



# **Norfolk News**

**Newsletter of the Norfolk Division  
of the  
National Union of Teachers**

**Issue 24**

**Autumn 2005**



## Editorial

At the beginning of the new academic year the local associations in the county all host welcome events for newly qualified teachers and those teachers new to the area. This year the Dereham and Fakenham Association has joined with Broadland and South Norfolk and together they are hosting a social evening with a difference on the Mid-Norfolk Railway. Details can be found on pages 16 and 17. Young teachers can also find details of the local young teachers' activities opposite. Those who are new to the profession can often find the opportunity to talk to others in the same situation - a real benefit particularly in the first few months in a new job.

At the other end of the spectrum, the newsletter brings information about the latest concerns regarding pensions. Glenys Shepherd, our Executive Member writes about the current issues and how they could affect member's in the future, while Ray Russell has some other pertinent thoughts.

If you would like to contribute to the next issue in any way – either with an article, a classroom quip, or something for the 'Opinion' page - please send them to me by fax, email or post (details on back cover). I shall be delighted to receive them.

***The views expressed in this Newsletter are those of the contributors and do not necessarily reflect the views of the NUT, whether locally or nationally.***

\*\*\*\*\*

### Women's State Pensions

At the time of writing more than 50 back bench MPs from all parties have supported a campaign with a view to improving the state pension of women who stop work to raise a family. Whilst two-thirds of pensioners are women, their income in retirement is only 57% of men's and some female pensioners are among the poorest people in Britain.

Recent figures reveal that only 16% of women at the present time receive a full state pension in their own right. This is attributable to such factors as career breaks, part-time working and, for women married before 1977, exercising the option to pay reduced married women's national insurance contributions.

Why not enquire to see if your MP is among those supporting the campaign?

**Ray Russell**

# **Calling all Young 'ish' Teachers**

**Welcome to your teaching career!**

**Welcome to the NUT!**

Congratulations on surviving your training and good luck for your NQT year. There will be highs and lows (and lots of bits in between!). The NUT is here to support you and not just if you are facing a crisis as you might think!

A young teachers' section has been set up for you to have the opportunity to meet other young teachers and share experiences.

## **You're not alone!**

If you've moved to the area or know it well but your friends have heard enough about planning and assessment, then take the opportunity to contact the "social nuts" young teachers' group!

**[socialnuts@yahoo.co.uk](mailto:socialnuts@yahoo.co.uk)**

Background info:

Nic, Anna and Kendra (me!) met at the first Norfolk NUT weekend (2004) and after "bonding" on a luxury weekend at a top hotel and sharing a few of the highs and lows of the NQT year over a glass of wine or two, we have kept in touch and set up the young teachers' group. Our aim is to arrange social gatherings all over Norfolk, so please email to find what is up and coming and also to help us arrange something near to you!

**The first event to note in your diaries is the Welcome Dinner:**

**Friday 7<sup>th</sup> October**

Please don't hesitate to contact me to find out more either by email or 01945 475266. I'm all for sharing lifts!

**Look forward to meeting you soon. Kendra.**



## **Divisional Secretary's Update**

*from* **Tony Mulgrew**

I hope everyone had a great summer break and you are all feeling fighting fit. You will need to be!

This is going to be a term unlike any other we have experienced for many years – with Preparation Planning and Assessment, Teaching and Learning Responsibility Payments and new Ofsted regulations, to name but a few.

### **Preparation Planning and Assessment**

By now, all teachers should be receiving PPA time, equivalent to a minimum of 10% of their 'timetabled teaching time'. During this time 'a teacher will not be required to carry out any other duties, including the provision of cover.' Part-time teachers are entitled to a pro rata amount of PPA time. It is up to the individual teacher to decide what PPA they undertake during the PPA time.

I do realise that this has been a very difficult exercise for many schools. The lucky few have been able to cover PPA time with qualified teachers, but how sustainable is this?

