



ADRODDIAD BLYNYDDOL

ANNUAL REPORT

LLYWYDD

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**NASUWT
CYMRU**

The Teachers' Union



Undeb yr Athrawon

**YSGRIFENNYDD
CYFFREDINOL**

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NASUWT Cymru Annual Report 2021/2022

Introduction

2021/22 has been full of surprises. The Welsh Education service has been picking up the pieces of the Covid 19 pandemic and in response to that the year started well with a major NASUWT win in persuading the Education Minister to delay the implementation of the New Curriculum in Year 7 by a year. This was optional but a 55% uptake by schools in Wales supported the well evidenced view that schools in Wales are not ready for the New Curriculum. But the greatest surprise and distraction was the pursuit by the Welsh Government (especially the First Minister) of the Reform of the School Day/Year. If nothing else this has firmly united the education Unions in Wales. This idea came out of a Welsh Labour Party and Plaid Cymru agreement which, on the whole, had positive ideas for education policy in Wales. This agreement also committed the Welsh Government to finding a solution the problems of Supply Teaching in Wales. The Welsh Government seemed to be full of good intentions but they would not tackle the root cause of problems in Wales which is Local Management of Schools. Education Workers remained out in the cold in the Social Partnership Bill so education workers in Wales, because of LMS, go on suffering from command and control styles of management that make the conditions of service for many teachers in Wales miserable and relentless.

Neil Butler

NASUWT National Official Wales

1. The Covid 19 Pandemic

Renew and Reform Paper

On 16 June 2021 the Education Minister released a paper that gave some indication of his priorities and plans for the future. The paper 'Renew and Reform' came with £150 million of new funding. The NASUWT welcomed the recognition that there had been a 'significant toll ... on the education profession' and the pledge to 'give space' to teachers. Unfortunately, it looked as though giving space was going to mean looking at 'unnecessary bureaucracy'. This was an issue being pushed by school leaders. Bureaucracy is not a significant issue for the classroom teacher as it was dealt with through the Workload Agreement and the NASUWT national action using the Action Short of Strike Action instruction. There has been slippage but this is not significant in Wales.

The R&R paper spoke of working in partnership with the Trade Unions but the year would show that Social Partnership in education was sporadic and the Welsh Government deliberately avoided social partnership on the big issues.

The Operational Framework

During the first few weeks of September the Operational Guidance was replaced by an Operational Framework. The idea of the OF was to implement a local response to the Pandemic. Many mitigations were removed including Face Coverings in classrooms. This exposed a contradiction and double standard in Welsh Government advice. The WG was still advising employers to require Face Coverings in enclosed areas. Education workers were not now afforded this protection

On 3 September the NASUWT issued a Press Release calling for:

- A reintroduction of self-isolation for close contacts

- Testing in schools
- A rethink on Face Coverings in classrooms

On 28 October the First Minister announced that there had been a sharp rise in Covid numbers so restrictions may have to be introduced in the next review. Until that time there would be a return to self-isolation if someone in the household tested positive. This marked some response to NASUWT concerns over the implementation of the OF but the OF remained a fig leaf in protection from Covid 19.

CO₂ Monitors and Ozone Machines

On 31 August 2021 the Minister announced that the Welsh Government would fund 30,000 CO₂ Monitors for schools and 1800 Ozone Machines.

The CO₂ Monitors were especially welcome but there was some concern as to how these were to be sourced and how quickly they would come in to schools. It was not until March of 2022 that there was widespread use of CO₂ Monitors in schools but they are still not in every classroom and members report them being switched off when the alarms went off.

There was some controversy over the Ozone machines as the Welsh Government was scared off by safety concerns and they never materialised. The NASUWT position was that we would expect any cleaning machine to be completely safe and appropriately tested before it was used in a school environment.

Long Covid

A positive development in late 2021 was the proposal of a Joint protocol between Trade Unions and Employers to suspend absence management policies for Long Covid victims. This fell by the wayside because of the objections of ASCL. The NASUWT has pursued the matter of Long Covid and

was successful in passing a motion on the issue at the 2022 WTUC Congress.

Omicron Response

The first response for education in Wales to the Omicron variant came with a statement from the Minister on 29 November 2021. This was the reintroduction of face coverings in all indoor areas where social distancing could not be maintained. This was written into the guidance but NASUWT did have examples of non-compliance.

As the situation got worse the First Minister made an announcement on 12 December in line with the leaders of the other nations. Whilst he spoke of a 'large wave of infections' there was no specific reference to education settings. The emphasis was on accelerating the booster vaccine programme

On 13 December the General Secretary wrote to the Employers calling for stronger mitigations and to the Education Minister concerning mitigations that needed to be put in place for a return to school settings in January

Wales then moved into Alert Level 2. This was rapidly followed by a statement from the Education Minister (16 December) allowing two planning days for schools in Wales to plan for remote learning in case this was required in the Spring Term. The First Minister followed this on 22 December by announcing that there would be £1000 fines for employers who brought staff in unnecessarily. Both of these set the scene for the first week back in January

Planning Days

Most schools in Wales respected the Planning Days that were brought in by the Education Minister. However, there was a notable exception at Pencoedtre Comprehensive in the Vale of Glamorgan where teachers were used to move to a new school site. The NASUWT raised this with the Education Minister and asked for Welsh Government intervention. The

Minister effectively indicated that there was nothing he could do. This experience was a stark illustration of the damage that can be done by Local Management of Schools.

The £1000 fine.

There were cases of teachers being directed to work from school settings to prepare for remote learning. Some schools ignored the fine and there was no attempt to bring them to book. This was another example of one rule for the wider society and another for education workers.

The end of Mitigations.

On Friday 25 February the First Minister announced the Wales transition Plan. The main points of this regarded moving from pandemic to endemic response. This would be done by creating a dual response mechanism: Covid Stable or Covid Urgent. Seven principles applied of which the second was specific to education and stated 'protecting children's rights and their education as a priority'. The expectation was that schools would remain open at all costs and the only mitigation would be for Local Authorities to develop Outbreak Control Plans.

On 3 May the Education Minister announced that all mitigations would end from 9 May.

2. The 3rd Independent Welsh Pay Review Body (IWPRB) Report 2021

The Independent Welsh Pay Review Body (IWPRB) published its 3rd Report on 11 June 2021 and the Minister responded.

The IWPRB made 12 recommendations and the Minister indicated that he was minded to accept all of these. Consultees were invited to respond to the

IWPRB's report, the Minister's response and the draft 2021 School Teachers' Pay and Conditions (Wales) Document (STPC(W)D) by 9 July 2021.

