

ANNUAL REPORT

Scotland Conference 2024

STANDING STRONG ON PAY AND CONDITIONS

With real terms pay cuts, threats to pensions and increased and excessive workload pressures, we continued to campaign by mobilising members throughout the year, up to and including strike action, in pursuit of a Better Deal for Teachers.

At Hutchesons' Grammar School in Glasgow, following the first teacher strikes in the school's 400-year history, NASUWT members secured a package of measures including the reintroduction of a 3% pay award uplift for all teachers, a ten-year guarantee on employer pension contributions and the historic first formal trade union recognition agreement at an independent school in Scotland.

“This is a historic step forward in securing the rights of trade union members in the independent sector to be formally consulted over their working conditions. Through working together we can make schools healthier and safer places to work in for teachers and better places to learn in for pupils.”

**Dr Patrick Roach,
NASUWT General Secretary**

We also carried the fight to employers in other independent schools which sought to introduce detrimental changes to teachers' terms and conditions on pensions and pay, with many of those battles ongoing.

We joined sister trade unions at the Scottish Negotiating Committee for Teachers (SNCT) in calling on local authorities' body COSLA and the Scottish Government to deliver on the promise to reduce class contact time for teachers in Scotland by 1.5 hours per week. When the Cabinet Secretary for Education & Skills, Jenny Gilruth, announced in January that this would not be happening in 2024, NASUWT wrote to her to express our serious concerns.

At a resultant meeting with the Cabinet Secretary in March 2024, as well as pushing for

the class contact time reduction, we reminded her and her officials of some of the workload solutions proposed by the almost forgotten Tackling Bureaucracy Working Group, which focused upon still-relevant workload drivers such as Forward Planning in the Primary sector over-assessment in the Secondary sector, alongside the ineffective and unwieldy bureaucracy of Tracking & Monitoring and Improvement Planning.

While teachers were receiving the final stage of their 2022-2024 pay award (a 2% rise in January 2024 which, notably, was still well below the rate of inflation at the time) NASUWT made a Pay Submission to the SNCT Teachers' Panel to inform discussion on the Teachers' Side Pay Claim for 2024/25. While this claim, supported by extensive evidence, was based around our Conference policy of a minimum 8% pay rise, this was not supported by others and the eventually agreed Teachers' Side Pay Claim was for a 6.5% pay rise for teachers in 2024/25.

In a meeting with COSLA Leaders, we criticised some Councils which had treated teachers poorly during the school strikes by Unison members in the Autumn of 2023 and advised that one of these was subject to a Collective Grievance involving six trade unions, including NASUWT. We eventually met with the new Chief Executive of that Council in February 2024, who accepted the majority of the failings on the Council's part that had been lodged in the Grievance and gave a reassurance that the employer would act differently in future.

69% of members do not think pay in teaching is competitive with other professions.

59% of members have cut back on food expenditure over the past 12 months.

47% of members reported a significant increase in workload over the past 12 months.

13% of members would recommend teaching as a career.



DEMANDING A BETTER DEAL ON BEHAVIOUR

We conducted a nationwide survey of Behaviour in Schools, the results of which were shocking and highlighted the extent of the behaviour crisis, with incidents of violent pupil behaviour and abuse higher in Scotland's schools than anywhere else in the UK. The release of the Scottish Government-commissioned *Behaviour in Scottish Schools Research* (BISSR) in November 2023 simply echoed our own survey, indicating a rise in all kinds of poor pupil behaviour, including violent and abusive incidents.

Abuse was even worse for female teachers in Scotland, with 19% having experienced physical abuse or violence from pupils several times a week in the 12 months prior to our survey, compared to just 3% of male teachers.

An NASUWT MSP Briefing and Press Release coinciding with the 16 Days of Activism against Gender-Based Violence in November/December garnered significant media interest, while engagement with the Cabinet Secretary for Education & Skills on this topic led to the reinvigoration of the Gender Equality Taskforce in Education and Learning (GETEL) with NASUWT being invited to a small group to progress work on updating its terms of reference. The work of the Gender-Based Violence

in Schools Working Group also concluded in March 2024 with the launch of the Scottish Government's Gender-Based Violence Framework.

Following our contribution to a special Scottish Parliament Education Committee event on Violence in Schools in June 2023, we were invited to be represented at the Scottish Government's National Summit on Relationships and Behaviour. Despite three wide-ranging Summit meetings in the Autumn of 2023, there was little action from Scottish Government, other than an invitation to contribute to a National Action Plan on Behaviour, which had still not been published by Easter 2024.

The General Secretary and National Executive Members for Scotland have agreed that, in the absence of any significant progress at national level, NASUWT will focus on schools where there may be potential for a formal dispute on behaviour. Individual visits are underway to a series of such schools.

As well as discussing matters with the Cabinet Secretary for Education & Skills, Jenny Gilruth MSP, we met many other politicians throughout the year to discuss the crisis of pupil behaviour in Scotland's schools, including the various education spokespeople, Ross Greer (Greens), Liam Kerr (Conservative), Pam Duncan-

Glancy (Labour) and Willie Rennie (Liberal Democrat), as well as Scottish Labour's Katy Clark MSP. This was supplemented by Briefings to all MSPs and Councillors in Scotland at various points in the year.

“Teachers need and deserve protection and to know that they will be supported when they report violence and abuse.”