For the majority of those I have spoken to this has not been an option due to financial problems. Many schools, against their own beliefs, are being forced into using teacher assistants to provide PPA, because, as the National Union of Teachers predicted at the start of the Workforce Remodelling, schools are not being properly funded for PPA.

I have no wish to make life more difficult for headteachers, who have been put in an impossible position, but it **is** important that we monitor how PPA is happening in our schools.

In many schools it is very difficult to find a quiet room in which to work. This problem will be highlighted by PPA. It is the view of the National Union of Teachers that it is up to individual teachers to decide where to carry out their PPA time activities. Where a suitable quiet room is not available at school, it would be reasonable to permit a teacher to undertake an afternoon's PPA time at home. I do know of several schools where this approach has been adopted.

Another issue which has arisen is possible clashes between timetabled PPA time and other commitments, for example inset or a concert. If a teacher is scheduled to attend inset or to oversee a performance at the time they were due to take their PPA time, then their PPA time must be re-scheduled to another suitable time. They must not accept the loss of their PPA time. Schools need to look ahead to foresee any possible clashes and prepare sensible solutions.

Let me know if the arrangements in your school do not comply with the letter or the spirit of PPA.

### **Management Time**

The School Teachers' Pay and Conditions Document clearly states that 'A teacher with leadership or management responsibilities shall be entitled, so far as is reasonably practicable, to a reasonable amount of time during the school sessions for the purpose of discharging those responsibilities'.

No time should not be an option. This time is in addition to PPA and not part of PPA. In other words, any existing management time should not be reduced to allow PPA to take place.

### **Teaching and Learning Responsibility Payments**

As everyone must be aware, Management Allowances are ending and will be replaced by Teaching and Learning Responsibility payments (TLRs)

By now all schools should have engaged in discussions about the new management arrangements for the school. The views of the staff – all staff – should be passed on, in writing, to the governors to assist them in their consideration of the draft proposals and the proposed timetable for their consideration.

After the draft proposals are published there must be a period of at least four weeks for formal consultation with all staff and professional associations. It is important that NUT members meet to discuss their views on the proposals and seek NUT advice if they have any concerns. Written comments should be sent to the headteacher and an assurance should be sought that these comments will be passed on to the governors.

The governing body will have to meet in December to consider the final report and comments. They will then have to agree to and publish the final staffing structure and the plan for its

## **Tony Mulgrew's report(continued)**

implementation, before the end of term. The role of the teacher governor is crucial in all of this.

All staff must receive detailed information, before 31<sup>st</sup> January, as to how the proposals affect them individually. This must include details of any safeguarding to which they are entitled. Thereafter, each autumn term's salary statement must include details of continuing safeguarding as well as their salary level and any TLRs they hold.

Every teacher should **already** be receiving, early in the autumn term, a written statement of their salary level (including position on UPS) and what management allowances they hold. This statement should come from the head and governors.

If you do not receive your statement, ask for it, and if you still don't get it let me know.

***Please refer to the excellent guidance, 'From MAs to TLRs', which has been sent to every school by the Union. If you do not have a copy get in touch with me, or log on to [www.teachers.org.uk](http://www.teachers.org.uk) where you can read the latest advice.***

.....

## **Minister Gets the Bird**

At this year's Pensioners' Parliament, a questioner asked Stephen Timms, yet another new Pensions Minister, why money could not be released from the National Insurance Fund to increase significantly the basic state pension from the present lowly level of £82 per week (single person's rate), there currently being a surplus of £34.6billion, set to rise to £60 billion by 2010. The Minister denied the existence and availability of the money and yet we subsequently were told that a report of the Government Actuary acknowledged the above surplus, said to be invested in government stocks and ring-fenced for state benefit purposes. The Actuary was further reported as stating that a balance of £10 billion in the Fund would provide an adequate reserve, leaving a substantial sum available for distribution.

Needless to say, the Minister was not well received.