The most significant IWPRB recommendation was that all teachers' salaries, including allowances, were to be increased by 1.75% in 2021/22, meaning that the IWPRB and the Welsh Government had not complied with the Westminster Government's policy of a teachers' pay freeze. This was a significant success for the NASUWT, which focused its evidence on opposing the pay freeze and exposing the serious flaws in the Westminster Government's public sector pay policy.

In addition, a key IWPRB recommendation was that the Welsh Government consults on a change in the provision within the STPC(W)D to allow part-time teachers to receive full-time TLR1 and TLR2 payments under certain circumstances. This was also a significant success for the NASUWT which asked for this change in provision to avoid the scenario where part-time TLR holders are expected to discharge all of the duties of a full-time TLR, but can only receive a part-time payment.

In its evidence to the IWPRB in connection with its 3rd Report, the NASUWT stressed that the Welsh Government had not fully implemented the recommendation in the IWPRB's 2nd Report, that movement between the minimum and maximum of the pay ranges should not be dependent on performance. The IWPRB picked up on this failure in its 3rd Report in a separate recommendation.

The IWPRB also made recommendations to ensure improved consistency of implementation of statutory teachers' pay and conditions, although these generally fell short of the publication of additional statutory guidance, which the NASUWT advocated.

3. Qualifications

There was a widespread and general sigh of relief in Wales with regards to the Qualifications outcomes for 2021. There had been recognition by the WJEC that the work done in schools had been 'prolific'. The qualification workload burden had fallen upon teachers and it was only through NASUWT lobbying that some space for teachers was made from May 2021. This was too little, too late and showed an abject failure in Welsh Government social partnership in Education.

4. The Curriculum for Wales

A major victory for the NASUWT was the announcement by the Minister on 6 July 2021 of a delay in the implementation of the New Curriculum (Curriculum for Wales) for Secondary schools. The NASUWT was a lone voice in this but pressure had been gathering since January. There were concerns that schools would implement the CfW regardless of their readiness for fear of being judged over the matter so work was ongoing to ensure the clarity and appropriateness of the Welsh Government message.

Eventually only 45% opted to start the CfW in September 2022 and not take up the option of postponing to 2023. It was disappointing that the Education Minister did not make this a required postponement but the fact that over half of Secondaries opted for a delay was encouraging. It would have taken a lot of moral courage to do so. Those starting in September need to be closely monitored so that NASUWT members are not overwhelmed by the work required to build the Curriculum.

5. The Fourth Remit to the IWPRB

On the 11 January the IWPRB met for the first time in its process of reviewing the pay and conditions of teachers in Wales for 2022/23.

The NASUWT successfully lobbied to have in the 4th remit:

- Remove the pro rata principle from TLR payments
- Review the role and remuneration of ALNCo's
- Create a single pay scale for teachers
- Bring back the Section 3 Guidance to the STPC(W)D

The NASUWT presented its written submission to the IWPRB, a supplementary submission and an extra submission following the Treasury data release showing the steep increase in inflation. These were three comprehensive and detailed submissions. By marked contrast the WLGA submitted nothing. The WLGA have come under serious criticism for this and the IWPRB has not allowed the WLGA to make a supplementary submission as they did last year when they also missed the submission deadline.

In its fourth submission to the IWPRB the NASUWT requested a pay uplift over a three year period of 12%, 10%, 8%.

A high level NASUWT delegation met the IWPRB on 7 April.

6. EWC National Education Workforce Survey

The NASUWT was asked to be part of the panel to launch the EWC National Education Workforce Survey on 21 October 2021.

The Survey raised interesting issues about the education service in Wales.

- Working hours for teachers have increased by 5.3 hours per week from 50.7 hours in 2017 to 56 hours in 2021, a 12.4% increase.
- 70.4% of teachers said they disagreed or strongly disagreed that they were able to effectively manage their workload within the agreed hours. In 2017 this was 88.3%
- 45% of teachers said that delivering blended learning during the pandemic had significantly increased their workload.

There were significant results when teachers and school leaders were questioned about the New Curriculum.

- 34.4% either strongly disagreed or disagreed they were prepared to deliver the new curriculum. 28.5% neither agreed nor disagreed

The responses of School Leaders were of particular interest with regards to the New Curriculum:

- 64.5% of School Leaders said that if they had more time preparing for the New Curriculum would be of most benefit. This was the highest reason given by far.
- As for whether School Leaders are prepared to lead/deliver the New Curriculum 51.8 agreed or strongly agreed. 20.8% disagreed or strongly disagreed.
- when asked if they felt their staff were prepared 64.5% said yes with 28.1% saying no. This showed a disconnect between what School Leaders think about the NC and teachers.
- 64.5% of SL think teachers are prepared but only 33.3% of teachers felt prepared.

7. Education Recovery

On 8 October 2021 the General Secretary wrote to the Education Minister to express the NASUWT view on the importance of Education Recovery and making the Minister aware of the NASUWT Plan for Recovery.

On 28 October the Minister responded by:

- Referencing the Welsh Government's Review and Reform Plan of June 2021
- Stating that Wales is spending the most amongst the Nations on Recovery. Wales is £400/learner, England us £310 and Scotland and NI are £230

- Stating that the Welsh Government are going to use the opportunity of Covid Recovery to explore 'reform of the school day and year'.

8. Abuse through Social Media

At the end of 2021 there was a spate of abusive postings on teachers on the social media platform *Tik Tok*. The NASUWT produced up to date advice on this matter. A number of Local Authorities acted swiftly and positively to this abuse by robust communications with parents/carers. The NASUWT called on all schools and Local Authorities to do the same.

The General Secretary wrote to the Education Minister about the issue. The Minister stated that WG officials had been in touch with *Tik Tok* to make representations.

9. Reform of the School Day/Year.

The Welsh Government entered into a three-year co-operation agreement with Plaid Cymru.

The implications for education in Wales were significant in two respects: Reform of the school year/day and Supply Teachers. The statement on reform of the school day/year stated:

“Aim to reform school term dates to bring them more in line with patterns of family life and employment. We will also explore options to reform the rhythm of the school day to create space for more wide-ranging, culturally- accessible activities and opportunities.”

The WG started a pilot programme to test 'changes to the school day'. This was loosely disguised as part of the Recovery programme in an initiative called the 'Winter of Wellbeing.' There was no consultation on this and there was a robust response from NASUWT. Welsh Government Officials started to discuss changes to the school day and year and have said that the status quo remained an option. However, at the Welsh Labour Party Conference the First

Minister announced that there would be reform. This contradicted the message given by WG officials.

Following the robust response from Education Unions regarding the change in the school day pilot it was scaled down. The Welsh Government started exploratory talks regarding changes to the school year with a paper which illustrated different possible patterns. Then, also without consultation, a company called Beaufort launched a questionnaire on behalf of the Welsh Government. Beaufort reported in early June and showed that most stakeholders believed that the present pattern of the year was appropriate for family life.

