



Scottish Secondary Teachers' Association

Scottish Secondary Teachers' Association
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NEWSLETTER OF THE SCOTTISH SECONDARY TEACHERS' ASSOCIATION - DECEMBER 2017

'Teachers demand higher pay and a cut in workload'

The SSTA is conducting a survey of members on the proposed pay increase for teachers in 2017-2018 (1% from April with a further 1% from January to March 2018).

Seamus Searson, SSTA General Secretary said, "The initial finding highlights the lack of recognition of the important work that teachers undertake and the unhappiness of the profession. Although pay is critical in retaining teachers the 'never ending' workload is pushing many teachers away".

"The survey showed 90% of teachers believed the current pay increase will not encourage teachers to remain in the profession. The survey confirms the view that many teachers are considering a career outside of teaching (68%).

"There needs to be real recognition and a commitment to focus on the retention of teachers with a significant pay increase instead of looking at new recruits to solve the problem. There is little point in turning on the tap of recruitment when you have forgot to put the plug of retention in the bath".

Seamus Searson added "at this early stage 66% of members are prepared to take strike action should pay not be increased above inflation in 2018. The recent Scottish Budget will not help teachers as very few will benefit from the changes in tax or proposed lifting of the pay cap"

The initial findings of the survey showed

- **78% not content with the 2017 Pay increase**
- **96% believe the 2017 pay increase will not attract more people in to teaching**
- **90% believe the 2017 pay increase will not encourage teachers to remain in teaching**
- **68% are considering or have considered a career outside teaching**
- **49% are expecting a substantial pay offer in 2018**
- **53% are not expecting changes/reductions in workload in 2018**
- **50% are prepared to take strike action on the 2017 pay increase**
- **66% are prepared to take strike action should the 2018 pay increase be below the rate of inflation**

Comments from members highlight the situation

“The demands and unrealistic expectations of teachers are no longer worth the mediocre pay. I’ll be leaving the profession as soon as I can find a suitable job”.

“I am now poorer than when I started the job in 2007”.

“Money should be used to retain existing highly skilled teachers. I am still paying off a student loan after 14 years of teaching”

“Teachers need a substantial increase and a radical change to workload”

“The proposed pay increase does not reflect the demands of the teaching profession. The proposal is insulting in terms of workload, constant development work and does not show the importance of the teacher and their contribution to society”.

“They are relying on goodwill and I feel that it is time that our goodwill and patience is recognised. Enough is enough and reluctantly it is time for strike action”.

Kevin Campbell, SSTA President added “SSTA members care passionately about the young people they teach and have committed huge effort to give them every opportunity. This commitment needs to be recognised in terms of pay. Unfortunately, teachers pay has been allowed to fall to the point that many classroom teachers are unable to make ‘ends meet’ and really struggle to reach pay day each month”

Please note

The member survey began on Monday 11 December and is set to close on Friday 22 December. 932 members had responded to the survey by 15 December.

SSTA District Meetings

Council 3 March 2018

Your District will hold an AGM between Saturday 9 February and Tuesday 20 February, During the AGM, appointment of District Secretary and Congress 2018 representatives will take place.

Discussion on Motions for Congress 2018 will also take place.

The closing date for Motion submission will be Friday 9 March.

Details of your local meetings can be found on our website <https://ssta.org.uk/events/>

2018 SUBSCRIPTION FEES

The General Treasurer informed Council in December 2017, that subscriptions would increase from April 2018 by 15 pence per month for full-time members and by 8 pence per month for part-time, temporary, job-share or supply contracts and retired members.

The reduced annual subscription for 2018 for full-time members will be £171.30 and £85.65 for part-time, temporary, job-share, supply and retired members, if their fees are paid by annual direct debit or cheque by 31 January 2018. This saving is clearly of advantage to members and is only available to those who pay before the end of January.

The rates for 2018 are as follows

:

Full-time members

£171.30 if paid annually by 31 January 2018, or £186.75 if paid afterwards;

£15.45 per month January to March, £15.60 per month from April 2018, when paid by monthly direct debit.

Retired, part-time, job-share, temporary or supply members:

£85.65 if paid annually by 31 January 2018, or

£93.37 if paid afterwards;

£7.72 per month January to March and then £7.80 per month from April, when paid by monthly direct debit.

We should like to remind you that your SSTA subscriptions are a tax allowable expense. Two-thirds of the annual subscription payable to the Association is allowable for income tax relief. Section 343, Part 5, Chapter 2 of the Income tax (Earning and Pensions) Act 2003. Further information on how to make a claim can be found on the HMRC website <https://www.gov.uk/tax-relief-for-employees/professional-fees-and-subscriptions>

There are specialist firms that can assist you in doing this and at the same time, check if you have been missing out on any other tax allowances or been given the wrong tax code by HMRC meaning you are owed a tax refund.

