



UTU Industrial Action

1. To refuse to participate in any **school inspection process**, including visits from the District Inspector, ETI scheduled inspections and any ETI survey or other process. (This does not apply in schools that are currently on formal intervention).
2. To continue not to participate in the **CCEA assessment**
3. To work strictly to the terms of the **Jordanstown Agreement** (Workload Agreement and its Appendices available at education-ni.gov.uk/publications/workload-agreement).
4. To participate in only **one staff meeting per week**.
5. To write **only one report** to parents per academic year.
6. To not participate in **PRSD** unless members are not at the top of their pay scale (i.e. those teachers who are still moving up the Main Scale or who have not yet reached the top of the Upper Pay Scale and any Principal or Vice Principal who has not reached the top of their ISR scale should participate but all other teachers should not.)
Principals and Vice-Principals should establish with Governors the likelihood of moving up the scale before participating unnecessarily.
7. To make **no returns of monitoring information** to the Department of Education
We know teachers and Principals feel they have lost the trust of EA. Therefore, the CEC has decided to instruct **Principals** not to submit audits, surveys, School Development Plans and Action Plans directly to the EA. However, they should continue the good work that they do and share these documents with Governors to continue to build capacity to be a self-evaluating school.
8. To engage in **parental consultations** only if they are held within pupil contact time.
9. To continue as a staff to further reduce **workload** in schools:
 - **Planning:** Planning should **only be submitted in a medium-term format**. **Planning in daily or weekly formats should not be submitted.** The Management of the school should ensure medium-term planning is reasonable and manageable. In the event members feel that there are excessive and unreasonable demands placed upon them, please contact UTU for advice.
 - **After school clubs:** We are aware of the increase in unpaid and additional work teachers face in schools and would therefore like to remind UTU members that they are not obliged to undertake non-contractual duties, such as after school clubs, in circumstances where they find it negatively impacts on workload.

We are hoping to create a culture in schools that will remain beyond industrial action.