Mike Corbett,
NASUWT National Official
Scotland



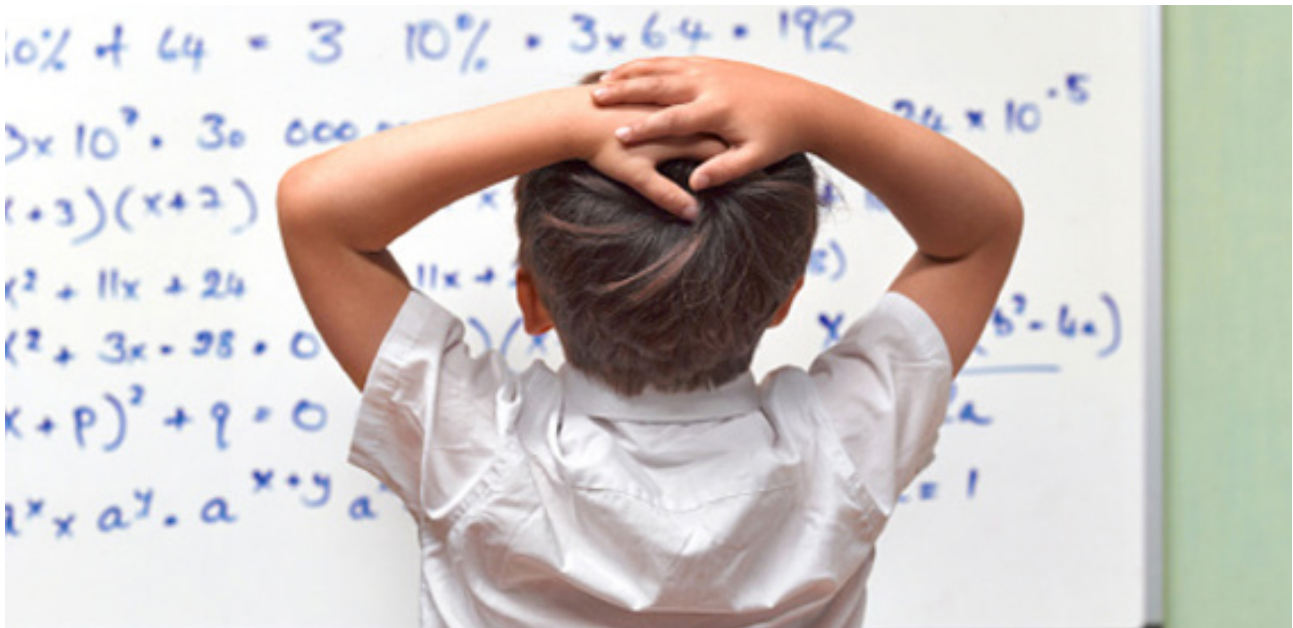
PROVIDING LEADERSHIP IN OUR FIGHT AGAINST ANTI-TRADE UNION LEGISLATION

We defeated the Government by winning our legal case in the High Court over the unlawful decision to allow the use of agency workers to cover for striking workers. The court ruled that the Government's legislation was 'unlawful, unfair and irrational'. This was a historic victory in the courts, and a massive defeat for the Westminster Government, which will protect the rights of members taking part in strike action without it being undermined, and includes an important protection from blacklisting for supply teachers who refuse to cross picket lines in order to replace striking workers.

NASUWT also had keynote speakers at both STUC and TUC events, progressing our fight against the Westminster Government's Strikes (Minimum Service Levels) Act. The Scottish Government has given reassurances that it has no intention of aiding or progressing the terms of this draconian legislation.

"The Government's Strikes Act is an egregious, pernicious, spiteful and vindictive piece of legislation and we will resist it by any means available to us."

Dr Patrick Roach,
NASUWT General Secretary



THE NEVER-ENDING STORY OF EDUCATION REFORM

We responded to the Hayward review of qualifications and assessment in Scotland, arguing that any proposals must be developed with the input of classroom teachers, and that schools should be given the additional time and resources to consider and apply any changes. While we welcomed the decision of the Cabinet Secretary for Education & Skills to pause the reform process to allow for the input of more classroom teachers, her method of doing so (via school In-Service Days) was not entirely successful, and the failure to since move forward on this and other areas of education reform is becoming a concern.

The NASUWT position on the Hayward review will continue to reflect member views and is summarised as follows: welcoming a better balance of internal/external assessment in some subjects (as long as there is no associated explosion in workload driven by Quality Assurance processes); agreement in principle with the idea of Inter-Disciplinary

Learning, but concerns that this has been tried before and floundered in Secondary schools because of a lack of time/space; an agreement in principle that recognising the wider achievement of pupils is admirable but there are concerns around who would be doing the recognising (and the workload associated with it) and issues about how and what standards would be applied.

We met with the Director of Education Reform to reinforce our concerns about the lack of practitioner involvement in other strands of education review, the process of forming replacement bodies for the SQA and Education Scotland, as well as the founding of a new inspectorate. Our concerns were acknowledged as valid and we secured a commitment to improved communications and engagement with NASUWT. Nevertheless, much of the academic year has since passed with little evidence of progress towards the formation of these new bodies.

At the SNP Conference in October, the Cabinet Secretary very suddenly outlined her vision for creating a Centre for Teaching Excellence. We responded, questioning the detail of the proposals and the lack of adequate engagement with unions prior to announcements being made. We have since secured a place on a 'co-production group' to take this forward but an understanding of who the Centre is for and what it will do remain opaque.

There was a marked improvement in engagement from the Scottish Qualifications Authority (SQA) with several meetings arranged with senior NASUWT activists/serving teachers which explored areas such as dual presentation, assessment arrangements for pupils with Additional Support Needs (ASN), the approval process for newly offered qualifications and Artificial Intelligence (AI). NASUWT also contributed to discussions on these and other matters at the National Qualifications Working Group.