***Ray Russell***

## Clawback

Many of our headteachers received a nasty shock when they opened their mail at the end of the holidays. Their funds had decreased by £10 000, £20 000, £50 000 or even by more than £100 000. WHY? As has been widely reported, many schools hold surpluses in their budgets. There are many reasons for these. For example one school had decided not to pay for first day cover insurance and had set aside £20 000 to cover the cost of absent or ill teachers. This was agreed with the finance officer, but over the summer holidays they have been informed that most of this was to be clawed back.

There is general agreement on the principle of clawback. Schools should not be holding money for unreasonable purposes when other schools struggle. The fault probably lies, not in individual schools, but in the formula and the way schools are funded. The money is for spending on the children and on the needs of the school. Heads and governors must be able to justify the balances they hold and the majority of the balances held can be perfectly justified.

Many headteachers feel strongly that they have had insufficient help and guidance when submitting their budgets this year, with the spectre of 'clawback' looming. There should have been more discussion prior to any final decisions being made, with the schools being given a chance to review their spending proposals. At the Review Panel meeting on Wednesday, 21<sup>st</sup> September the clawback was ratified. This meant that the deductions would happen, with no right of appeal.

**However**, after that decision was made, the Childrens' Services finance have made a very sensible decision. In view of the outrage throughout the county, they have decided to re-run the clawback process and to give consistent advice to all schools. So now each school will be able look again at their spending proposals and re-submit them by early October.

If there is a threat to your staffing as a result of clawback please let me know as soon as possible.

A final note for those who 'escape' this year. Clawback is here to stay and if you do not spend as forecast you will receive the letter next September.

***Tony Mulgrew***



## **Martin White reports from the JCC Teachers' Panel 20<sup>th</sup> September**

**PPA** - This should be in place in all school from September but the panel did hear of some problems. It is possible that County Secretaries do not know about these and members should contact Tony if they have any concern. Pete Simmonds remains the Local Authority point of contact for any clarification or questions.

**TLRs** - The Panel discussed the increase in the workload for County Secretaries and a request was made to Education Personnel to increase their facilities time. It is still very early in the term but problems are already arising. Once again, please contact Tony if you are concerned about the procedures for establishing new management structures in your school.

**Clawback from Schools' Balances** - Paul Fisher spoke to the Panel about the process of clawback this term. Schools with balances were asked to explain why funds were being carried forwarded to future years. If schools' explanations didn't meet the rules laid down by the Forum that was consulted during the Fair Funding consultations in the autumn term, funds were clawed back and then redistributed to schools through the AWP.

Headteachers had raised concerns over the process of claw back and particularly over the advice they had been given by EFS Finance Officers. Paul Fisher admitted that the advice that had been given to schools was 'inconsistent with the approved scheme'. He confirmed, though, that headteachers should have been aware of the clawback and of the rules under which it was to be carried out. He therefore maintained that the clawed back funds would not be returned to schools.

The Panel unanimously supported the principle of clawing back unallocated balances from schools, although some members suggested that it ought to have been redistributed under a needs basis mechanism rather than through the AWP. The Panel stated their concern that the process had been carried out without personal contact with the schools, and no discussions with Education Personnel or the Well Being Project, and also that there were still schools with what seem to be excessive balances who had received extra funds through the redistribution.





## **Jim Taylor reports on Health and Safety Issues**

A Children's Services (Education) Health and Safety Committee Meeting was held on 7<sup>th</sup> June, 2005. Tony Mulgrew covered it as I was unable to attend. If you would like further information or to refer casework, please contact either of us. Items covered included:

- The transition from "Education" to Children's Services. Peter Mann gave an update on progress which included proposals for changes to the Health and Safety Committee.
- Departmental Health and Safety Report and Incident Statistics. Members of the Committee had evidence that schools were not reporting all incidents, and that many incidents were reported incorrectly. The unions are working with the Department to encourage improved reporting.
- Interactive whiteboards. There are still concerns about possible damage to vision. The Department is to issue advice on their use.
- Transportation of children by car. Members should be aware of the risks involved in transporting children by car if there is no escort or second adult present. A risk assessment should certainly be carried out.
- Management information. Sheets covering:
  1. Fire Safety
  2. The Revised Health and Safety Code of Practice on Primary Curricular Activities were presented. Members were concerned that schools should provide Health and Safety and Fire Risk induction to all newly appointed teachers.



