

TWO pull-out posters!



**LEAKED  
GOVT MEMO:  
PM & DFE  
GOING AFTER  
TEACHING  
ASSISTANTS**

**PLUS**

Tackling violence  
against support staff

To post or not to post -  
social media guidance



**SCHOOL REPORT**

Autumn 2019

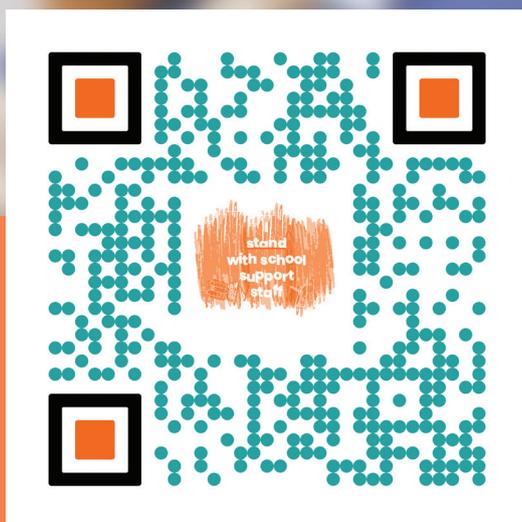
Don't let Boris Johnson cut our teaching assistants



SIGN OUR PETITION



SCAN THE QR CODE WITH YOUR MOBILE PHONE CAMERA



OR GO TO:  
[GMB.ORG.UK/  
SCHOOL-SUPPORT](https://gmb.org.uk/school-support)



## The Government is going after teaching assistants

Support staff are the backbone of our education system, they help teachers to teach and they support those kids most in need.

Not content with imposing real terms pay cuts and job losses, the government now want to rip the beating heart out of schools.

The GMB will fight tooth and nail to defend these essential workers - the heroines and heroes of the classroom.

Please sign our petition to stand with school support staff & recognise their vital role in educating our kids.



*Barbara Plant  
National President*

**I will fight as hard for school support staff leading GMB nationally as I did for colleagues when I was a Teaching Assistant and a GMB rep. “”**

# GMB 'WILL FIGHT TOOTH AND NAIL' AGAINST GOVERNMENT TEACHING ASSISTANT CUTS

GMB, the union for teaching assistants and other school support staff workers, has condemned a leaked Government briefing paper that reportedly states that schools employ too many teaching assistants

**Rehana Azam, GMB National Secretary for Public Services, responding to the leaked paper, said:**

“Teaching assistants make an invaluable contribution to the lives of vulnerable children and it is completely out of touch to state otherwise.

“These reported comments betray a shocking ignorance of the value that teaching assistants bring to schools and the communities they serve.

“GMB will fight tooth and nail against any attack on the employment of our teaching assistant members and other school support staff workers.”

This comes after new figures also revealed thousands of teaching assistants had been slashed from mainstream secondary schools across the country.

**Teaching assistants make an invaluable contribution to the lives of vulnerable children. It is out of touch to state otherwise.** “”

*Rehana Azam, GMB National Secretary*

The creaking education system must be properly funded before the future of an entire generation of children is placed in jeopardy.



New official figures published in July showed that approximately 2,500 teaching assistant posts were lost in mainstream secondary schools in England in the last year – a fall of 4 per cent.

**Nadine Houghton, GMB National Officer, said:**

“Almost ten years of Conservative cuts to education risks putting the future of an entire generation of children in jeopardy.

“Schools are under desperate pressure to balance the books and see slashing teaching assistant numbers as a quick way to balance the books.

“But without support staff and teachers, children with additional needs will be left without the specialist support they need.”

## IN THEIR OWN WORDS



VIDEO AT:  
[GMB.ORG.UK/  
SUPPORT-STAFF](https://www.gmb.org.uk/support-staff)





Social media is part of everyday life. However, there are risks involved for people working in schools. GMB are seeing an increasing number of members disciplined or even dismissed as a direct result of social media activity, for example, allegations of 'bringing the school in to disrepute'

This guidance is for your safety. An ill-judged post could damage your reputation or even lose you your job.



