY**

Section 68, Trade Union and Labour Relations (Consolidated) Act 1992 as amended

I authorise my employer to deduct from my pay each week/month the sum of £

or other amounts as may be fixed by the GMB from time to time.

Please start the deductions immediately and pay the amounts to the GMB. Cash

I note that this agreement may be cancelled by one month's notice in writing.

I give permission to my employer to notify the GMB of any future change of address.

Signed  Date

**4 OR INSTRUCTION TO YOUR BANK OR BUILDING SOCIETY TO PAY BY DIRECT DEBIT**

Please fill in the form and send to GMB, 22-24 Worple Road, London SW19 4DD

Name and full postal address of your Bank or Building Society branch

To the Manager of  Bank/Building Society

Address  Postcode

Name(s) of account holder(s)

Bank/Building Society Account Number

Bank/Building Society Sort Code

Reference number (Office use only)

Originator's Identification Number

9 7 4 3 3 0

For GMB official use only. This is not part of the instruction to your Bank/Building Society. If your A/C number is not available fill in your address below.

**Instructions to your Bank or Building Society.**  
 Please pay GMB Direct Debits from the account detailed in this Instruction subject to the safeguards assured by the Direct Debit Guarantee. I understand that this Instruction may remain with GMB and, if so, details will be passed electronically to my Bank/Building Society.

Signature(s)

Date

Banks or Building Societies may not accept Direct Debit instructions for some types of account

# JUSTICE AT LAST?

## GOVERNMENT APPROVES NEW NEGOTIATING BODY FOR SCHOOL SUPPORT STAFF

Relentless campaigning by GMB for a National pay and conditions framework for school support staff has moved one step closer to reality. In May this year it was formally announced by the Secretary of State for Education and confirmed in writing by Schools Minister Jim Knight, that the Department is fully supportive of the move towards a new negotiating body and Ministers are committed to making this change.

GMB is committed to try and ensure that long gone are the days where people think that:

- Classroom assistants, mix the paint, wash the pots and put the collage on the wall.
- School secretarial/administration staff, welcome visitors, answer the phone, type a couple of letters for the Head teacher and make the coffee.
- Lunchtime supervisors stand in the playground or on the field chatting to their colleagues about what they watched on telly last night whilst the kids run round having a riot!
- Site Agents/Caretakers, unlock the school at 0800hrs and lock it again at 1600hrs.

- It's a nice cushy number to work in a school.

All school support staff roles, duties and responsibilities have changed beyond recognition over the years and it doesn't matter what job title you have, you are now a vital, integral and professional part of the education system and GMB will ensure that (long overdue as it is) now we have the chance to ensure all school support staff are given the pay, grade and status they actually deserve in relation to the jobs they are fulfilling we don't miss the window of opportunity.

GMB is at the forefront of all negotiations in regard to support staff issues and as these negotiations move forward it is imperative to ensure you are involved, informed and consulted on the work being undertaken and the progress of negotiations. To enable credibility and integrity, it is crucial that members have a constructive input into the process on an ongoing basis, we want to establish a new two way communication process to help take us forward. To these ends we are trying to ensure we have a GMB contact in every school where there are GMB members. If you are a GMB member and there is not a contact in your school, speak to your colleagues and decide who is going to be the contact and e mail their details to your regional official shown on page 3. The role of the contact is not that of a trade union



GMB confirms that any proposals will be fully consulted upon so all support staff need to join GMB to have a say. If you or any of your colleagues working in schools are not members of GMB please encourage them to join using the form on the back of this newsletter or online [www.gmb.org.uk](http://www.gmb.org.uk)

representative, but someone who will pass on relevant information like this newsletter to other GMB members in the school and let us know their opinions and/or decisions, as and when necessary.

Join online at [www.gmb.org.uk](http://www.gmb.org.uk)

# SCHOOL DISCIPLINE AND PUPIL BEHAVIOUR

Due to the ambiguity that has evolved around the right to discipline pupils, dealing with poor behaviour in schools has become a perpetual concern for all GMB members working in education, and trying to find solutions to rectify the problem was generally treated with caution.