KEEPING MEMBERS SAFE AT WORK

As well as our key campaign around pupil behaviour, other Health & Safety issues required our attention, not least the Reinforced Autoclaved Aerated Concrete (RAAC) crisis. Although we wrote to the Cabinet Secretary for Education & Skills in July 2023 suggesting that similar surveys to those being undertaken by the Department for Education in England be carried out in Scotland's schools, we received no proper reply. When the crisis became public across the UK in late August 2023, the Cabinet Secretary acknowledged NASUWT's prescience over the issue and we were regularly consulted thereafter. All local authorities in Scotland had conducted surveys of their school estate by the end of 2023, with the number of schools containing RAAC confirmed as 39, and remediation/mitigation work taking place in all of these, with regular oversight by Scottish Government. We used every opportunity provided by RAAC to simultaneously highlight to government and MSPs the ongoing dangers of asbestos in the school estate and to advocate for greater strategic national direction, including the removal of asbestos from schools.

We encouraged members at various points in the year to share their individual stories with the Scotland Covid-19 Inquiry's 'Let's Be Heard' listening project and invited the 'Let's Be Heard' team to address our members at various events, including our Equalities Conference and a Black Network Engagement event, both in the Autumn of 2023. We worked closely with Thompsons Solicitors, who are acting for the STUC and its affiliates in the Scotland COVID-19 Inquiry, and lodged a ten-page overarching statement, almost 300 separate pieces of evidence and a potential witness list with the Inquiry. The Education Module of the Scotland Inquiry is not expected to begin hearing evidence until the Autumn of 2024, though this is ahead of the Education Module at the UK Inquiry, which is not expected to open until sometime in 2025. The UK Inquiry is considering both reserved and devolved matters and NASUWT has submitted a large body of evidence to it from all parts of the UK.

We responded to research on the link between air pollution and children's growth and brain development and called for the installation of air quality monitors and air filters in schools to help drive improvements in the health of both pupils and school staff. We were also heavily involved in the production of new Scottish Health Protection Network (SHPN) health protection guidance for children's and young people's settings, though this was not quite as robust as we would have liked.

42% of members in Scotland indicated that the state of school buildings they work in had deteriorated.



“The scandalous condition of our school buildings, riddled with RAAC and asbestos in disrepair, must be addressed in the interests of children and young people.”

**Dr Patrick Roach,
NASUWT General Secretary**



PARLIAMENTARY AND POLITICAL ENGAGEMENT

Pupil Behaviour and Workload provided the key focus of our Fringe Meetings at: the SNP Conference in October 2023, addressed by the Cabinet Secretary for Education & Skills, Jenny Gilruth; the Scottish Labour Conference in February 2024, addressed by Education Spokesperson Pam Duncan-Glancy; the Scottish Conservative Conference in March 2024, addressed by Education Spokesperson Liam Kerr; and the Scottish Greens Conference in April 2024, addressed by Education Spokesperson Ross Greer.

We gave written and oral evidence to the Education, Children and Young People's Committee on both Violence in Schools and Additional Support Needs in February 2024, which crystallised our ongoing frustration at the failure of Scottish Government and others to provide appropriate support and resources for pupils with Additional Support Needs (ASN) and the staff who teach them; this followed us raising ASN issues in various other forums, including the SNCT, SBTE and with COSLA directly.

We also gave written and oral evidence to the Social Justice & Social Security Committee on Mark Griffin, MSPs and Scottish Employment Injuries Advisory Council Bill and also contributed to related events, one in Parliament and one online (the only teacher trade union represented in all of these).

NASUWT engaged with Challenge Poverty Week in early October, especially around the key issues of Universal Free School Meals and Library Provision.

We also led the debate on the issue of teachers and mental health, giving a key presentation to the Scottish Parliament's Cross-Party Group on Mental Health in November 2023.

In mid-December, the annual teacher census figures were released, demonstrating a slight fall in teacher numbers, at odds with Scottish Government aspirations and advice. There were also concerning figures around teacher retention and the availability of permanent posts to Probationer teachers. These issues have been raised regularly by NASUWT, both with Scottish Government and COSLA, though there is a disheartening tendency for each to blame the other.

The Scottish Government budget for 2024/25 was also announced in December and included an ongoing commitment to additional funding to maintain teacher numbers and welcome decisions around the cancelling of school meals debt and the rolling out of Free School Meals to all P6 and P7 children. However, since then it has become clear that some Councils (notably Glasgow City Council) seem intent on cutting rather than increasing teacher numbers, blaming an inadequate financial settlement from Scottish Government. NASUWT has raised concerns both with Scottish Government and directly with some Councils and will challenge any cuts to teachers' jobs. We also continue to campaign alongside the STUC for the Scottish Government to consider using its powers to increase revenue for Scotland's ailing public services, including education.

MAINTAINING THE FIGHT FOR EQUAL TREATMENT

NASUWT secured election to an increased number of nationwide equalities committees: the STUC Women's Committee, STUC LGBT+ Committee, STUC Black Workers' Committee and STUC Disabled Workers' Committee.

We also had representation throughout the year at a variety of Scottish Parliament Cross-Party Groups (CPGs) exploring equalities issues, such as the CPGs on Challenging Racial & Religious Prejudice, LGBT Rights, Women's Health and Long Covid. Of particular note amongst these was the CPG on Challenging Racial & Religious Prejudice in October 2023, which saw the relaunch of the Islamophobia Inquiry Recommendations, and saw specific praise for NASUWT's work in this sphere by the report's author, Professor Peter Hopkins.

We continued our active representation on vital bodies such as the Anti-Racism Education Programme (AREP) and the Gender-Based Violence in Schools Working Group, contributing to their ongoing work.