Reform of the school day/year was stepped up a gear when the Education Minister announced taking the issue forward in the Senedd on 1 February.

The development was opposed by all Education Unions. The NASUWT issued a briefing to all members detailing the reasons for NASUWT concerns on the matter.

On 26 May the Education Minister issued a written statement announcing that the school trials over the reform of the school day had come to an end and that there would be a full and independent evaluation which will report back in the Autumn term.

10. Schools Crime Beat Protocol

The existence of a protocol designed to stop the criminalisation of children was drawn to the attention of the NASUWT. It had been running since 2005 but there was no evidence that the Unions were consulted. The concern over the protocol was the potential use to deny teachers their rights to seek police intervention in crimes perpetrated upon them in the school environment. The NASUWT met with the Police regarding the protocol. The Police agreed that there was need for more clarity in the protocol and that the NASUWT would be consulted when the protocol was amended.

11. Social Partnership Bill

A positive piece of legislation being introduced in 2022 is the Social Partnership and Procurement Bill. This seeks to require public sector bodies to work in social partnership. It will be a major step forward for social partnership working in Wales. However, schools are excluded. The NASUWT has raised this with WTUC and a meeting has been held with Welsh Government Officials. There will be a consultation on extending the list of public bodies recognised in the Bill but the NASUWT has been informed that the list is unlikely to change. However, the Welsh Government has offered discussions on how Social Partnership could be extended to schools.

12. Equalities Conference

NASUWT Cymru held its fourth Annual Equalities Conference at the ICC Newport on 27 November. This was the first face to face meeting for NASUWT members in Wales since the pandemic struck. The Conference was addressed by the NASUWT Deputy General Secretary, Jane Peckham and the WTUC General Secretary, Shavannah Taj. Delegates also heard presentations on 'Maternity & Covid' from Menai Jones and 'African women tackling the big issues and everyday life' from Africa's Gift's Kenneth Dunn.

13. WTUC Anti Racism Demonstration and Rally

NASUWT supported the WTUC/UN anti-racism demonstration and rally across the UK. In Wales the event was in Cardiff on 20 March. Angela Butler, Senior VP spoke at the event which was well supported.

14. UK Conference and the 2c Motion

The 2022 UK Annual Conference was a special conference for NASUWT Cymru. Welsh Member, Angela Butler took over as UK President. She gave the Conference a Welsh flavour with the use of incidental Welsh from the Chair.

The Wales 2c motion was passed unanimously and this launches the NASUWT Cymru Campaign on the changes to the school day/year.

15. WTUC Congress

A face to face WTUC Conference was welcomed by all in June but there were significant problems with the organisation of the Conference. Many speakers were denied the opportunity to speak. This was especially galling for composited motions where Unions were not even able to speak on their own motions. However, the NASUWT General Secretary addressed the Conference and the Rally.

The NASUWT had two motions passed at the Conference:

- Health & Safety Representatives.
- Long Covid.

16. Formal Balloted Disputes June 2021 to June 2022.

Newport High School, Newport
St Cyres School, Vale of Glamorgan
Acton Park Primary School, Wrexham
Gendros Primary School, Swansea

ADRODDIAD BLYNYDDOL NASUWT CYMRU

2021/2022

Cyflwyniad

Mae 2021/22 wedi bod yn llawn syndod. Mae'r Gwasanaeth Addysg wedi bod yn adfer gwaddol pandemig Covid 19, ac mewn ymateb i hynny dechreuodd y flwyddyn yn dda gyda buddugoliaeth fawr gan NASUWT wrth berswadio'r Gweinidog Addysg i ohirio gweithredu'r Cwricwlwm Newydd am flwyddyn i'r rhai sydd ym Mlwyddyn 7. Roedd hyn yn ddewisol a bu i 55% nodi y byddent yn gweithredu. Roedd hyn yn cefnogi'r gred boblogaidd nad yw ysgolion yng Nghymru yn barod ar gyfer y Cwricwlwm Newydd. Ond y syndod a ddenodd sylw fwyaf oedd myniant Llywodraeth Cymru (yn enwedig y Prif Weinidog) i ddiwygio'r Diwrnod/Blwyddyn Ysgol. Os dim arall, mae hyn wedi uno undebau addysg Cymru yn gadarn. Daeth y syniad hwn allan o gytundeb Llafur Cymru a Phlaid Cymru a oedd, ar y cyfan, â syniadau cadarnhaol ar gyfer polisi addysg yng Nghymru. Roedd y cytundeb hwn hefyd yn ymrwymo Llywodraeth Cymru i ddod o hyd i ateb i broblemau Cyflenwi yng Nghymru. Roedd yn ymddangos bod Llywodraeth Cymru yn llawn bwriadau da ond ni fyddent yn mynd i'r afael â gwraidd y problemau yng Nghymru - sef Rheolaeth Leol ar Ysgolion (LMS). Cafodd Gweithwyr Addysg eu heithrio o'r Bil Partneriaeth Gymdeithasol felly mae gweithwyr addysg yng Nghymru, oherwydd LMS, yn parhau i ddioddef o arddulliau rheolaethol sydd yn orchmynnol ei naws sy'n gwneud amodau gwasanaeth llawer o athrawon yng Nghymru yn ddi-baid o ddiflas.

Neil Butler

Swyddog Cenedlaethol NASUWT Cymru

1. Pandemig Covid 19

Dogfen Adnewyddu a Diwygio

Ar 16 Mehefin 2021, rhyddhaodd y Gweinidog Addysg bapur a oedd yn rhoi rhyw syniad o'i flaenoriaethau a'i gynlluniau ar gyfer y dyfodol. Daeth y papur 'Adnewyddu a Diwygio' gyda £150 miliwn o gyllid newydd. Croesawodd NASUWT y datganiad fod y Pandemig "wedi cael effaith arwyddocaol...ar y proffesiwn addysgol" a'r addewid i 'roi cyfleoedd" i athrawon. Yn anffodus, roedd yn edrych fel petai rhoi lle yn mynd i olygu edrych ar 'fiwrocratiaeth ddiangen'. Roedd hwn yn fater a oedd yn cael ei wthio gan arweinwyr ysgolion. Nid yw biwrocratiaeth yn fater o bwys i'r athro dosbarth gan yr ymdriniwyd ag ef drwy'r Cytundeb Llwyth Gwaith a chamau gweithredu cenedlaethol NASUWT gan ddefnyddio'r cyfarwyddyd Gweithredu Llai na Streicio. . Bu llithriad ond nid yw hyn yn arwyddocaol yng Nghymru.

