

# STUDENT FOCUS



## EXTENDED STUDENT MEMBERSHIP

**A**s a student, you are covered throughout the duration of your course by our **FREE** student membership. However, in addition to your studies, you may take up a part-time job to supplement your income and student loan.

**F**or most students who take up work during their undergraduate studies, any part-time work is likely to be in non-unionised environments, for example, bars, restaurants, cafes, shops or factories, often as casual labour, as well as in the gig economy for delivery companies. Because these workplaces are largely non-unionised, employment practices and health and safety can be more ad hoc. This means that you are far more likely to have problems at work in workplaces where there is no union presence and often no HR presence.

There are a number of types of issues that might arise, including:

- > problems with your pay;
- > either non or part payment of wages;
- > discrimination; and
- > breaches of health and safety.

See [voicetheunion.org.uk/extended-student-membership-potential-work-issues](http://voicetheunion.org.uk/extended-student-membership-potential-work-issues)

Because things can go wrong in this type of work, we are offering you **the opportunity to be covered under our Extended Student Membership for just £1 a month.**

This extended coverage entitles you to the same cover for your part-time employment that you will receive as part of your Voice membership once you enter the education workplace, such as employment advice and representation.

### Don't go it alone

Extend your Voice membership and make sure that you have our support in your corner, not only for your placements, but also for your part-time, casual work. Find out more and extend your membership today: [www.voicetheunion.org.uk/who-we-support/students/extended-student-membership](http://www.voicetheunion.org.uk/who-we-support/students/extended-student-membership)

### Terms and conditions apply

*Assistance is offered to students who are employees or workers. We are unable to offer assistance to self-employed students. Employment must be based in the UK. Voice cannot represent members with issues that arose prior to extending their membership. Once membership is extended, payments and coverage will continue until 31 August 2021 and for each year it is renewed unless the member contacts Voice in writing to cancel. Only available to Voice Student members.*

# STUDENT FOCUS



## TYPES OF SCHOOLS AND NURSERIES

You're studying to enter a teaching or early years position, but what type of employer do you want to work for once you qualify? In England, Wales, Scotland and Northern Ireland there are many types of schools and nurseries for you to think about once you are qualified and looking to enter the workplace, and it's important to consider which you would prefer before you start your job hunt.

This job search happens at different times for graduates in England, Wales, Scotland and Northern Ireland, but we advise students to give it thought as early as possible. Teachers' pay in Wales is now devolved and there is a separate Pay and Conditions Document.

### SCHOOLS

#### State maintained schools In England, Wales and Scotland

Maintained schools (such as local authority-controlled 'comprehensive' or 'community' schools) are government funded, so parents don't pay fees. Most children attend them and follow the national curriculum.

Maintained schools follow the School Teachers' Pay & Conditions (Wales) Document (STPCD/STPC(WD))/Scottish Negotiating Committee for Teachers (SNCT) which set out guidelines for schools.

For example, as a newly qualified teacher (NQT) in England, you should follow an induction process and be allocated

10% PPA (planning, preparation and assessment) time, plus an extra 10% for CPD (continuing professional development).

Grammar schools, which exist in some parts of England, unlike most schools, select all or most of their pupils based on academic ability and there is often an exam to get in.

#### Academies In England only

Academies are also publicly funded but are run by an academy trust that employs the staff. However, NQTs will still receive the statutory induction period which applies to all schools. Academies don't have to follow the national curriculum and can also set their own term times. They can also set their own pay and conditions for staff and don't have to follow the STPCD, although most do. However, they must still abide by the same rules on admissions, special needs students and exclusions as state schools. Academies can also be sponsored by businesses, universities and other schools, which are responsible for improving the performance of the academy.

#### Free schools In England only

Free schools are funded directly by the Government and are not run by the local authority, so have more control over how the school is run. They set their own pay and conditions for staff, don't have to follow the STPCD or national curriculum – although some do – and can change the length of the school's terms and days.

They are run on a not-for-profit basis by organisations such as charities, other teaching institutions and even parents and teachers. The curriculum at a free school tends to focus on specialist subjects, such as engineering and construction, and are usually supported by an organisation running the school and offering work experience. Free schools also include **studio schools** and **university technical colleges**.

#### Faith schools In England, Wales and Scotland

Faith schools are funded by the local authority and a faith group. They are run like state schools, following the national curriculum, but have a religious character or formal link with a religious organisation. They will also teach about other faiths. The term is usually applied to state-run schools, but can also apply to independent schools and academies. They do, however, differ from other state-run schools in terms of admission criteria and staffing policies.

In Scotland, most faith schools are local authority operated and funded.

#### City technology colleges In England only

City technology colleges are independent schools in urban areas that are free to attend. They're funded by central government – companies can also contribute. City technology colleges emphasise teaching science and technology.

# STUDENT FOCUS



## State boarding schools In England and Wales

State boarding schools provide free education, but charge fees for boarding. Most state boarding schools are academies, some are free schools, and some are run by local councils. State boarding schools give priority to children who have a need to board, and will assess children's suitability for boarding.

In Wales, there is only one state boarding school, St. Brigid's School in Denbigh.

## Independent schools In England, Wales and Scotland

Independent (or 'private') schools don't follow the national curriculum or the STPCD/STPC(W)D/SNCT and can set their own pay and conditions. Independent schools which are registered for newly qualified induction will carry out the same process as in the state sector.

However, you do not have to be a qualified teacher to teach at an independent school. Teachers at independent schools have more freedom over what they teach.

Independent schools are paid for by the parents of the students that attend them, therefore are run on the fees paid.

## Special schools In England, Wales and Scotland

There are both state and private special schools. They provide for those with a need which might not be met in a mainstream setting.