We were well represented at key events during 2023 and 2024, including the STUC Anti-Racism March & Rally in November 2023 and the UN's Anti-Racism Day in March 2024, as well as participating in various STUC Equalities Conferences:

- **at the STUC LGBT+ Conference in May 2023, we successfully proposed motions on LGBT+ Rights are Human Rights and on Online Abuse;**
- **at the STUC Black Workers' Conference in October 2023, we successfully proposed motions on Educating Refugee & Asylum-Seeker Children & Young People and on Enslavement, Redress & Education;**
- **at the STUC Women's Conference in October 2023, we successfully proposed motions on Women in the Trade Union Movement, and on Endometriosis & Adenomyosis;**
- **at the STUC Disabled Workers' Conference in December 2023, we successfully proposed motions on Clean Air and on Sick Pay.**

We hosted our own Equalities Conference in Glasgow in September 2023. Keynote speeches were given by Khadija Mohammed (Associate Dean for Equality, Diversity and Inclusion at University of the West of Scotland), Pinar Aksu (Human Rights and Advocacy Coordinator at Maryhill Integration Network) and Victoria Heaney (Creator of #FreePeriodScotland) alongside workshops on: Baby Loss and Bereavement in the Workplace by Sands; Supporting LGBTQ+ Young People in Education by LGBT Youth Scotland; and 'How Many People from Travelling Communities do you know? In what way do you know them?' by MECOPP.



We also remained fully committed to having Long Covid declared a disability in law and continued to lobby government regarding this throughout the year, including via our involvement in the UK and Scotland Covid-19 Inquiries.

We further maintained our support, alongside the STUC, for the Justice for Sheku Bayoh campaign, attending and speaking at various events/vigils outside the Public Inquiry into his death, which is ongoing.

We also continued to support members via our Equalities Advisory Group, which met three times during the year, our Black Members' Network, which met twice, and our LGBT Members' Network, which met once. We also piloted a highly-successful Women's Conference Skills event and hosted a hugely popular webinar on Endometriosis.



ORGANISING AND INNOVATING

Successful New Teacher Seminars were held in Glasgow in August 2023 and Edinburgh in January 2024, with increased attendance compared to previous years.

New contacts have been made with student members and plans are underway to increase the NASUWT presence on campuses over the coming year in efforts to recruit more students and provide them with better support.

We enhanced our links with STUC Organisers and attended an increased number of their events, most notably the STUC 'Strike' Conference in November 2023, which the NASUWT Scotland President addressed in a session on How to Sustain Industrial Action.

We launched our inaugural NASUWT Scotland podcast in the Autumn of 2023 with an interview with behaviour management specialist Tom Bennett, and followed this with podcasts hosting a variety of other guests, including Scottish Labour Education Spokesperson Pam Duncan-Glancy and Time for Inclusive Education (TIE) activist Jordan Daly.

INTERNATIONAL ACTION

We refused to stand by and, throughout 2023, continued to be at the forefront of international action to ensure every child has the chance to receive an education, defend the rights of trade unionists and protect the interests of teachers around the globe.

Through our continued work with the Global Campaign for Education UK and our partnership with Education International (EI), we advocated for governments both domestically and internationally to honour and promote the right to quality public education for all.

Campaigning against the Illegal Migration Bill

In July, despite robust campaigning in collaboration with the TUC and humanitarian organisations such as the Joint Council for the Welfare of Immigrants, we were saddened to see the Illegal Migration Bill become law. The new legislation will have a devastating impact on the lives of many desperate people seeking safety and sanctuary in the UK.

In a letter to the then-Home Secretary, Suella Braverman, we expressed our grave concerns about elements contained within the Bill, which will undermine our work and that of the wider trade union movement in protecting refugees and young asylum seekers.

Ukraine

We endorsed a joint EI and European Trade Union Committee for Education (ETUCE) statement demanding an end to Russia's military aggression and continued to show support for teachers and trade union representatives in Ukraine.

We also showed solidarity with the Ukrainian teachers' unions as a unifying force for ordinary people across the country. The unions have been protecting the safety of teachers and pupils and endeavouring to provide education to young people during the invasion.

We continue to stand with the people of Ukraine and Russia as they strive for peace, democracy and security.

Israel and Palestine

We united with the STUC, TUC, EI, the ETUCE and the Irish Congress of Trade Unions to denounce the escalating violence and terrorism in Israel and Palestine, which reached distressing levels from late 2023 onwards.

We continued to stand in solidarity with our fellow EI-affiliated unions and reaffirmed our unwavering support for peace and stability in the region, and in late October called for the return of all hostages taken and an immediate ceasefire; we were represented at a number of peace rallies thereafter. Schools and colleges should serve as sanctuaries, fostering safety for both pupils and staff alike.

Regrettably, we've witnessed a surge in Islamophobic and anti-Semitic attacks, a disturbing trend that deeply concerns us all. We encourage members to reach out to the Union for any support, should they need it.