Roedd y papur yn sôn am weithio mewn partneriaeth â'r Undebau Llafur ond byddai'r flwyddyn yn dangos bod Partneriaeth Gymdeithasol mewn addysg yn ddarniog a bod Llywodraeth Cymru yn fwriadol yn osgoi partneriaeth gymdeithasol ar y materion mawr.

Y Fframwaith Weithredol

Yn ystod ychydig wythnosau cyntaf mis Medi disodlwyd y Canllawiau Gweithredol gyda'r Fframwaith Gweithredol. Syniad yr FfG oedd gweithredu ymateb lleol i'r Pandemig. Cafodd llawer o fesurau lliniaru eu dileu gan gynnwys Gorchuddion Wyneb mewn ystafelloedd dosbarth. Amlygodd hyn wrth-ddweud a safon ddwbl yng nghyngor Llywodraeth Cymru. Roedd LIC yn dal i gynghori cyflogwyr i ofyn am Gorchuddion Wyneb mewn manau caeedig. Nid oedd gweithwyr addysg bellach yn cael yr amddiffyniad hwn.

Ar 3 Medi cyhoeddodd NASUWT Ddatganiad i'r Wasg yn galw am:

- Ailgyflwyno hunan-ynysu ar gyfer cysylltiadau agos

- Profi mewn ysgolion
- Ailfeddwl ar Gorchuddion Wyneb mewn ystafelloedd dosbarth

Ar 28 Hydref cyhoeddodd y Prif Weinidog fod cynnydd sydyn wedi bod yn niferoedd Covid, felly roedd yn bosib y bydd angen cyflwyno cyfyngiadau yn yr adolygiad nesaf. Tan hynny byddai hunan-ynysu yn dychwelyd pe bai rhywun yn y cartref yn profi'n positif. Roedd hyn yn nodi rhywfaint o ymateb i bryderon NASUWT ynghylch gweithredu'r FfG ond parhaodd yr FfG yn amddiffyniad pitw rhag Covid 19.

Canfyddwyr CO₂ a Pheiriannau Osôn

Ar 31 Awst 2021, cyhoeddodd y Gweinidog y byddai Llywodraeth Cymru yn ariannu 30,000 o Fonitorau CO₂ ar gyfer ysgolion a 1800 o Beiriannau Osôn.

Roedd croeso arbennig i'r canfyddwyr CO₂ ond roedd peth pryder ynglŷn â sut i ddod o hyd i'r rhain a pha mor gyflym y byddent yn dod i mewn i ysgolion. Nid tan fis Mawrth 2022 y bu defnydd eang o ganfyddwyr CO₂ mewn ysgolion ond nid ydynt ym mhob ystafell ddosbarth o hyd ac mae aelodau'n adrodd eu bod wedi'u diffodd pan genir larymau.

Roedd rhywfaint o ddadlau ynghylch y peiriannau Osôn gan fod pryderon diogelwch wedi codi ofn ar Lywodraeth Cymru ac ni ddaethant byth i'r amlwg. Safbwynt NASUWT oedd y byddem yn disgwyl i unrhyw beiriant fod yn gwbl ddiogel ac wedi'i brofi'n briodol cyn iddo gael ei ddefnyddio mewn amgylchedd ysgol.

Covid Hir

Datblygiad cadarnhaol ar ddiwedd 2021 oedd cynnig protocol ar y cyd rhwng Undebau Llafur a Chyflogwyr i atal polisiau rheoli absenoldeb ar gyfer dioddefwyr Covid Hir. Aeth hyn yn ddiffrwyth oherwydd gwrthwynebiadau

ASCL. Mae NASUWT wedi mynd ar drywydd Covid Hir a llwyddodd i basio cynnig ar y mater yng Nghyngres Undebau Llafur Cymru 2022.

Ymateb i Omicron

Yr ymateb cyntaf yng Nghymru ar gyfer addysg i'r amrywiad Omicron oedd datganiad gan y Gweinidog ar 29 Tachwedd 2021. Hwn oedd ailgyflwyno gorchuddion wyneb ym mhob man dan do lle na ellid cynnal pellter cymdeithasol. Roedd hyn wedi'i gynnwys yn y canllawiau ond roedd gan NASUWT enghreifftiau o ddiffyg cydymffurfio.

Wrth i'r sefyllfa waethygu fe wnaeth y Prif Weinidog gyhoeddiad ar 12 Rhagfyr yn unol ag arweinwyr y gwledydd eraill. Er iddo sôn am 'don fawr o heintiau' nid oedd unrhyw gyfeiriad penodol at leoliadau addysg. Roedd y pwyslais ar gyflymu'r rhaglen brechlyn atgyfnerthu.

Ar 13 Rhagfyr ysgrifennodd yr Ysgrifennydd Cyffredinol at y Cyflogwyr yn galw am fesurau lliniaru cryfach, ac at y Gweinidog Addysg ynghylch mesurau lliniaru yr oedd angen eu rhoi ar waith ar gyfer dychwelyd i leoliadau ysgol ym mis Ionawr.

Symudodd Cymru wedyn i Lefel Gwylidwredd 2. Dilynwyd hyn yn gyflym gan ddatganiad gan y Gweinidog Addysg (16 Rhagfyr) yn caniatáu dau ddiwrnod cynllunio i ysgolion yng Nghymru i gynllunio ar gyfer dysgu o bell rhag ofn y byddai angen hyn yn Nhymor y Gwanwyn. Dilynodd y Prif Weinidog hyn ar 22 Rhagfyr drwy gyhoeddi y byddai dirwyon o £1000 i gyflogwyr sy'n dod â staff i mewn yn ddiangen. Dyma oedd yr arlwy ar gyfer yr wythnos gyntaf yn ôl ym mis Ionawr.

Diwrnodau Cynllunio

Roedd y rhan fwyaf o ysgolion Cymru yn parchu'r Diwrnodau Cynllunio a gyflwynwyd gan y Gweinidog Addysg. Fodd bynnag, roedd eithriad nodedig yn Ysgol Uwchradd Pencoedtre ym Mro Morgannwg lle defnyddiwyd

athrawon i symud offer i safle ysgol newydd. Cododd NASUWT hyn gyda'r Gweinidog Addysg a gofynwyd am ymyrraeth gan Lywodraeth Cymru. Dywedodd y Gweinidog i bob pwrpas nad oedd unrhyw beth y gallai ei wneud. Roedd y profiad hwn yn enghraifft glir o'r difrod y gall Rheolaeth Leol o Ysgolion ei wneud.

Y ddirwy £1000.

Roedd achosion o athrawon yn cael eu cyfeirio i weithio o leoliadau ysgol i baratoi ar gyfer dysgu o bell. Anwybyddodd rhai ysgolion y ddirwy a doedd dim ymdrech i'w cyfarch. Roedd hyn yn enghraifft arall o un rheol ar gyfer y gymdeithas ehangach ac un arall ar gyfer gweithwyr addysg.