**Glenys Shepherd**  
**reports**  
**from the**  
**National Executive**

There are three important areas for Union activity this term.

- Introduction of Preparation, Planning and Assessment time. Every teacher should have 10% of their timetable for PPA
- The change from Management Allowances to Teaching and Learning Responsibilities
- Pensions Campaign

I will focus on the Pensions Campaign. Proposed changes to pensions affect not only teachers but all public sector workers. At the time of writing I have just returned from the TUC Congress in Brighton, where Pensions was one of the key subjects of debate.

You will recall that the planned day of action last March was suspended when the Government agreed to one of the union demands. This was not to start the new scheme for some public sector workers on 1<sup>st</sup> April as planned and to re-open negotiations. These negotiations are now taking place and it will be the NUT who will represent all the teacher unions at the third and final meeting of the Public Sector Forum at the end of September.

There has been much publicity for the Government's case that we are all living longer and that the country can no longer afford a normal retirement age of 60. This affordability argument is a myth. The UK's economy is the fourth strongest in the world but we spend far less on pensions than other European countries.

In 2000 the UK spent 5.5% of GDP (Gross Domestic Product) on Public Pensions and they forecast a fall to 4.4% by 2050. Compare this with an average of 10.4% for the 15 countries in the EU in 2000.

Raising the 'normal' pension age to 65 would actually make savings of 2%. Only half of the saving would go for other pension scheme improvements, the other half would be a saving for employers.

The TUC has done its research and is recommending the re-indexation of state pensions against average earnings, a universal pension to ensure greater equity between men and women.

The younger you are the more you would be affected by pension changes. From the perspective of twenty or thirty the difference between 60 and 65 may seem small. It is a very big difference for stressful occupation and recent research showed teaching to be the second most stressful job after ambulance drivers.

If other European countries can afford proper pensions for their teachers and other public sector workers, so can ours. Give your support to the campaign.

***PS Please vote in the vice-presidential and treasurer elections later this year.***

\*\*\*\*\*

## **The NUT Regional Office**

While we were all, hopefully, enjoying our summer break, the staff at the Regional Office were very busy moving from Newmarket to new premises in the nearby village of Kentford.

Their new address is: NUT Regional Office, Elm House, Kennett Park, Moulton Road, Kentford, Suffolk CB8 8GF. The telephone number is 01638 555300 and the fax is 01638 555330.

The e-mail address is still [eastern@nut.org.uk](mailto:eastern@nut.org.uk)

Hilary Bucky is acting Regional Secretary and Keith Bunting is the official who deals with Norfolk issues.

We hope they will be happy in their new home and that we, the members, will continue to receive the high quality of support we have been accustomed to.

## **A reply to Ray Russell's Opinion in Norfolk NUT News Issue 22**



I have known Ray Russell since 1984. His 'Opinion' begs the question - 'Why did Ray decide to forsake the chalkface, or should I say, the interactive whiteboard face?'

Ray is right stating that schools need quality teachers because, without them, how can our children benefit from education in this ever changing world? Staff should not be worried that OFSTED will cast them aside as worthless low class citizens. A superb teacher commented sadly last week, 'I enjoy the job but can't stand the thought of an inspection.' This, coming from a caring experienced teacher who has struggled with new initiatives, highlights a problem that exists within our schools at the present time. Extra training, self-evaluation and discussion with colleagues to improve standards in every way, do not appear to be enough, and so the pressure builds.

Ray says, "... the pressure on teachers today is enormous ...". This pressure must be reduced and yet we have witnessed chalk on slates, that always worked, being replaced by white boards with costly pens that might not, and now interactive whiteboards that require staff to link these with their computers. So many things that can go wrong must add pressure. The computer has its rightful place in schools, but hours have been wasted as the technology has developed.