CONSULTATION RESPONSES

A variety of formal Consultation Responses were submitted by NASUWT as follows:

- Violence in Schools Roundtable – Scottish Parliament Education, Children & Young People Committee – 6 June 2023
- Prescribing the Minimum Number of Annual Learning Hours – Scottish Government – 13 June 2023
- How to Change the Future for Women and Girls: Ending Violence and Sexual Harassment Against Women and Girls – Scottish Labour Party – 30 June 2023
- Implementing the 2015 Remedy for Teachers' Pension Schemes – Scottish Public Pensions Agency – 23 July 2023
- Scottish Employment Injury Advisory Council Bill – Social Justice and Social Security Committee – 11 September 2023
- Members' Bill on Restraint and Seclusion (Daniel Johnson, MSP) – 12 September 2023
- A Human Rights Bill for Scotland – Scottish Government – 5 October 2023
- Delivery of Relationships, Sexual Health and Parenthood (RSHP) Education in Scottish Schools – Scottish Government – 23 November 2023
- Scottish Human Rights Commission Strategic Plan 2024 – 2028: call for views – Scottish Human Rights Commission – 15 December 2023
- Education Reform: A Consultation on the provisions of the Education Bill – Scottish Government – 18 December 2023
- Additional Support for Learning (ASL) in Scotland: call for views - Education & Young People Committee – 31 December 2023
- Wellbeing and Sustainable Development (Scotland) Bill – Scottish Government – 14 February 2024
- Scottish Teachers' Pension Scheme Member Contributions – Scottish Public Pensions Agency – 16 February 2024
- GTCS: Review of the Memorandum on Entry Requirements to Programmes of Initial teacher Education in Scotland – 21 March 2024
- Ending Conversion Practices in Scotland – Scottish Government – 2 April 2024
- Learning Disabilities, Autism and Neurodivergence Bill – Scottish Government - 21 April 2024

EXTERNAL BODIES, COMMITTEES AND WORKING PARTIES ON WHICH NASUWT WAS REPRESENTED

- Anti-Racism Education Programme: Curriculum Reform
- Anti-Racism Education Programme: Racism and Racist Incidents
- Anti-Racism Education Programme: Education Leadership and Professional Learning
- Anti-Racism Education Programme: Diversity in the teaching profession and education workforce
- Behaviour in Scottish Schools – Research Advisory Group
- Curriculum & Assessment Board Short-Life Group on the Curriculum Improvement Cycle
- Centre for Teaching Excellence Co-Production Group
- Curriculum and Assessment Board
- Community Collaborative Group
- Education Reform Stakeholder Reference Group
- Education Scotland – Professional Learning and Leadership Stakeholder Forum
- Gender-Based Violence in Schools Working Group
- GTCS Contemporary Code Partner Group
- GTCS Professional Associations Liaison Group
- Headteacher Recruitment Working Group
- Inspection External Stakeholder Reference Group
- Justice for Colombia Supporter Network
- LGBT Inclusive Education Implementation Group
- Mental Health in Schools Working Group
- National Improvement Framework Professional Associations Group
- National Qualifications 24 Working Group
- National Standardised Assessments for Scotland - User Assurance Group
- National Summit on Relationships & Behaviour
- Physical Intervention working group
- Post-Independent Review Group meeting (Hayward Review)
- PSE Delivery & Implementation Group
- PSE ITE and CLPL Sub Group
- Respect for All Working Group
- School uniform working group
- Scottish Advisory Group on Relationships and Behaviour in Schools
- Scottish Board for Teacher Education
- Scottish Learning for Sustainability Leadership Group
- Scottish Employment Injuries Advisory Council Steering Group
- Scottish Government Gender Equality Taskforce
- Scottish Government Workforce Wellbeing Group
- Scottish Negotiating Committee for Teachers
- Scottish Negotiating Committee for Teachers ASN Subgroup
- Scottish Negotiating Committee for Teachers General Secretaries

- Scottish Negotiating Committee for Teachers Support Group
- Scottish Negotiating Committee for Teachers – Job Sizing Group
- Scottish Teachers’ Pension Scheme Advisory Board
- Strategic Board for Teacher Education
- STUC and Scottish Parliament Labour Trade Union Group
- STUC and Scottish Parliament SNP Trade Union Group
- STUC and Scottish Parliament Greens Trade Union Group
- STUC Black Workers’ Committee
- STUC Equality Officers’ Network
- TUC Fair Work & COVID Group
- STUC General Council
- STUC LGBT Committee
- STUC Organising Group
- STUC Public Services Affiliates Group
- STUC/TUC Trade Union Education Strategy Group
- STUC Women’s Committee
- STUC Disabled Workers Committee
- Supporting Workforce Wellbeing Stakeholder Reference Group

ACTIONS ON CONFERENCE RESOLUTIONS 2023

PRIORITY MOTION – Support Members at Hutchesons' Grammar School and Stop Fire and Rehire

Conference condemns the management of Hutchesons' Grammar School in seeking to eject staff from their membership of the Scottish Teachers' Pension Scheme (STPS), which gives them a defined benefit pension like other teachers in Scotland, and forcing them into an inferior defined contribution scheme. Conference further condemns the use of fire and rehire tactics to compel staff into accepting the inferior pension scheme. Conference calls on NASUWT to: continue to support our members in their dispute at the school, up to and including industrial action; robustly challenge any other independent school in Scotland which makes similar attempts to force our members out of the STPS; campaign to outlaw the use of 'fire and rehire', including lobbying politicians of all parties.

Progress Report

- Strike days May 2023 (plus press).
- Offer of a one-year delay, Counter proposal made jointly with EIS.
- Meetings with SMT where offer of delay withdrawn.
- Additional Strike days proposed new term Aug/Sept (plus PR).
- Strike days withdrawn and negotiations took place regarding wider improvements to terms & conditions.
- Dispute resolved following agreed pay increase and ten-year guarantee on employer pension contributions, recognition agreed and formalised recognition agreement in train.
- Supported successful Motion on Workers' Rights (including outlawing Fire and Rehire) at STUC Congress Apr24.

STATUS: GREEN

Work-Related Violence & Risk Assessments

Conference believes a risk assessment should:

- i. identify hazards;
- ii. assess the risks;
- iii. control the risks;
- iv. record the findings; and
- v. review the controls.