Diwedd Lliniaru.

Ddydd Gwener 25 Chwefror cyhoeddodd Prif Weinidog Cymru Gynllun pontio Cymru. Prif bwyntiau hyn oedd symud o bandemig i ymateb endemig. Byddai hyn yn cael ei wneud trwy greu mecanwaith ymateb deuol: Covid Stable neu Covid Brys. Cymhwyswyd saith egwyddor gyda'r ail yn ymwneud yn benodol ag addysg ac yn datgan 'amddiffyn hawliau plant a'u haddysg fel blaenoriaeth'. Y disgwyl oedd y byddai ysgolion yn aros ar agor ar bob cyfrif a'r unig gamau lliniaru fyddai i Awdurdodau Lleol ddatblygu Cynlluniau Rheoli Achosion.

Ar 3 Mai cyhoeddodd y Gweinidog Addysg y byddai'r holl fesurau lliniaru yn dod i ben o 9 Mai.

2. 3^{ydd} Adroddiad Corff Adolygu Cyflogau Annibynnol Cymru (IWPRB) 2021

Cyhoeddodd Corff Adolygu Cyflogau Annibynnol Cymru (IWPRB) ei 3ydd Adroddiad ar 11 Mehefin 2021 ac ymatebodd y Gweinidog.

Gwnaeth yr IWPRB 12 o argymhellion a nododd y Gweinidog ei fod yn bwriadu derbyn pob un o'r rhain. Gwahoddwyd ymgynghoreion i ymateb i

adroddiad yr IWPRB, ymateb y Gweinidog ac y Ddogfen ddrafft ar Gyflog ac Amodau Gwaith Athrawon Ysgol (Cymru) 2021 (STPC(W)D) – oll erbyn 9 Gorffennaf 2021.

Argymhelliad mwyaf arwyddocaol yr IWPRB oedd bod cyflogau athrawon i gyd, gan gynnwys lwfansau, i'w cynyddu 1.75% yn 2021/22, sy'n golygu nad oedd yr IWPRB a Llywodraeth Cymru wedi cydymffurfio â pholisi Llywodraeth San Steffan o rewi cyflogau athrawon. Roedd hyn yn llwyddiant sylweddol i NASUWT, a ganolbwyntiodd ei thystiolaeth ar wrthwynebu'r rhewi cyflogau a datgelu'r diffygion difrifol ym mholisi cyflogau sector cyhoeddus Llywodraeth San Steffan.

Yn ogystal, un o argymhellion allweddol yr IWPRB oedd bod Llywodraeth Cymru yn ymgynghori ar newid yn y ddarpariaeth o fewn y STPC(W)D i ganiatáu i athrawon rhan-amser gael taliadau CAD1 a CAD2 amser llawn o dan rai amgylchiadau. Roedd hyn hefyd yn llwyddiant sylweddol i NASUWT a ofynnodd am y newid hwn yn y ddarpariaeth er mwyn osgoi'r sefyllfa lle disgwylir i ddeiliaid CAD rhan-amser gyflawni holl ddyletswyddau CAD llawn amser, ond dim ond taliad rhan-amser y gallant ei dderbyn.

Yn ei dystiolaeth i'r IWPRB mewn cysylltiad â'i 3ydd Adroddiad, pwysleisiodd NASUWT nad oedd Llywodraeth Cymru wedi gweithredu'r argymhelliad yn 2il Adroddiad yr IWPRB yn llawn, sef na ddylai symudiad rhwng isafswm ac uchafswm yr ystodau cyflog ddibynnu ar berfformiad. Cyfeiriodd yr IWPRB at y methiant hwn yn ei 3ydd Adroddiad mewn argymhelliad ar wahân.

Gwnaeth yr IWPRB argymhellion hefyd i sicrhau gwell cysondeb o ran gweithredu tâl ac amodau statudol athrawon, er bod y rhain yn gyffredinol yn brin o gyhoeddi canllawiau statudol ychwanegol, sef beth a argymhellwyd gan NASUWT.

3. Cymhwysterau

Roedd yna ochenaid eang o ryddhad yng Nghymru parthed canlyniadau Cymwysterau ar gyfer 2021. Roedd CBAC wedi cydnabod bod y gwaith a wneir mewn ysgolion wedi bod yn 'helaeth'. Roedd baich llwyth gwaith cymwysterau wedi disgyn ar athrawon a dim ond trwy lobio NASUWT y gwnaed rhywfaint o le i athrawon o fis Mai 2021. Roedd hyn yn rhy ychydig, yn rhy hwyr ac yn dangos methiant enbyd ym mhartneriaeth gymdeithasol Addysg Llywodraeth Cymru.

4. Cwricwlwm i Gymru

Un fuddugoliaeth fawr i NASUWT oedd cyhoeddiad y Gweinidog ar 6 Gorffennaf 2021 am oedi cyn gweithredu'r Cwricwlwm Newydd (Cwricwlwm i Gymru) ar gyfer Ysgolion Uwchradd. NASUWT oedd yr unig lais yn hyn o beth ond roedd pwysau wedi bod yn cynyddu ers mis Ionawr. Roedd pryderon y byddai ysgolion yn gweithredu y Cwricwlwm waeth pa mor barod ydynt rhag ofn cael eu barnu dros y mater, felly roedd gwaith yn mynd rhagddi i sicrhau eglurder a phriodoldeb neges Llywodraeth Cymru.

Yn y pen draw, dim ond 45% a ddewisodd ddechrau y Cwricwlwm ym mis Medi 2022 a pheidio gohirio tan 2023. Roedd yn siomedig na wnaeth y Gweinidog Addysg wneud hyn yn ohiriad gofynnol ond roedd y ffaith bod dros hanner yr Ysgolion Uwchradd wedi dewis oedi yn galonogol. Byddai wedi cymryd llawer o ddewrder moesol i wneud hynny. Mae angen monitro'r rhai sy'n dechrau ym mis Medi yn ofalus fel nad yw aelodau NASUWT yn cael eu llethu gan y gwaith sydd ei angen i adeiladu'r Cwricwlwm.

5. Pedwerydd Cylch Gwaith yr IWPRB

Ar 11 Ionawr cyfarfu'r IWPRB am y tro cyntaf yn ei broses o adolygu tâl ac amodau athrawon yng Nghymru ar gyfer 2022/23.