The Tax Refund Company is one such firm and has helped over 140,000 teachers. They can quickly find out if it worth having your tax codes checked by visiting www.thetaxrefundcompany.co.uk/new/ref=teachers

Donations

Every year SSTA makes donations to a number of organisations that have been approved by Council. This year a donation of £300 has been made to the following organisations

- o Who Cares Scotland £300
- o Scottish Association for Mental Health £300
- o Barnardos £300
- o National Youth Orchestra £300
- o National Youth Choir £300
- o LGBT Youth £300
- o Stonewall £300
- o Unicef £300

SSTA Put Pupils First - Give Teachers Time to Teach!

SSTA District Secretaries

<u>District</u>	<u>Name</u>	<u>District</u>	<u>Name</u>
Argyll and Bute	Vacancy	Highland	Andrew Sutcliffe
City of Aberdeen	Sid Sandison	Inverclyde	Paul Cochrane
Angus	Christine Kelt	Midlothian	Sandra Richardson
Aberdeenshire	Barbara Adams	Moray	Kelly Morrison
Clackmannanshire	Maggie Nesbitt	North Ayrshire	Catherine Nicol
Dundee City	Peter Thorburn	North Lanarkshire	Stuart Allison
Dumfries & Galloway	Jay Young	Orkney	Rosemary McLaughlin
East Ayrshire	Ward McCormick	Perth & Kinross	Alan Johnston
City of Edinburgh	Liz Young	Renfrewshire	Sarah Dargie
East Dunbartonshire	Sally Shearer	South Ayrshire	Ruth Nicoll
East Lothian	Monique Dreon-Goold	Scottish Borders	Vacancy
East Renfrewshire	John Guidi	Shetland	Vacancy
Eilean Siar	Catherine Ferguson	South Lanarkshire	Jacqueline Bradley-Heeps
Falkirk	Vacancy	Stirling	Eddie Love
Fife	Kevin Campbell	West Dunbartonshire	Claire Mackenzie
City of Glasgow	James How	West Lothian	Beth Vanson

SSTA Committe & Panel Conveners

ASN Panel	Janine McCullough, Fife	Health & Safety Panel	Sue Edwards Aberdeenshire
Education Committee	James Cowans, Renfrew Area	Recruitment Committee	Sid Sandison City of Aberdeen
Equalities	Maggie Nesbitt, Central	Salaries & Conditions of Service	Catherine Nicol Ayrshire
Finance	Elaine Henderson, Aberdeenshire	Senior Managers Advisory Panel	Archie Bathgate Angus

SSTA opposed to the formation of an Education Workforce Council

The SSTA at its December Council meeting passed a motion to oppose the Deputy First Minister's proposal regarding the formation of an Education Workforce Council and urges the Government to abandon plans to create such a Council.

Seamus Searson, SSTA General Secretary said "The SSTA believes that by removing the GTCS it would be a retrograde step and would compromise the independence and integrity of the GTCS. This would be to the detriment of the teaching profession in Scotland.

"The thrust of 'Empowering Scotland's Schools' in the area of the General Teaching Council (Scotland) seems to be aimed at the dissolution of a world class, self-funded and independent body that registers and maintains teacher standards in Scottish schools.

"GTCS is self-funded by teachers and requires full registration before someone can work in our schools. Considering it is one of the few areas in education that is still generally viewed as being world class and a model of good practice due to it ensuring that high standards are met and maintained, it is somewhat curious that it is now under attack".

"The consultation bill says, 'We intend that the Education Workforce Council for Scotland should operate independently from Scottish Ministers' (p27) except when it suits 'We intend to include in the Education Bill a power for Ministers to amend the list of practitioners required to register' (p29)".

"The GTCS has many critics but it is democratic, fairly representative and open to all to put themselves forwards to directly influence our professional standards".

Kevin Campbell, SSTA President concluded

"The GTCS was set up in 1965 to counter fears about the number of unqualified teachers in schools. It now seems that the Scottish Government, rather

than tackling salary and working conditions that are falling through the floor, see the upholding of professional standards as an obstacle to the insertion of cheap labour into our schools".



SSTA
www.ssta.org.uk

Where professional support is only a phone call away

0131 313 7300

The advertisement features a woman with long dark hair, wearing a black blazer over a white shirt, holding a smartphone. The phone screen displays the SSTA logo and the phone number 0131 313 7300. The background is a solid blue color.