Conference condemns:

- a. the culture in some schools that routinely produces risk assessments, after a work-related violence incident, that do nothing to mitigate the risk of the work-related violence occurring again;
- b. the fact that all too frequently in the education sector the risks and effects of work-related violence are underestimated and the controls put in place inadequate to stop repetition.

Conference calls upon the Scotland Executive Council to:

1. produce and regularly publicise guidance on risk assessments for members;
2. collect evidence of inadequate controls put in place from members;
3. lobby COSLA and the Scottish Government to take work-related violence in education seriously and act accordingly.

Progress Report

Gave written and oral evidence to Education Committee on 14/6/23

Invited to participate in National Summit on Relationships & Behaviour (commencing 5/9/23)

Scheduled H+S Advisory Committee meeting 14 Sept to collate member feedback
Tailored support provided via casework for individual members

Advice on website shared as follows:

www.nasuwt.org.uk/advice/health-safety/risk-assessment-toolkit.html

www.nasuwt.org.uk/advice/health-safety/risk-assessment-of-violent-and-abusive-behaviour.htm

www.nasuwt.org.uk/advice/health-safety/mental-health-and-work-related-stress-toolkit.html

UK wide NASUWT Wellbeing Survey 2023 for members now open

Key topic of NASUWT Fringe Meeting at SNP Conference on 13/10/23

SAGRABIS meeting in Oct discussed national response to violence and BISSR national data pending

2nd National Summit on Relationships and Behaviour had input from NEM and follow-up with our 10 'Asks'.

Issue raised with COSLA in meeting on 23/10

Issue raised with Cabinet Secretary for Education & Skills in meeting on 25/10

Collective support via casework and NEMs continuing to be offered in schools where inadequate support put in place across Local Authorities (and including East Dunbartonshire and Glasgow)

Engagement at 3rd and final National Summit on Relationships & Behaviour.

Met with Cabinet Secretary to discuss results of Behaviour in Scottish Schools Research (BISSR) and actions required.

BISSR research provides national evidence of inadequate controls alongside NASUWT behaviour survey data.

Representations made via SAGRABIS for an action plan to include inter alia risk assessment guidance and training.

Over 30 members have been trained in Scotland this academic year as Health & Safety Representatives.

Raised at our Fringe Meetings of Scottish Labour, Scottish Conservatives and Scottish Greens Conferences in Spring 2024.

New Behaviour poster distributed to all members in Apr24 with link to Risk Assessment guidance.

Our Motion to the 2024 STUC Congress on Violence in the Workplace was passed unanimously.

STATUS: GREEN

Behaviour

Conference believes 'work-related violence' is a significant challenge and is concerned it has become normalised as part of teaching.

Conference is deeply concerned that the health of teachers in schools is being put at risk by pupil indiscipline; firstly by the stress induced, and secondly by the increased risk of more serious incidents through tolerating this indiscipline.

Conference believes that the education and wellbeing of young people in schools is also being compromised through tolerating this indiscipline and violence.

Conference confirms that it is vital that action on behaviour is taken which will benefit pupils, the school and college workforce and local communities.

Conference calls on the Scotland Executive Council to:

- i. lobby government to produce clear national behaviour guidelines which ensure minimum standards are applicable across all educational establishments and providers; and, further,

ensure that nurture principles are not used as a methodology to cover up abusive behaviour or indiscipline, or to reduce publicly published exclusion figures;

- ii. continue to seek 'Refusal to Teach' ballots in cases where the school or local authority is not addressing 'workplace violence' by pupils;
- iii. support schools to take effective action to ensure staff safety and wellbeing by providing training for NASUWT Representatives on drafting behaviour policies and undertaking behaviour risk assessments;
- iv. survey members on behaviour and the impact in their schools and classrooms, capturing any disparity between policy and practice;
- v. campaign to ensure sufficient resources are given to schools to meet the needs of young people;
- vi. seek to publicly debunk the blame narrative which pervades many restorative behaviour policies; and
- vii. promote to members, representatives, government and employers the Health and Safety Executive definition of work-related violence and associated guidance and comply with the requirements of health and safety of pupils and colleagues, i.e. SCRISP, CERTS and risk assessments to ensure finance of resources is never a barrier.

Progress Report

Behaviour event in Aberdeen

3 x behaviour webinars

MSP Briefing in advance of debate in Parliament on violence in schools

Written and oral evidence to Education Committee on 14/6/23

Raised with Labour education lead

Press engagement

Support provided to individual schools and authorities reviewing their local policies.

Continuing work via the GBV working group

Ongoing engagement with GCC following historical refusal to teach.

Guest invitation to Scotland Conference to Tom Bennett

National Behaviour survey completed

Member & MSP Briefing issued based on this with associated PR.

Tom Bennett first guest on new NASUWT Scotland monthly podcast

Promoted HSE definition of violent behaviour at first meeting of National Summit on Relationships & Behaviour

SAGRABIS meeting 4th October - discussed themes of research

RAG meeting due early October and launch of BISSR outcomes in November

Councillor briefing pending and local engagement with Fife over possible launch of this there

Successful event - Safe in the City – Fearless in Fife

Consultation pending on Democracy Matters <https://consult.gov.scot/local-government-and-communities/democracy-matters/> 28th Feb

Highlighted in H+S Reps training on 3/10

Key topic of NASUWT Fringe Meeting at SNP Conference on 13/10/23

2nd National Summit on Relationships and Behaviour had input from NEM and follow-up with our 10 'Asks'

Issue raised with COSLA in meeting on 23/10

Issue raised with Cabinet Secretary for Education & Skills in meeting on 25/10

Encouraged members to respond to Education, Children and Young People Committee inquiry into