Llwyddodd NASUWT i lobio i gael yn y 4ydd cylch gwaith:

- Dileu'r egwyddor pro rata o daliadau CAD
- Adolygu rôl a thâl Cydlynwyr ADY
- Creu un raddfa gyflog ar gyfer athrawon
- Dod â Chanllawiau Adran 3 yn ôl i'r STPC(W)D

Cyflwynodd NASUWT ei gyflwyniad ysgrifenedig i'r IWPRB, cyflwyniad atodol a chyflwyniad ychwanegol yn dilyn rhyddhau data'r Trysorlys yn dangos y cynnydd serth mewn chwyddiant. Roedd y rhain yn dri chyflwyniad cynhwysfawr a manwl. Mewn cyferbyniad amlwg ni chyflwynodd CLILC ddim math o dystiolaeth. Mae CLILC wedi cael ei feirniadu'n ddifrifol am hyn ac nid yw'r IWPRB wedi caniatáu i CLILC wneud cyflwyniad atodol fel y gwnaeth y llynedd pan wnaethon nhw hefyd fethu'r dyddiad cau.

Yn ei bedwerydd cyflwyniad i'r IWPRB gofynnodd NASUWT am godiad cyflog dros gyfnod o dair blynedd o 12%, 10%, 8%.

Cyfarfu uwch-ddirprwyaeth o NASUWT â'r IWPRB ar 7 Ebrill.

6. Arolwg Cenedlaethol o'r Gweithlu Addysg gan CGA

Gofynnwyd i NASUWT fod yn rhan o'r panel i lansio Arolwg Cenedlaethol Gweithlu Addysg CGA ar 21 Hydref 2021.

Cododd yr Arolwg faterion diddorol am y gwasanaeth addysg yng Nghymru.

- Mae oriau gwaith athrawon wedi cynyddu 5.3 awr yr wythnos o 50.7 awr yn 2017 i 56 awr yn 2021, cynnydd o 12.4%.
- Dywedodd 70.4% o athrawon eu bod yn anghytuno neu'n anghytuno'n gryf eu bod yn gallu rheoli eu llwyth gwaith yn effeithiol o fewn yr oriau y cytunwyd arnynt. Yn 2017 roedd hyn yn 88.3%
- Dywedodd 45% o athrawon fod cyflwyno dysgu cyfunol yn ystod y pandemig wedi cynyddu eu llwyth gwaith yn sylweddol.

Cafwyd canlyniadau arwyddocaol pan holwyd athrawon ac arweinwyr ysgol am y Cwricwlwm Newydd.

- Roedd 34.4% naill ai'n anghytuno'n gryf neu'n anghytuno eu bod yn barod i gyflwyno'r cwricwlwm newydd. Nid oedd 28.5% yn cytuno nac yn anghytuno

Roedd ymatebion yr Arweinwyr Ysgol o ddiddordeb arbennig mewn perthynas â'r Cwricwlwm Newydd:

- Dywedodd 64.5% o Arweinwyr Ysgol y byddai paratoi ar gyfer y Cwricwlwm Newydd o'r budd mwyaf pe bai ganddynt fwy o amser. Hwn oedd y rheswm uchaf a roddwyd o bell ffordd.
- A yw Arweinwyr Ysgol yn barod i arwain/cyflwyno'r Cwricwlwm Newydd 51.8 wedi'i gytuno neu wedi'i gytuno'n gryf. Roedd 20.8% yn anghytuno neu'n anghytuno'n gryf.
- pan ofynnwyd iddynt a oeddent yn teimlo bod eu staff yn barod, dywedodd 64.5% ie, a dywedodd 28.1% na. Roedd hyn yn dangos diffyg cysylltiad rhwng barn Arweinwyr Ysgol am y cwricwlwm ac athrawon.
- Mae 64.5% o UDRh yn meddwl bod athrawon yn barod ond dim ond 33.3% o athrawon a deimlai eu bod yn barod.

7. Adferiad Addysg

Ar 8 Hydref 2021 ysgrifennodd yr Ysgrifennydd Cyffredinol at y Gweinidog Addysg i fynegi barn NASUWT ar bwysigrwydd Adfer Addysg a gwneud y Gweinidog yn ymwybodol o Gynllun Adfer NASUWT.

Ar 28 Hydref, ymatebodd y Gweinidog drwy:

- Gyfeirio at Adolygiad a Chynllun Diwygio Llywodraeth Cymru ym mis Mehefin 2021

- Ddatgan mai Cymru sy'n gwario fwyaf ymhlith y gwledydd ar Adferiad. Mae Cymru yn £400/dysgwr, Lloegr yn £310 a'r Alban a YG yn £230
- Yn datgan bod Llywodraeth Cymru yn mynd i ddefnyddio cyfle Adferiad Covid i archwilio 'diwygio'r diwrnod a'r flwyddyn ysgol'.

8. Camdriniaeth trwy Gyfryngau Cymdeithasol

Ar ddiwedd 2021 bu llif o bostiadau sarhaus ar athrawon ar y platfform cyfryngau cymdeithasol *Tik Tok*. Cynhyrchodd NASUWT gyngor cyfredol ar y mater hwn. Ymatebodd nifer o Awdurdodau Lleol yn gyflym ac yn gadarnhaol i'r cam-drin hwn trwy gyfathrebu cadarn â rhieni/gofalwyr. Galwodd NASUWT ar bob ysgol ac Awdurdod Lleol i wneud yr un peth.

Ysgrifennodd yr Ysgrifennydd Cyffredinol at y Gweinidog Addysg ynghylch y mater. Dywedodd y Gweinidog fod swyddogion Llywodraeth Cymru wedi bod mewn cysylltiad â *Tik Tok* i gyflwyno sylwadau.

9. Diwygio'r Diwrnod/Blwyddyn Ysgol.

Daeth Llywodraeth Cymru i gytundeb cydweithredu tair blynedd gyda Phlaid Cymru.

Roedd y goblygiadau i addysg yng Nghymru yn arwyddocaol mewn dwy ffordd: Diwygio'r flwyddyn/diwrnod ysgol ac Athrawon Cyflenwi. Roedd y datganiad ar ddiwygio'r diwrnod/blwyddyn ysgol yn nodi:

“Anelu at ddiwygio dyddiadau tymhorau ysgol i'w gwneud yn fwy cydnaws â phatrymau bywyd teuluol a chyflogaeth. Byddwn hefyd yn archwilio opsiynau i ddiwygio rhythm y diwrnod ysgol i greu gofod ar gyfer gweithgareddau a chyfleoedd mwy eang eu cwmpas, sy'n hygyrch yn ddiwylliannol.”