Schools with pupils 11 and older can specialise in areas such as:

- > communication and interaction;
- > cognition and learning;
- > social, emotional and mental health; and
- > sensory and physical needs.

Legislation in Scotland means that all children and young people have the right to be educated alongside their peers in mainstream schools, unless there are good reasons for not doing so.

However, the needs of some children and young people will be better met in specialist settings rather than in mainstream schools. Approaches differ between local authorities. Some local authorities offer specialist settings within mainstream schools, others have no special schools.

There are around 2,000 primary schools, 360 secondary schools, and 140 special schools/SEN (Special Educational Needs) units in Scotland.

## Other forms of teaching

Alternatively, if you're not interested in working for one school, you could look at working as a supply teacher, giving private tuition, or teaching peripatetically, for example, as a visiting music teacher. These options come with variations on contracted hours, pay and conditions of service.

## Schools in Northern Ireland

Most schools in Northern Ireland are grant-aided, follow the revised Curriculum and are regularly inspected by the Education and Training Inspectorate (ETI).

Children normally start primary school at four years and leave at 11, moving on (transferring) to a post-primary school.

## Controlled Schools

Controlled schools are managed and funded by the Education Authority (EA) and are supported by the Controlled Schools Support Council. Controlled primary and secondary schools are governed by representatives of transferors – primarily the Protestant churches, along with the EA as well as representatives of parents and teachers. Controlled nursery, grammar and special schools are governed only by representatives of parents and teachers. There are also several Controlled Integrated schools and Irish-Medium schools (see below).

## Integrated Schools

Integrated schools invite both Protestant and Catholic traditions to come together with other traditions to improve their understanding of each other's culture, religion and values. Each of these schools is managed by a board of governors, which consists of trustees, foundation governors as well as parent, teacher and Department for Education representatives.

In grant-maintained integrated schools, the board of governors are the employing authority for the school, responsible for the employment of staff. Integrated schools are funded by the Northern Ireland Council for Integrated Education (NICIE) which promotes the development of integrated schools and provides advice and guidance for integrated schools.

## Irish-Medium Schools

Irish-Medium schools focus on providing education in an Irish speaking environment. There are both controlled and maintained Irish-Medium schools. The maintained schools are owned by trustees and are managed by a board of governors.

# STUDENT FOCUS

The Department for Education in Northern Ireland has a duty to assist and encourage development of Irish-Medium education, with the Comhairle na Gaelscolaíochta (CnaG) being a representative body which aims to facilitate, promote and encourage Irish-Medium education in Northern Ireland.

## Catholic Maintained

Catholic Maintained schools are managed by boards of governors nominated by trustees who are primarily Roman Catholic, along with parents, teachers and Education Authority representatives. The Council for Catholic Maintained Schools (CCMS) is responsible for managing the Catholic Maintained sector and is the employment authority for teachers throughout Catholic Maintained schools.

## Voluntary Grammar schools

Voluntary Grammar schools are managed by boards of governors constituted in line with each school's scheme of management – usually representatives of foundation governors, parents, teachers, the Department for Education and, in most cases, Education Authority representatives – and responsible for employing all staff in Voluntary Grammar schools. These schools vary in the rates of capital grant they receive, depending on the management structure of each school, with most being entitled to grants of 100 per cent.

## Special Schools

Special schools are Controlled or Voluntary schools providing education for pupils with special educational needs.

## Independent Schools

Independent schools provide full-time education for students from 4 to 16 and are not grant-aided. They are responsible for setting their own curriculum and admissions policies, and are funded by fees paid by parents as well as income from investors. Each independent school must be registered with the Department for Education and are regularly inspected by the Education Training Inspectorate.

## NURSERIES

### Day nurseries

Most day nurseries operate between 8.00 am and 6.00 pm (although children can be dropped off and taken from the nursery any time between those hours) which makes them a great option for parents who work, as they will look after children from the age of three months up until when they are ready to go to school.

Day nurseries usually follow a schedule of activities to support children's development and learning as well as naps, meals and playtime.

### Pre-schools and playgroups

Pre-schools and playgroups are typically designed to ease the child out of being at home into socialising in a fun environment and encouraging them to interact with other children through play.

Children can attend these from the age of 2.5 years old, and parents are often encouraged to take part in sessions, which makes the environment less daunting for children who are socialising for the first time. This is also good for those who work in the pre-school or playgroup, as they can get a better understanding of the children in their care.

### Nursery schools

Nursery schools are more structured in their approach, focusing more on age-appropriate activities which promote all round development and prepare children for school, including socialising and independence. Nursery schools will take on children who are 2.5 to 3 years old, and are often smaller so that it makes learning and socialising easier for the children who go there.

### Nursery classes in schools

This can be an excellent option for children who are ready for school as they are structured around educational play. Unlike day nurseries and nursery schools, nursery classes in schools are typically run in short sessions, often only a couple of hours long.

Classes that take place in independent schools are more likely to be run for a full day.



### Workplace nurseries

Some workplaces will offer childcare services for their employees, having nurseries on site to give their parents easy access to childcare.

### Montessori nurseries and Steiner schools

**Montessori nurseries** are focused on fostering teaching based on children's in-built curiosity for learning, where the children choose what activities they want to do from a broad range on offer, through sensory materials that are used to provide intellectual, physical and psychological stimuli to improve a child's personality.

**Steiner schools** use play and social interactions and play time to foster imagination and creativity within the children that attend them. Young children who attend Steiner schools won't be introduced to any form of formal education until the age of 6.

### Pay and conditions

Pay and conditions may vary between employers as there are no national pay and conditions for early years staff, unless they are teachers employed under the relevant national pay and conditions document or regulations.