

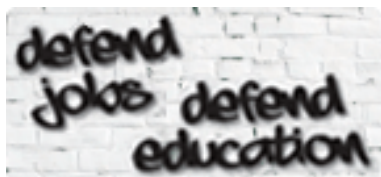


# Sector Spotlight - Education

Lynn Collins

Regional Official (FE)

UCU North West



# The context

- Deregulation
- Fragmentation and creeping privatisation
- Higher fees / removal of EMA
- Changes to funding regimes
- Cuts in funding

# The Impact on Employment Rights

- Challenges and threats to national conditions and national bargaining
- Casualisation of the workforce – increasing use of fixed term / agency working
- Threats to job security – restructuring and redundancies
- Less time spent on equality initiatives

# Early Years

- Threats to Sure Start Centres
- Move away from 'nursery school' provision – Early years funding provisions likely to impact on this sector more than private nursery provision
- Changes to opening hours to suit parental demands not staff conditions

# Schools

- Introduction of free schools
  - Not part of LA
  - Do not need to employ qualified teachers
  - Determine own admissions and curriculum
  - Determine own school day, length of term and school year
  - Set own pay and condition
- Academies and Trust Schools
- - now over 1000 academies both primary and secondary

# Between Schools and College

- Studio Schools
  - 14-19 provision
  - National curriculum delivered ‘outside of the classroom’
  - Maximum 300 pupils
  - Can select 10% of students
- University Technical Colleges
  - 14/19 provision – sponsored by universities and employers
  - “offering technical skills to those turned off by academic study”
  - Same funding and governance as academies
  - Teaching is delivered by ‘school teachers, instructors, and people who have worked in industry
  - 8.30 to 5.30 day

# Further Education

- Funding changes and cuts – leading to ‘more for less’
- Withdrawal of EMA impacting on student numbers and choices
- Increasing use of fixed term, hourly paid , part time and agency staff
- Whole scale changes to conditions of service – with or without statutory notice!

# Further Education

- Moves away from 'teacher' type contracts
- Attempts to link pay to performance via lesson observations
- Changes to sick pay schemes / pay protection / enhanced redundancy packages



# Universities

- Increased pressure of 'student surveys' and perceived value for money
- Increasing use of fixed term, hourly paid , part time and agency staff
- Increasing pressure on staff to 'perform' – REF framework
- Casual staff 'first to fall' in redundancy situation (UCU vs Lancaster)