In April this year, a clear statutory right for schools staff to discipline pupils came into force as part of the Education and Inspections Act, 2006. This legislation will also develop the right to use reasonable force in certain situations and circumstances.

Up until now the legal authority of staff to discipline pupils has been based on the common law principle of a teacher being in loco parentis ('meaning in place of the parent').

This right is being introduced to clarify the position of school staff and in particular tackles the "You can't tell me what to do" culture that we have all unfortunately become so familiar with.

The Act itself states that all staff who are in lawful charge of pupils will have the power to discipline pupils for inappropriate behaviour or not following instructions. This does include support staff.

- Every school must have a behaviour policy, including disciplinary measures, determined by the Head Teacher in the light of principles set by the Governing Body.
- The policy must be designed to promote good behaviour and deter bad behaviour, including all forms of bullying.



**For GMB members, problems have arisen from being unsure as to what they can or can't, should or shouldn't do, hopefully the implementation of this section of the Act gives schools the opportunity to remedy that.**

**However we believe that with the best will in the world, this will not do away with support staff having accusations/allegations made against them by pupils and/or parents/carers and should you be unfortunate enough to find yourself in this situation, it is imperative you have independent, professional advice and if necessary representation (sometimes legal representation is required).**

## TO THESE ENDS YOU NEED TO ENSURE YOU ARE A MEMBER OF GMB.

- The policy must be publicised to school staff, pupils and parents.
- Schools have a statutory power to discipline pupils for breaches of school rules, failure to follow instructions or other unacceptable conduct.
- All teachers and other staff in charge of pupils have the power to discipline.
- The Head Teacher may limit the power to apply particular sanctions to certain staff and/or extend the power to discipline to adult volunteers.

## Help us to help you and please complete the schools survey

Please complete the schools survey below and return to GMB, FREEPOST (WC2268), London SW19 4YY (you do not need a stamp). This will help us to effectively represent you at Local and National Level. If you are not a member of GMB, please ensure you complete the application form overleaf or join online at [www.gmb.org.uk](http://www.gmb.org.uk) before you return this survey.

1. Name/Address and Contact No.

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2. Local Authority in which you work:

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3. Name and address of your school:

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4. Is it? Community Controlled  V/A  V/C  Foundation Status  or Academy  (Please indicate as appropriate)

5. Your Job Title and level (eg. Teaching Assistant Level 3)

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6. Is Pupil behaviour a problem in your school? Yes/No

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7. Have you ever been verbally/physically threatened by a pupil or parent/carer? Yes/No

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8. Have you ever been verbally/physically assaulted by a pupil or parent/carer? Yes/No

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9. Does your School behaviour policy allow support staff to sanction discipline? Yes/No

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10. Are support staff clear about the extent of their disciplinary authority? Yes/No

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11. Have you received training in regard to discipline and behaviour strategies? Yes/No

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12. Is one of the discipline sanctions for Pupils at your school Detention? Yes/No

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13. If yes who supervises the pupils during their detention? Teachers/support staff/both

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14. Do you think that you are being asked to carry out duties and responsibilities that are in excess of those in your job description? Yes/No

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15. Do you ever feel vulnerable to having an accusation or allegation made against you? Yes/No

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16. Approximately how many support staff work in your school?

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As a member of GMB, you are the Union, it is essential you have a voice and that your views are taken into account with your employer and government. In order to ensure this happens, please let your local

representative know of any concerns you or your colleagues may have contact Roger Jenkins direct on: e-mail: [roger.jenkins@gmb.org.uk](mailto:roger.jenkins@gmb.org.uk) telephone: 0121 550 4888

If you want to organise a meeting at your school with GMB and to make sure your school receives our regular bulletins call Roger Jenkins, GMB Schools Officer on: 0121 550 4888

Please encourage your colleagues to join GMB