## Policy

Know your workplace policy on usage of social media such as Facebook and Twitter.

## Employer

Avoid identifying the name of your school as your employer on personal accounts. Have the highest privacy settings possible and be aware that 'friends' may not have the same levels of privacy as you.

## Review Settings

It's good practice to regularly review your privacy settings. Social media companies regularly change their privacy settings, if you just click 'agree', your privacy may be compromised. Avoid identifying where you live.

## Old Posts

Have a 'clear out' of old posts via your privacy settings.

## Pupil

Don't be 'friends' with pupils on personal Facebook or Instagram accounts, and don't post photos of pupils on your personal social media accounts.



DO	DON'T
Regularly change password	Post things you wouldn't want your parents to see
Check your privacy settings	Add/accept strangers
Require approval for tagged posts/photos	Drink and post
Respect others' cultures, religions and values	Share your password
Think before you post	Include home address/ phone number in profile
	'Check-in' at home - it could invalidate your home insurance

Do's and don'ts of #socialmedia

## Staff

Avoid criticising your employer, colleagues, pupils or their parents on social media, even if you haven't stated where you work.

## Separate?

Consider having separate personal and work social media pages – especially if you use social media for work purposes.

## Retweeting and sharing

Exercise care when retweeting and sharing as it could suggest you are endorsing what is being said.

Be careful what you share even in private groups. It's best to assume comments on social media are always public.

## The school's duty to you

The school social media policy should provide protection for staff. Your employer has a duty of care towards you, so if parents or pupils are criticising, bullying or ridiculing staff online your employer should step in to protect your health and reputation.



A teacher was forced to resign after her head teacher said photos of her on Facebook drinking 'promoted alcohol use', and a member of staff was sacked for comparing her hourly rate with that of the CEO and commenting 'that's fair'. One in five bosses say they have rejected an applicant because of their social media profiles.

*Source: Eurocom Worldwide*



Don't respond directly to such posts or try and defend yourself. The offender should be asked by the school to remove such posts.

If you have a responsibility for the school's social media platforms, ensure you are clear on the school's social media policy and have the necessary written permissions.

**Always THINK before you post.**

**If in doubt – don't post.**

**DON'T FORGET TO FOLLOW GMB UNION'S ACCOUNTS TOO >>>**



**GMB**  
YOUR HEALTH  
YOUR SAFETY

# Preventing Violence in Schools: Key Demands

GMB believes that the risk of violence in schools is like any other health and safety risk – it can be identified, controlled and managed.



## GMB DEMANDS THAT...

! All staff are treated fairly & equally, regardless of perceived status/grade

! Absence for a work-related incident should not be counted towards sickness reviews

! Serious incidents suffered by any staff member are reported, so trends can be analysed & hotspots identified

! Feedback is given after every report made, even if only to confirm the incident has been logged

! Sanctions are issued whenever aggressive incidents occur

! Sufficient time is given for recovery when incidents occur & counselling & support provided where needed

! Negotiated & agreed policies & procedures are used to reduce the risk of violence as much as possible

! All staff are consulted on violence issues, not just teachers

! All school leaders acknowledge that violence presents a risk to the school workforce & a source of stress

! All schools assess the risk of violence both within school premises & for all external activities

! Performance is regularly monitored & reviewed & the lessons learned & shared from all significant incidents

! Personal protective equipment (PPE) is provided where required

... supports GMB's campaign to prevent violence in schools.

**GMB**

**U N I O N**

# Tackling violence against school support staff



“We at Merton council abhor any violence in schools and will clamp down on it. We need to work with schools, schools staff and their unions, alongside parents to ensure those working and studying in schools enjoy their school day. That is why I am pleased to sign up to GMB’s preventing violence in schools campaign.”