Additional Support for Learning - call for views will close on 31 December 2023. NASUWT will respond
Letter to Cabinet Secretary, MSP Briefing and Press Release on Gender-Based Violence
Engagement at 3rd and final National Summit on Relationships & Behaviour
Met with Cabinet Secretary to discuss results of Behaviour in Scottish Schools Research (BISSR) and actions required
Lodged complaint with Cabinet Secretary and the SAGRABIS group regarding work being done by Education Scotland linked to Behaviour with no reference to NASUWT or its members
At SAGRABIS meeting on 12/12 shared NASUWT vision for appropriate next steps
Input given to drafting of the national action plan via SAGRABIS Jan – March 2024
Ongoing behaviour problems raised in meeting with Cabinet Secretary 26/3/24

STATUS: GREEN

Whole-school Approach to Health and Wellbeing

Conference notes the need for pupil-voice input into whole-school health and wellbeing assessments which link to wider health and safety issues in schools. Many schools are conducting surveys to establish how safe pupils feel in school and to enable fast remedial action: a profile in use in Glasgow City Council is the Glasgow Motivation and Wellbeing Plan (GMWP). This is used by both nurture groups and whole schools to gather responses on pupil agency, affiliation, autonomy and safety. It identifies needs and suggests activities at class and school level to improve those needs.

Conference further notes that there may be links between how safe pupils will feel in school and the level of violent or disruptive behaviour.

Conference calls upon the Scotland Executive Council to:

- i. raise awareness of the GMWP across Local Associations;
- ii. provide guidance to NASUWT Representatives on how to respond appropriately when local authorities conduct surveys into pupil safety in schools;
- iii. campaign to ensure schools do not ignore teacher health and wellbeing needs and consider the interconnection between the wellbeing of children and young people, the school environment and teaching-workforce wellbeing as part of a whole-school approach.

Progress Report

On the agenda for the H+S Advisory Group 14th Sept

'Managing Stress in the Workplace' course – looks at the NASUWT wellbeing staff audit, among other union strategies. Pupil views on behaviour discussed at SAGRABIS meeting in Oct

Messaging planned to promote motion/links in Anti Bullying week

Work ongoing via the national Respect for All Working Group – guidance aiming to be launched for Anti Bullying week in 2024

NASUWT presentation on Teachers and Mental Health to the Cross-Party Group on Mental Health

Letter to Cabinet Secretary, MSP Briefing and Press Release on Gender-Based Violence

Engagement at 3rd and final National Summit on Relationships & Behaviour

Article in Holyrood magazine highlighting the rights of all in schools

Links between teacher wellbeing and pupil wellbeing being made in national action plan draft – comments provided to SAGRABIS in Jan 24

Ongoing engagement with Education Scotland wellbeing team – meetings taken place with 2 senior officials and correspondence with ES and SG to raise issues with ES guidance

Maintaining position on Supporting Workforce Wellbeing Stakeholder Reference Group and invitation received to meet on 24 Jan to discuss Education Workforce Support Project

Met with Place2Be and attended two events at Edinburgh Uni and Glasgow Uni – continuing to campaign for supervision nationally, including with engagement via SAGRABIS

Attended meeting of Scottish Government's Education Workforce Support Group 24/1

Responded to Scottish Government Consultation on Wellbeing and Sustainable Development – February 2024

Issued MSP Briefing on International Women's Day around safety and wellbeing

STATUS: GREEN

Workplace Protections for Teachers

Conference notes:

- i. with concern and great sadness the recent case of a fellow teacher in the Borders who, while suspended from school and awaiting trial for an alleged assault on a pupil, died by suicide;
- ii. the ever present risk of allegations from pupils or groups of pupils which could result in suspension from work while under investigation and criminal charges for our members.

Conference recognises that any teacher in Scotland carrying out their everyday duties could be subjected to suspension and possible criminalisation while implementing school, local authority or national policies.

Conference mandates the Scotland Executive Council to:

- consult with members regarding the situation in schools to gather evidence of such cases;
- liaise with local authorities as employers to ascertain the frequency of cases where teachers are suspended from work due to allegations from pupils or have criminal charges raised against them;
- lobby the Scottish Government to produce guidance for employers around ensuring that our members are not put into potentially vulnerable positions in schools by employers;
- highlight these issues with the Scottish Government and Cabinet Secretary for Education and Skills;
- issue advice to members on the dangers of potentially damaging interactions with pupils which could lead to career-threatening incidents or criminal proceedings and how to avoid such situations in schools.

Progress Report

Motion shared with Scottish Government

Written and oral evidence shared at Education Committee on 14/6/23

Discussed with H+S Advisory Group on 14/9/23

Meeting on 3/10 with Disclosure Scotland discussed amendments to procedure scheduled for 2025

Topic covered during Q&A at NASUWT Fringe Meeting at SNP Conference on 13/10/23

Issue raised with Cabinet Secretary for Education & Skills in meeting on 25/10

NASUWT presentation on Teachers and Mental Health to the Cross-Party Group on Mental Health.

NASUWT met with SG leads on seclusion and restraint guidance in December to push for movement and to highlight unacceptable delays in national guidance

NASUWT positions circulated to SEC on seclusion and restraint

Briefing note circulated to SEC Officers on seclusion and restraint in Dec 23

Scotland 2c motion for NASUWT Annual Conference on this topic passed 30/3/24 amidst widespread media coverage

STATUS: GREEN

Proposed Qualification and Assessment Model and Workload

Conference is aware of the Independent Review of Qualifications and Assessment, led by Professor Louise Hayward.

Conference is deeply concerned by the increased workload implications in the proposed qualification and assessment model, as described after the completion of Phase 2 of the review.