Staff are certainly spending more hours than ever planning and attending meetings, but are they ever satisfied that they have achieved everything that politicians require of them? Job satisfaction is paramount to achieve a well motivated able staff.

Training of PGCE students is short and they realise their inadequacies. But what about the very latest initial training initiatives? Whilst they might increase the number of bodies at the front of classes, experience is vital if a school is

to prosper. Newly qualified teachers must be able to get advice from experienced colleagues, especially in how to motivate challenging pupils.

Schools adding value to a child's knowledge and understanding is only part of teachers' role; the pastoral role of the team is paramount. Pupils' lack of discipline is reported by OFSTED to be an issue that needs addressing, but a policy is no good without experienced staff having the time to discuss with parents, organise, carry out and evaluate behaviour modification plans.

Ray mentions stability in schools as important. But if fine leaders like Ray Russell did not leave the profession it would result in a reduction of the need to train staff and more highly experienced staff being available. Everyone would gain if the statutory retirement age was raised, thus increasing the amount of money in the Teachers' Pension Fund.

If accommodation was provided within schools, staff could attend more after school meetings, do their paperwork and be there ready for a pre-school briefing at 6 am. Oh, and by the way, I have seen a teacher eat cereal at 8.30 am; he had been in school for over two hours writing up his teaching plans. I asked about his preparation for the first lesson of the day; the reply was that he had been too busy to get things ready and hoped that he could keep going until break, but his plans were up to date!!

**Come on Ray, with your opinions and experience, let's join forces with Jim Taylor and become young teachers again!** I've calculated that our combined ages would be well under 300 and therefore we would fit the latest government proposals to raise the retirement age!

**Roy Malyon**

***We all have strong feelings about one particular issue or another. The 'Opinion' page is intended to give you a chance to get it off your chest and tell the rest of us about it!***

## **Assault and Accident Reporting**

At July's meeting of the Joint Consultative Committee (JCC) there was a long discussion with the Children's Services officer on the need for accurate reporting of 'assaults, both verbal and physical, on staff' and also of 'incidents involving injury reportable under Health and Safety legislation'.

The need for this to include 'injury' caused by management actions and attitudes was emphasised, as the increase in casework dealing with ill health, caused by work related stress, is a matter of growing concern.

We believe there is a serious under-reporting of incidents of assault, both physical and verbal. To try to get a more accurate picture of what is really happening two things will happen this term.

Firstly each school will receive a jointly sponsored letter from the relevant Children's Services officer and the Teachers' Unions urging schools to adopt a more rigorous reporting procedure. The letter will also include a list of those incidents, which could and should be reported.

Secondly, in November we will conduct a survey of all members, asking them to record all incidents, which have happened to them over a two week period.

This is an example of the Authority and the teachers working together to address what has become one of the major reasons for teachers becoming disillusioned with their chosen profession.

If we are to get accurate details, it is vital that every teacher is totally honest and reports everything, which should be reported. I can assure you that neither you nor your school will be identified when we analyse the figures.

**Please help us to help you by recording relevant incidents and by replying to the survey.**

***Tony Mulgrew***

## **Student Members at UEA**

On Monday, 5<sup>th</sup> September Linda Brown, Rosemary Mulgrew and I went along to meet the students registering for their Primary PGCE course and then on the 24th we met the Secondary PGCE students. Altogether there are about 400 young - yes they all looked very young - men and women training to become our next generation of teachers.

We wish all of you enjoyment and success in this year. It will not be easy. There will be lots of late nights completing assessments and preparing lessons. But do remember there is more to life than work. Make yourself switch off from time to time and try to establish a sensible work / life balance right from the start.

Contact our Young Teachers' Section to find out about social activities and do feel free to suggest ideas of your own. Their address is [thesocialnuts@yahoo.co.uk](mailto:thesocialnuts@yahoo.co.uk)

Your membership is free for the duration of your course AND for the first term of your paid employment. Do not forget that you are a full member and if you have any problems speak to the NUT rep in your school or contact me (see back page for details).