SSTA Put Pupils First - Give Teachers Time to Teach!

'What is your New Year's Resolution going to be?'

"ALMOST 10,000 teachers were attacked in Scotland's schools over the past three years"

[GREG CHRISTISON](#) Express Jan 1, 2017

Violence - We all agree it is increasing in our schools; most of us can hazard a guess at why - cuts to support staff, inclusion, lack of power to exclude?

So what can **YOU** do about it?

Report it, record it and demand your rights?

We know only a fraction of incidents are reported. The familiar cries of "well - it's just that class, part of the job, no time, it's not worth it, nothing gets done"... but please read on.

We are our own worst enemies if we do not report & record; we cannot demand action, support or training.

We need hard facts and figures to demand change; without these we will inevitably be asked to cope or ignored. Zero Tolerance means **you** (and me); together we can make a difference.

So make it one of your new year resolutions to report all incidents, no matter how small. Make sure a record is kept, and that your school forwards it to the local authority. Ask for a copy, and remember your rights; if in doubt, read the [advice note](#) on the SSTA website.

Make it your New Year resolution 'Report & Record ALL incidents this year'

Let's make next year a better and safer one for all teachers.

The Definition of anti-social behaviour and violence is :

Any incident in which an employee of a school is seriously

verbally or physically abused,

threatened, attacked or harassed

By a **pupil, parent, member** of the public or any other person in circumstances arising out of the course of his/her employment.

This includes any statement or action that causes the member of **staff to fear for their safety, the safety of another, the school or for their personal property.**

(July 14, 2003 Circular No 6/0 SEED)

FINANCIAL INFORMATION - YEAR 2016

SCOTTISH SECONDARY TEACHERS' ASSOCIATION

**STATEMENT TO MEMBERS ISSUED IN CONNECTION WITH THE UNION'S ANNUAL RETURN FOR PERIOD ENDED 31 DECEMBER 2016
AS REQUIRED BY SECTION 32A OF TRADE UNION AND LABOUR RELATIONS (CONSOLIDATION) ACT 1992**

1. FINANCIAL STATEMENT

INCOME

Membership Subscriptions	£ 958,949
Other income	£ 191,755
	£ 1,150,704

EXPENDITURE

*Annual Operating Costs	£ 1,024,996
Appropriations SURPLUS/(DEFICIT)	£125,708

*including:

In respect of General Secretary,
Seamus Searson

Salary	£85,572
Superannuation and NIC	£25,462
Employee's Superannuation	£9,072

Honoraria to elected Office Bearers:

General Treasurer	£	5,855
Minutes Secretary	£	5,885
President	£	2,509
	£	14,279

The Association does not maintain a political fund.

2. Irregularity statement

A member who is concerned that some irregularity may be occurring, or have occurred, in the conduct of the financial affairs of the union may take steps with a view to investigating further, obtaining clarification and, if necessary, securing regularisation of that conduct.

The member may raise any such concern with such one or more of the following as it seems appropriate to raise it with: the officials of the union, the trustees of the property of the union, the auditor or auditors of the union, the Certification Officer (who is an independent officer appointed by the Secretary of State) and the police.

Where a member believes that the financial affairs of the union have been or are being conducted in breach of the law or in breach of the rules of the union and contemplates bringing civil proceedings against the union or responsible officials or trustees, he should consider obtaining independent legal advice.

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FINANCIAL INFORMATION - YEAR 2016

Independent auditors' report

to the members of SCOTTISH SECONDARY TEACHERS' ASSOCIATION

We have audited the accounts of Scottish Secondary Teachers' Association for the year ended 31 December 2016 which comprise the Cash Flow Statement, Income and Expenditure Account, the Balance Sheet and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" to the extent that the standard is relevant to the Association.

This report is made solely to the association's members, as a body. Our audit work has been undertaken so that we might state to the association's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the association and the association's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of the Finance Committee and Auditors

As explained more fully in the Statement of Finance Committee's Responsibilities, the Finance Committee members are responsible for the preparation of the accounts and for being satisfied that they give a true and fair view. We have been appointed under the Trade Union and Labour Relations (Consolidation) Act 1992 (amended 2016) and report in accordance with regulations made under this Act. Our responsibility is to audit and express an opinion on the accounts in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's (APB's) Ethical Standards for Auditors.

Scope of audit of accounts

A description of the scope of an audit of accounts is provided on the APB's website at www.frc.org.uk/apb/scope/private.cfm.