**Stephen Alambritis, Leader of Merton Borough Council (pictured signing our key demands document below, and with Kathy Abubakir, Education Convenor for Merton Borough Council, top left. You can print the poster using the opposite page.)**

**V**iolence against school support staff is on the increase. GMB members have been punched, spat at, kicked and suffer intimidating verbal and sexual abuse. We know that the vast majority of members working in schools have experienced violent incidents.

However, most GMB members say that it is the manner in which their employer responds and supports them that is most important to them. That’s why GMB launched a campaign to tackle the rising tide of violence against our members.

We are asking employers to be honest about violent incidents, because they are not resolved when employers downplay incidents, or worst still, suggest the fault somehow lies with the staff.

If they haven’t already, encourage your employer to sign up to our campaign and share the good news with us when you have. By working together we can reduce violence against school staff.



**Questions?** If you have any questions or comments about anything you’ve read, or an issue at work, please get in touch by emailing [schools@gmb.org.uk](mailto:schools@gmb.org.uk) or phoning your nearest GMB office. Phone our national switchboard if you’re not sure of your local office: **020 7391 6700**

# Join now for protection, support and advice.

Hand this form to your local GMB representative, or post it by simply writing 'FREEPOST GMB' on an envelope. You don't need a stamp or any other address details. Questions? Email us at [info@gmb.org.uk](mailto:info@gmb.org.uk) or visit our website: [www.gmb.org.uk](http://www.gmb.org.uk) where you can also join instantly.

**PLEASE USE BLOCK CAPITALS**

SIGN WHERE YOU SEE THE 

**TELL US ABOUT YOU.** This will help us do the best possible job for you.

Forename <input type="text"/>	Home address <input type="text"/>	Work address <input type="text"/>
Surname <input type="text"/>	Postcode <input type="text"/>	Postcode <input type="text"/>
Title Ms Miss Mrs Mr Mx		
Home phone number <input type="text"/>	Email address <input type="text"/>	Job title <input type="text"/>
Mobile number <input type="text"/>	Employer <input type="text"/>	Hours a week <input type="text"/>

**THE IMPORTANT BITS.** Please authorise the Direct Debit.

## Instruction to your Bank or Building Society to pay by Direct Debit



Please fill in the form and send back to 'FREEPOST GMB'

Name & full postal address of Bank/Building Society

To the Manager of  Bank/Building Society  
Address:   
  
 Postcode:

Service User Number

9	7	4	3	3	0
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Reference (FOR GMB USE ONLY)

<input type="text"/>																			
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**Instruction 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 & if so, details will be passed electronically to my Bank/Building Society.

Signature(s)



Date

<input type="text"/>	<input type="text"/>	<input type="text"/>
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Banks/Building Societies may not accept Direct Debit instructions for some types of account.

**PAYMENT DATE.** Please select a payment date.

If you are paid monthly  1st\*  8th\*  16th\*  23rd\*  Last day of the month\* OR if you are paid 4 weekly  1st Friday  2nd Friday  3rd Friday  4th Friday  
\* or next working day

This is not part of the instruction to your bank or building society.

**STAYING IN TOUCH.** We want to make it as easy as possible to talk to each other.

GMB contacts members by email, phone and SMS about issues related to membership, membership services and campaigns.

Tick if you DO NOT wish to be contacted by:  Email  Phone  SMS

GMB has a political fund to pay for political campaigning, which you can opt-in to for **1p a week**. In the past, the fund has helped win rights such as the minimum wage and maternity leave. There will be no detriment to you if you do not opt-in.

Do you want to opt-in to the political fund?  YES  NO

**AND JOIN.** I agree to abide by GMB rules.

Signed 

Date

**Welcome to the GMB Union family!**

To read the GMB rulebook please visit [www.gmb.org.uk/rules](http://www.gmb.org.uk/rules) For our privacy policy go to [www.gmb.org.uk/your-privacy](http://www.gmb.org.uk/your-privacy)

You can change your contact preferences at any time by logging into your MyGMB area at [www.gmb.org.uk/mygmb](http://www.gmb.org.uk/mygmb)

FOR GMB USE ONLY

Section

Branch number

Membership number

Join date