***Tony Mulgrew***

### **NORFOLK NUT WEBSITE**

We hope to set up a website for NUT members this term. Future editions of the newsletter will be displayed on it as well as still being sent to your home address. Members will also be able to keep up to date with events in Norfolk as well as accessing the national website and other useful addresses.

## **Local Association events from around the County**

### **Norwich and District Association**

**Thurs, 12<sup>th</sup> Oct, 7.30pm** Social and NQT Meeting,  
Holiday Inn, Ipswich Road, Norwich

### **West Norfolk and Downham & District Association**

**Tues, 7<sup>th</sup> Oct, 7pm** NQ/newly arrived function, 7 for 7.30  
The Swan, South Wootton.

**Wed, 9<sup>th</sup> Nov, 4.15pm** Ethyl Tipple (Membership Meeting)

### **West Norfolk Retired Teachers' Club**

Meetings are held at the West Norfolk Professional Development Centre, Kelham Way, King's Lynn, unless otherwise indicated. Meetings start with coffee from 10.00am; talks start at 10.30 and we are usually finished by noon. Membership fee is £12 per year, or you can just come along to your first meeting free to see how you like it.

**Tues, 20<sup>th</sup> Sept** Ray Russell - Grey Power

**Tues, 18<sup>th</sup> Oct** Jonathan Revett - Hunting Mushrooms

**Tues, 22<sup>nd</sup> Nov** AGM

**Tues, 6<sup>th</sup> Dec** Christmas lunch

For further details contact Mary Cook (see back page).

### **Dereham and Fakenham Association**

Contact Tony Mulgrew for further details

**Tues, 11<sup>th</sup> Oct, 6.30pm** NQ/ newly arrived function  
Meet at Dereham Station at 6.30 for  
our train journey to Wymondham.

**Thurs, 24<sup>th</sup> Nov, 7.30pm** General Meeting in Dereham Town  
Football Club

**Tues, 7<sup>th</sup> March, 2006** AGM The Phoenix, Dereham 7:30pm



## South Norfolk and Breckland

**Tues, 11<sup>th</sup> Oct, 7pm**      NQ/newly arrived function  
Meet at Wymondham Railway Station  
for the arrival of the train from  
Dereham.

## Broadland Association

**Fri, 30<sup>th</sup> Sept, 8pm**      Welcoming Function, The Star Hotel,  
24, Hall Quay, Great Yarmouth

**Tues, 8<sup>th</sup> Nov, 8pm**      Ship Inn, Caister-on-Sea

**Tues, 24<sup>th</sup> Jan '06**      AGM - Ship Inn, Caister-on-Sea

## Norwich Retired Teachers' Association

Meetings at 10.00am at the Christchurch Centre, Magdalen  
Road, Norwich.

For further details ring Janis Tyrer 01603 451636.

**Wed, 12<sup>th</sup> Oct**      Trevor Burlingham-A Victorian Slide Show

**Wed, 9<sup>th</sup> Nov**      Patrick Monaghan: 'My Life in Crime'.

**Wed, 14<sup>th</sup> Dec**      Christmas Lunch



**Dereham and Fakenham and South Norfolk  
and Breckland Associations are joining  
together for their Welcome event for  
newly qualified or new to the area teachers.**

**Tuesday, 11<sup>th</sup> October**

**Free train trip, buffet and bar.**

**The train will leave Dereham at 6.30, pick up members  
from Wymondham at 7.00, return to Dereham for  
refreshments before going back again to Wymondham.**

## **Old Grey Matter**

Final salary pension schemes, such as our own, are dying out in many other occupational areas, especially for new entrants. However, one scheme to buck the trend is that for elected Members of Parliament who, as recently as 2003, granted themselves a more generous pension provision than hitherto enjoyed – and this at a time when lesser mortals were being told that they must work for longer and save much more towards their old age.

Under the revised scheme, with full cross party agreement, they receive a guaranteed pension paying two-thirds of final annual salary after 27 years of service. Whereas most private and public service final salary schemes pay pensions based on 60<sup>th</sup>s and 80<sup>th</sup>s, these parliamentary participants receive one 40<sup>th</sup> of final salary for each completed year of service subject to a minimum qualifying period. In many cases, of course, time spent in other employment will provide a further occupational pension.