Opinion on the accounts

In our opinion the financial statements:

- give a true and fair view of the state of the association's affairs as at 31 December 2016 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the Trade Union and Labour Relations (Consolidation) Act 1992 (amended 2016); and
- the information given in the Finance Committee's Annual Report is consistent with the financial statements.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Trade Union and Labour Relations (Consolidation) Act 1992 (amended 2016) requires us to report to you if, in our opinion:

- the association has not kept adequate accounting records; or
- returns adequate for our audit have not been received from branches not visited by us; or
- the accounts are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Stephen Grant, Senior Statutory Auditor

for and on behalf of

Tindell, Grant & Co Limited Statutory Auditors

6 Munro Road, Springkerse, Stirling FK7 7UU

Tindell, Grant & Co Limited is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

SSTA Put Pupils First - Give Teachers Time to Teach!

SSTA Annual Worldwide Family Travel Insurance for just £99 Add Home Emergency AND Motor Breakdown for just £79 Extra!

Many of you will be aware of our specially negotiated Group rates for Family Worldwide Annual Travel Insurance: just £99 and you're covered, (Members 65-70 - £170) – here are the main benefits available to SSTA members:

Who is covered?

You, your co-habiting partner and dependent children to 18, or 21 years if in full-time education. Cover does not require you to be travelling with your partner or child/children.

What is covered?

Holidays and leisure trips up to 31 days duration; extensions may be arranged for an extra premium. Cover is worldwide, except if you travel to a country or region against the advice of the Foreign and Commonwealth Office. Maximum Winter Sports coverage, up to 17 days.

To see the full Benefits Table and purchase your cover – [CLICK](#)

ADD HOME EMERGENCY AND MOTOR BREAKDOWN COVER FOR JUST £79 PER YEAR!

What is Home Emergency Cover?

This is NOT a home maintenance policy; it is designed to provide cover when there has been a sudden, unforeseen event requiring immediate intervention to deal with a situation, which would: Render the property unsafe or insecure; damage or cause further damage to the property; or cause significant discomfort, risk or difficulties for or to you.

- **Main Heating System**
- **Plumbing and Drainage**
- **Home Security**
- **Toilet Unit**
- **Domestic Power Supply**
- **Lost Keys**
- **Vermin Infestation**
- **Roof Damage**

For full details and to purchase with Motor Breakdown [CLICK](#)

Motor Breakdown Cover for you and Your Partner:

This comprehensive policy provides cover for you and your partner for any car, motorcycle or car-derived van in which you are travelling. Within the UK, there is no age limit to the car and motorcycle.

- **Roadside Assistance/Recovery**
- **Home Assist**
- **Alternative Travel**
- **Emergency Overnight Accommodation**
- **Misfuel Assist/Lack of Fuel**
- **Message Service**
- **Caravan and Campervan Cover**
- **Lost Keys**

For full details and to purchase [CLICK](#)

We are of the firm belief that this insurance package offers Members tremendous value, just compare to High Street or online prices!

Combined Package Prices:

Members aged under 65 - £178

Members aged 65-70 - £249

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Pre Retirement Seminars 2018

In conjunction with Stuart McCullough from Llife Ltd, the SSTA is holding a number of Pre-Retirement seminars at the beginning of 2018.

These seminars are designed to give guidance to members who are considering retiring in the next few years. Members are advised to gain information that will assist in planning the next step in their future. A list of dates and venues of the seminars is shown below.

Members interested in attending a seminar should reserve a place on the SSTA website at www.ssta.org.uk/retirementseminars

Date	Timing	City	Location
Wednesday 10th January	17:00-19:30	Dundee	Best Western Queens Hotel
Tuesday 23rd January	17:00-19:30	Edinburgh	SSTA Head Office
Thursday 25th January	17:00-19:30	Glasgow	Mercure Glasgow City Hotel
Tuesday 6th February	17:00-19:30	Aberdeen	Aberdeen Northern Hotel
Wednesday 7th February	17:00-19:30	Inverness	Jury's Inn



Tim Weir, Solicitor

THOMPSONS
SOLICITORS
& SOLICITOR ADVOCATES
DEDICATION | KNOWLEDGE | STRENGTH

At some point in our lives, all of us will need legal assistance - whether it's writing a Will, creating a Power of Attorney or handling the paperwork when a loved-one passes away. Our specialist solicitors are here to help.

As a Union member...

- You and your partner/spouse are entitled to a FREE Will;
- We offer discounted rates on creating a Power of Attorney and dealing with a loved one's Estate;
- Our specialist solicitors are here to offer you practical legal advice across a wide range of issues for every stage in life.

Talk to Thompsons, where it's always personal Call 0800 081 2205

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