

## UCU Prison Education Claim 2022/23

We are aware that staff working in Weston College will receive:

- 3% or £1200 salary uplift, backdated to 1st Sept 2022.
- A one-off unconsolidated payment payable over 12 months.
- Meetings each term involving college management and UCU to discuss the colleges finances.

In consideration of this outcome, our claim for prison education staff is:

1. 10% increase on all pay points with a minimum uplift of £2000.
2. Implementation of the FE pay scales and incremental progression for all staff within our bargaining unit.
3. For a commitment to work with UCU on a meaningful review of prison educators of how to address recruitment and retention issues in the sector.
4. Support from employer to call on MOJ for establishment of a 3-way PEF forum to address professional and operational issues in the sector to include for example curriculum design and development, CPD and safety.
5. Establishment of a joint workload review in light of blended learning model in prisons.
6. Gate time to be included in staffs' normal working hours and be given the same allowance as prison staff in their local establishments.

We believe our headline demands on pay are justified not only in the context of the current and predicted continuing cost of living crisis, where inflation is double digit and rising, but also based on the 6.2% increase in funding the College received as part of the uprating of the Ministry of Justice contract in February. Our view is that the demands are reasonable and affordable in this context.

Pay and conditions, and the lack of progression are significant issues for prison teachers. The turnover of prison teachers is too high, and in a joint UCU/PLA report 'Hidden Voices' found that 70% of respondents expressed an intention to leave prison work in the next five years. This is extremely concerning, and action needs to be taken swiftly to prevent this. The Ministry of Justice and HMPPS are responsible for this, working alongside education providers. Without a significant and thorough review and restoration of prison educator's pay in line with other education sectors, it will be impossible for providers to attract and retain the experienced staff that they will need to ensure that prison education is fit for purpose. Prison education cannot continue to be outbid for experienced and committed staff by the rest of the education sector if quality and sustainable provision is to be achieved. According to the UK's Health and Safety Executive, teaching staff and education professionals report the highest rates of work-related stress, depression and anxiety in Britain. Initiatives to support mental wellbeing are welcome but staff tell us that their anxiety is caused by worries about their jobs. They are anxious about not being paid enough to make ends meet and having too much work to do in a day.