



Rt Hon Nicky Morgan MP
Secretary of State for Education
Department for Education
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NATIONAL UNION OF TEACHERS HEADQUARTERS

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General Secretary (Acting) Kevin Courtney

28 June 2016

Dear Nicky,

Teachers do not take strike action lightly. It is regrettable, therefore, that we are now a week away from a teachers' strike. The National Union of Teachers would prefer to make progress in talks but have had to proceed with industrial action because the talks with you and your civil servants have made no progress on the matters below.

The Institute for Fiscal Studies forecasts that if the Government doesn't change course then the funding situation will get progressively worse with school funding facing real terms cuts of 8% across the next few years. These funding cuts are already having negative implications for teacher working conditions. If, as many predict, inflation rises following the EU referendum then schools will be forced to contend with even larger real terms cuts.

We are already seeing class sizes increased, fewer subject choices for children, and teachers and support staff being cut resulting in less individual attention for children. This situation clearly poses a risk to the education of children and young people in England, with 70% of school leaders in a recent NUT survey saying that a lack of funding was affecting education standards in their schools.

The main cause of this is the increasing pressure on school budgets due to the per pupil funding freeze, exacerbated by the higher National Insurance and pension costs imposed by your Government which are adding an extra 5% to the cost of employing teachers. In effect for every 20 teachers the school employs it has to give the Chancellor back an extra teacher's salary.

The de-regulation of teacher terms and conditions - both from the academy programme and the changes you impose on the School Teachers' Pay and Conditions Document are also a matter of serious concern. I have previously asked you for any evidence that breaking up teacher terms and conditions in this way correlates with higher standards. You haven't yet provided any.

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We make one last appeal to you to avoid this action:

- Fund schools sufficiently to cover the increased staff costs you have imposed on them.
- Tell academies they must at least have regard to the national terms and conditions.
- Promise meaningful talks to look for a full resolution of the dispute.

I look forward to hearing from you.

Yours sincerely,

A handwritten signature in black ink that reads "Kevin". The letters are cursive and slightly slanted to the right.

KEVIN COURTNEY
Acting General Secretary,
National Union of Teachers