Dechreuodd Llywodraeth Cymru raglen beilot i brofi 'newidiadau i'r diwrnod ysgol'. Cafodd hyn ei guddio fel rhan o'r rhaglen Adferiad mewn menter o'r

enw 'Gaeaf o Les.' Ni fu unrhyw ymgynghori ar hyn a chafwyd ymateb cadarn gan NASUWT. Dechreuodd swyddogion Llywodraeth Cymru drafod newidiadau i'r diwrnod a'r flwyddyn ysgol ac maen nhw wedi dweud bod y status quo yn parhau i fod yn opsiwn. Serch hynny, yng Nghynhadledd y Blaid Lafur Gymreig fe gyhoeddodd y Prif Weinidog y byddai diwygio. Roedd hyn yn gwrth-ddweud y neges a roddwyd gan swyddogion y Llywodraeth.

Yn dilyn ymateb cadarn gan Undebau Addysg i'r newid yn y peilot diwrnod ysgol fe'i cwtogwyd. Dechreuodd Llywodraeth Cymru sgysiau archwiliadol ynghylch newidiadau i'r flwyddyn ysgol gyda phapur a oedd yn dangos patrymau posibl gwahanol. Yna, hefyd heb ymgynghori, lansiodd cwmni o'r enw Beaufort holiadur ar ran Llywodraeth Cymru. Adroddodd Beaufort ddechrau mis Mehefin a dangosodd fod y rhan fwyaf o randdeiliaid yn credu bod patrwm presennol y flwyddyn yn addas ar gyfer bywyd teuluol.

Daeth diwygio'r diwrnod/blwyddyn ysgol yn ei flaen pan gyhoeddodd y Gweinidog Addysg symud y mater yn ei flaen yn y Senedd ar 1 Chwefror.

Gwrthwynebwyd y datblygiad gan bob Undeb Addysg. Cyhoeddodd NASUWT bapur briffio i'r holl aelodau yn manylu ar y rhesymau dros bryderon NASUWT ar y mater.

Ar 26 Mai cyhoeddodd y Gweinidog Addysg ddatganiad ysgrifenedig yn cyhoeddi bod y treialon ysgol dros ddiwygio'r diwrnod ysgol wedi dod i ben ac y byddai gwerthusiad llawn ac annibynnol a fydd yn adrodd yn ôl yn nhymor yr Hydref.

10. Protocol Trechu Trosedd Ysgolion

Tynnwyd sylw NASUWT at fodolaeth protocol a luniwyd i atal troseddwr rhag cael eu troseddoli. Roedd wedi bod yn rhedeg ers 2005 ond nid oedd tystiolaeth yr ymgynghorwyd â'r Undebau arno. Y pryder ynghylch y protocol oedd y defnydd posibl i wrthod athrawon i hawlio ymyrraeth gan yr heddlu mewn troseddau a gyflawnir arnynt yn yr ysgol. Cyfarfu NASUWT â'r Heddlu

ynghylch y protocol. Cytunodd yr Heddlu fod angen mwy o eglurder yn y protocol ac yr ymgynghorir â NASUWT pan fyddai'r protocol yn cael ei ddiwygio.

11. Y Mesur Partneriaeth Gymdeithasol

Darn cadarnhaol o ddeddfwriaeth sy'n cael ei gyflwyno yn 2022 yw'r Bil Partneriaeth Gymdeithasol a Chaffael. Mae hyn yn ceisio ei gwneud yn ofynnol i gyrff sector cyhoeddus weithio mewn partneriaeth gymdeithasol. Bydd yn gam mawr ymlaen i weithio mewn partneriaeth gymdeithasol yng Nghymru. Fodd bynnag, mae ysgolion wedi eu hepgor. Mae NASUWT wedi codi hyn gyda WTUC a chynhaliwyd cyfarfod gyda Swyddogion Llywodraeth Cymru. Fe fydd ymgynghoriad ar ymestyn y rhestr o gyrff cyhoeddus sy'n cael eu cydnabod yn y Bil ond mae NASUWT wedi cael gwybod nad yw'r rhestr yn debygol o newid. Fodd bynnag, mae Llywodraeth Cymru wedi cynnig trafodaethau ar sut y gallai Partneriaeth Gymdeithasol gael ei hymestyn i ysgolion.

12. Cynhadledd Cydraddoldeb

Cynhaliodd NASUWT Cymru ei bedwaredd Gynhadledd Cydraddoldeb Flynyddol yn yr ICC yng Nghasnewydd ar 27 Tachwedd. Hwn oedd y cyfarfod wyneb yn wyneb cyntaf i aelodau NASUWT yng Nghymru ers i'r pandemig daro. Anerchwyd y Gynhadledd gan Ddirprwy Ysgrifennydd Cyffredinol NASUWT, Jane Peckham ac Ysgrifennydd Cyffredinol WTUC, Shavannah Taj. Clywodd y cynadleddwyr hefyd gyflwyniadau ar 'Mamolaeth a Covid' gan Menai Jones a 'Merched Affricanaidd yn mynd i'r afael â'r materion mawr a bywyd bob dydd' gan Kenneth Dunn, Rhodd Affrica.

13. Rali Gwrth-hiliaeth WTUC

Cefnogodd NASUWT rali gwrth-hiliaeth WTUC/CU ar draws y DU. Yng Nghymru roedd y digwyddiad yng Nghaerdydd ar 20 Mawrth. Siaradodd

Angela Butler, Is-Lywydd Fwyaf NASUWT yn y digwyddiad a gafodd gefnogaeth dda.

14. Cynhadledd y DU a Chynnig 2c

Roedd Cynhadledd Flynyddol NASUWT 2022 yn gynhadledd arbennig i NASUWT Cymru. Cymerodd aelod o Gymru, Angela Butler yr awenau fel Llywydd NASUWT y DU. Rhoddodd flas Cymreig i'r Gynhadledd gyda defnydd achlysurol o Gymraeg gan y Llywydd.

Derbyniwyd cynnig Cymru 2c yn unfrydol ac mae hwn yn lansio Ymgyrch NASUWT Cymru ar y newidiadau i'r diwrnod/blwyddyn ysgol.

15. Cyngress Undebau Llafur Cymru (WTUC)

Croesawyd Cynhadledd WTUC wyneb yn wyneb gan bawb ym mis Mehefin ond roedd problemau sylweddol gyda threfniadaeth y Gynhadledd. Gwrthodwyd y cyfle i siarad i lawer o siaradwyr. Roedd hyn yn arbennig o arswydus ar gyfer cynigion cyfansawdd lle nad oedd Undebau hyd yn oed yn gallu siarad ar eu cynigion eu hunain. Fodd bynnag, anerchodd Ysgrifennydd Cyffredinol NASUWT y Gynhadledd a'r Rali.

Pasiwyd dau gynnig gan NASUWT yn y Gynhadledd:

- Cynrychiolwyr lechyd a Diogelwch.
- Covid hir.