Our MPS are said to pay a pension contribution of 9% of annual salary which is well affordable on their incomes. A report of the Parliamentary Contributory Pension Fund reveals that the equivalent of a further 24% of MPs' salaries is also paid into the final salary pension scheme on their behalf each year from public funds (i.e. by the taxpayer), this figure comparing with employers' contributions of 14% to 16% in other similar type schemes (13.5% in the case of teachers).

Yet many of the beneficiaries of this new gilt-edged scheme show complete indifference to the plight of society's less fortunate members in terms of pension provision, not least women and part-time workers. Why do they not insist that all persons shall be entitled to a decent state pension on retirement? Our country has the fourth richest economy in the world and it is time all our elected MPs, in addition to looking after themselves, recognised their obligations to present and future pensioners to provide an adequate state pension free from means testing.

***Ray Russell***

## **Classroom Quips**

### ***Thanks to Simon Hallett for our winning Classroom Quip: -***

While on playground duty a small boy asked me to tie up one of his laces.

Wishing to encourage pupils to seek help from peers, I suggested he asked an older girl to do the lace up.

She did his lace up, then looked me up and down and asked, "Well, who does your laces up, then?"

### ***And to Ray Russell for sending in the following: -***

Responses to recent end of term questions by pupils at a Junior School.

Q. What did Moses carry with him as he came down from the mountain?

A. He was carrying the tabloids.

Q. With what do you link Baden Powell?

A. A hyphen.

Q. What do you understand to be the difference between lightning and electricity?

A. We have to pay for electricity.

### ***The following anecdotes come from Ray's earlier days when he was a headteacher in King's Lynn.***

Addressing her class, the teacher said, "On Wednesday afternoon, after school, I am going to take an extra music lesson. Is there anyone here who would like to learn to play the recorder?"

Being accustomed to playing tapes at home, one seven year old boy scoffed, "I can already play the recorder. It is ever so easy. Why, I can even play a music centre!"

A young colleague was once taking a number lesson with her infant class.

"Today," said the teacher, "we are going to do some graphs. Does anyone know what a graph is?"

"I do" responded a small child very quickly, anxious to air her knowledge. "It's an animal with a very long neck."

## **Contact Numbers around the County**

**Editor:** Linda Brown 01603 872762  
Email: [beck@weston278.freemove.co.uk](mailto:beck@weston278.freemove.co.uk)  
Beck House, Lyng Road,  
Weston Longville, Norwich, NR9 5LP

**County Secretary:** Tony Mulgrew 01362 637292  
Email: [norfolkknut@aol.com](mailto:norfolkknut@aol.com)

**Breckland and South Norfolk:** Pete Eldridge 01953 850890  
Email: [norfolkknut@hotmail.com](mailto:norfolkknut@hotmail.com)

**Broadland:** Peter Ayers 01603 713565  
Email: [peter.ayers@tesco.net](mailto:peter.ayers@tesco.net)

**Dereham & Fakenham:** Tony Mulgrew 01362 637292  
Email: [dandfnut@aol.com](mailto:dandfnut@aol.com)

**Norwich and District:** Letitia Willins 01263 512447

**West Norfolk  
and Downham Market:** Mary Cook 01553 829030  
Email: [vmcook2000@yahoo.com](mailto:vmcook2000@yahoo.com)

**Teacher Support Network:** Letitia Willins 01263 512447

**Young Teachers:** Kendra Deacon [socialnuts@yahoo.co.uk](mailto:socialnuts@yahoo.co.uk)

**Retired Teachers:** Ray Russell 01485 540522

**NUT Regional Office:** Hilary Bucky 01638 555300  
Email: [eastern@nut.org.uk](mailto:eastern@nut.org.uk) (Fax) 01638 555330

**Printed by Hollinger Print, Burnet Road, Sweetbriar Industrial Estate.**