16. Anghydfodau Ffurfiol ar Bleidlais Mehefin 2021 i Mehefin 2022.

Ysgol Uwchradd Casnewydd, Casnewydd

Ysgol St Cyres, Bro Morgannwg

Ysgol Gynradd Parc Acton, Wreccsam

Ysgol Gynradd Gendros, Abertawe

Resolutions Tracker of NASUWT Cymru Conference 2021

Traciwr Penderfyniadau Cynhadledd NASUWT Cymru 2021

Conference Resolution	Requirements from the Conference 2021	Committee to Lead and Support (lead in BOLD)	Actions being taken by the National Union	Actions being taken by NASUWT Cymru
HEALTH AND SAFETY FOLLOWING THE PANDEMIC	Conference calls upon the National Executive to: <ul style="list-style-type: none"> (i) lobby the Welsh Government and Local Authorities to establish meaningful Social Partnership with the Education Workforce Unions. (ii) lobby the Welsh Government to strengthen Health and Safety Operational Guidance in schools and that ensure that enforcement agencies are appropriately deployed, and, (iii) lobby to increase investment in public services to better support all necessary health and safety measures (iv) support members where Health and Safety legislation isn't being followed, and (v) provide training for lay activists to enable them to develop workplace Health and Safety policies and procedures that are fit for purpose. 	Health and Safety	Link with: FUNDING THE COST OF THE COVID-19 PANDEMIC GS Letter to Local Authorities expressing concerns over the Operational Framework – August 2021	(I) NASUWT continues to be represented on the Schools Social Partnership Forum and the Managing Workload and Bureaucracy Group. Also weekly meetings with Welsh Government Education Officials. (ii) NASUWT has been consulted over the Operational Framework and has voiced concerns over the reduction in mitigations (iii) NASUWT has consulted over CO2 Monitor Guidance. CO2 Monitors to be in schools by end October

Conference Resolution	Requirements from the Conference 2019	Committee to Lead and Support (lead in BOLD)	Actions being taken by the National Union	Actions being taken by NASUWT Cymru
FAIRER FUNDING OF EDUCATION IN WALES	Conference calls upon the National Executive to lobby the Welsh Government for a fairer mechanism for the funding schools across local authorities in Wales.	Salaries National Officers		Update on the Luke Sibieta Funding Review requested of Welsh Government NASUWT Cymru submitted a consultation response to the Welsh Government Review of School Funding Regulations.
DEVELOPMENT OF QUALIFICATIONS	Conference calls upon the National Executive to lobby Qualification Wales so that, when developing future qualifications: a) there is meaningful engagement with the profession; b) that Workload Impact Assessments are always carried out; and c) they are accessible to all learners.	Education		PR response to publication of Qualified for the future report calling for delay in implementation. Alerted Negotiating Secretaries to concerns over loss of examination subjects. Supported QW in finding candidates for specialist panels NASUWT Cymru submitted a consultation response on the removal of assessment and moderation requirements at FP, KS2 and 3
ONLINE EDUCATION	Conference calls on the National Executive to work with relevant stakeholders to: (i) agree a national policy for the safe and legal use of live streaming and on-line teaching; (ii) ensure teachers have the time, training and resources to support them in developing learning resources to meet these new	Education	Link with: 2(b) MOTION: COVID-19 AND THE IMPACT ON TEACHERS' TERMS AND CONDITIONS	NASUWT Policed the allocation of the 2 Planning Days by the Education Minister. This has led to action in one Secondary school

Conference Resolution	Requirements from the Conference 2019	Committee to Lead and Support (lead in BOLD)	Actions being taken by the National Union	Actions being taken by NASUWT Cymru
	<p>teaching requirements, to include a focus on resources for pupils with additional learning needs; and</p> <p>(iii) to improve the computer hardware, software and Internet provision to give all pupils a minimum standard of access to online resources.</p>			
TEACHERS' MENTAL HEALTH	<p>Conference calls on the National Executive to work with relevant stakeholders to:</p> <p>(i) develop strategies to deal with verbal abuse directed towards school staff by pupils; and</p> <p>(ii) agree a national policy to provide dedicated mental health professionals available to support school staff.</p>	Health & Safety	Link with: IMPACT OF COVID-19 ON TEACHER AND PUPIL MENTAL HEALTH	<p>NASUWT has taken robust response to the abuse of staff through Tik Tok.</p> <p>NASUWT officials meeting with Police representatives regarding the Schoolbeat Protocol.</p>
LOCAL MANAGEMENT OF SCHOOLS	<p>Conference calls upon the National Executive to:</p> <p>(i) lobby for the inclusion of Governing Bodies in the Social Partnership Bill, and</p> <p>(ii) campaign for an end to LMS in Wales</p>	Education Salaries		<p>10 November – Launch of LMS Campaign with Wales Negotiating Secretaries</p> <p>NASUWT has challenged the exclusion of Governing Bodies from the Social Partnership Bill</p>
THE NEW CURRICULUM	<p>Conference calls upon the National Executive to:</p> <p>(i) work with other stakeholders to build a campaign to postpone the implementation of the new curriculum for at least one year, and</p> <p>(ii) lobby the Welsh Government to amend the new curriculum so that it better reflects the values of</p>	Education	Link with: 2c MOTION - WALES	<p>6 July – Following extensive NASUWT lobbying the Education Minister announced a one year postponement of the New Curriculum in Year 7 for schools that were not ready.</p> <p>NASUWT continues to Challenge Secondary Schools</p>

Conference Resolution	Requirements from the Conference 2019	Committee to Lead and Support (lead in BOLD)	Actions being taken by the National Union	Actions being taken by NASUWT Cymru
	(iii) modern Wales lobby the Welsh Government to provide training, additional time and resources for teachers to develop learning resources to meet the requirements of the New Curriculum, to include a focus on resources for pupils with additional learning needs.			that move to restructure on the lines of the New Curriculum up to and including industrial action.
THE EDUCATION WORKFORCE COUNCIL	Conference therefore calls upon the National Executive to campaign for the EWC to come under the responsibility of the Public Service Ombudsman to ensure that it is accountable to the people of Wales.	Salaries		NASUWT Cymru has consulted with the WG upon the EWC's remit being extended to further registrants. The consultation response included a section on the need for public scrutiny and accountability of the EWC.
ESTYN	Conference calls upon the National Executive to lobby the Welsh Government to reform Estyn to ensure that accountability in education in Wales is fit for the changes that have been made by the pandemic and will be made by the new curriculum.	Education	Link with: IMPACT OF INSPECTION ON WELLBEING AND WORKLOAD	Meeting with Estyn to raise concerns over the Inspectorial nature of Engagement visits. Successfully challenged Estyn to remove Inspectorial language in Engagement Visit process.

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The Teachers' Union



Undeb yr Athrawon