Conference calls upon the Scotland Executive Council to:

- i. condemn any move to increase teacher workload within the Review;
- ii. demand that evidence required for any new qualification is prepared by the examination body and externally marked;
- iii. ensure that the workload demands from existing qualifications is collated and used as a benchmark to compare the impact of future changes

Progress Report

Press statement issued post Cab Sec statement 22.06.23

Discussed with SQA at August meeting

Submission on final report of Withers and Hayward submitted 18/08

Online equality and children's rights workshops attended in relation to the Hayward Review

Curriculum and Assessment Board discussion 13/09/23

Discussed at joint Union meeting with Cabinet Secretary for Education & Skills on 3/10

Issues around existing workload raised at National Qualifications 24 Working Group meetings in October

Broader issues raised with Cabinet Secretary for Education & Skills in meeting on 25/10

Raised workload and Hayward as part of the NASUWT response to the annual statutory review of the National Improvement Framework

Communication with all members to encourage engagement with the latest Scottish Government Consultation on Education Reform

Consultation on Education Reform submitted on 18/12

Met Cabinet Secretary on 26/2 to discuss and explore key issues

STATUS: GREEN

Educating Refugee and Asylum-seeker Children and Young People

Conference notes the enormous effort that teachers and schools put into supporting refugee and asylum-seeking children and young people.

Conference is concerned with the lack of funding and proper training available to fully meet the needs of these pupils and students.

Conference commends the Maryhill Integration Network (MIN) 'Migration Education Resource' and commits to:

- i. circulate this resource to all members; and
- ii. explore further opportunities to work collaboratively with MIN in the future.

Conference believes greater support should be available for asylum-seeking and migrant students. Conference pledges its support for the 'Our Grades Not Visas' campaign, founded by Ahmed Alhindi, with support from MIN and JustRight Scotland.

Conference agrees to:

- i. promote the campaign website to members;
- ii. support the recommendations for research and campaigning which Scottish Government set out in the March 2023 Survey Report 'Supporting access to education for asylum-seeking and migrant students'.

Conference calls for the Scotland Executive Council to lobby governments for:

- i. fully funded training and specific teaching resources to support staff to meet the needs of refugee and asylum-seeker children and young people;
- ii. a fully funded package of educational wellbeing support for refugees and asylum seekers.

Progress Report

NASUWT Motion submitted to STUC Black Workers' Committee 2023

Social media on World Refugee Day and Scotland President attended a MIN event as part of the Scottish Refugee Festival.

Pinar from MIN provided keynote speech to Scotland Equality Conference – 30/9 – shared copies of the MIN resource with attendees.

Support given in Erskine for Stand Up To Racism rally.

Free bus campaign explored at Scotland Officers' meeting on 13/10 and since agreed by Scottish Government.

Attended STUC Anti-Racism March & Rally in November 2023.

Attended UN Anti-Racism March & Rally in March 2024.

STATUS: GREEN

Class Contact Time Reduction

NASUWT Position shared with Scottish Government officials at meeting in June

NASUWT Motion unanimously supported at SNCT Teachers' Panel (20/09/23) and will be taken to full SNCT

Issue raised with COSLA in meeting on 23/10

Issue raised with Cabinet Secretary for Education & Skills in meeting on 25/10

Issue raised in November at Parliamentary Trade Union Group of Scottish Greens and in a follow-up meeting with Ross Greer, MSP

Raised as part of the submission to SAGRABIS as part of national behaviour plan discussions

Wrote to the Cabinet Secretary in Jan24 to express concerns and also shared these in meetings with Scottish Labour & Scottish Conservative Education Spokespeople. Cabinet Secretary replied in February offering a meeting to discuss.

Raised in Scottish Labour Conference Fringe meeting Feb24

Raised in Scottish Conservative Conference Fringe Meeting March24

Raised in exclusive meeting with Cabinet Secretary on 26/3/24.

Raised in Scottish Greens Conference Fringe Meeting Apr24

Raised in joint union meeting with Cabinet Secretary on 18/4/24

STATUS: GREEN

Women in the Trade Union Movement

Conference notes that:

1. three-quarters of the NASUWT's membership is made up of women but the Union is still striving to achieve full representation of women throughout its structures;

2. there is a need to grow women's trade union activism by securing ways to enhance women's union knowledge and skills;
3. a particular focus on trade union conference skills would bolster women's confidence in a range of areas including speech writing, public speaking, union and conference terminology, and constructing and delivering motions.

Conference further notes that developing crucial trade union skills will:

- i. increase the participants' knowledge and understanding of trade union and conference structures and conference proceedings;
- ii. encourage women to become active and stay active in their union and participate in union structures as well as internal and external conferences.

Conference mandates the Scotland Executive Council to provide a training event which will:

- i. bring together a diverse group of women from across the Union to provide bespoke training, skill sharing, networking and women's empowerment within NASUWT;
- ii. allow participation in a mock Women's Conference;
- iii. provide targeted training to develop confidence with public speaking and speech writing/delivery skills;
- iv. give support to develop confidence and skills with constructing, composing, amending and debating motions.

Conference further calls on the Scotland Executive Council to ensure:

- a. all participants in the training will be supported by an experienced trade union mentor or supporter;
- b. all participants receive a sufficient allocation of time that is meaningful and suggests that a day-and-a-half model is adopted during 2023/24 with a review thereafter, which will include the feedback of women participants, with a view to implement such training as an annual event.

Progress Report

Shared background to STUC weekend with key activists as well as information on the Women's Development Course

NASUWT motion submitted to STUC Women's Conference 2023, successfully passed and received a significant number of supportive speeches from other unions

Meeting with some members of Scotland Officers' Committee - 25 August

Update of the NASUWT Equality Officers course

New Development course for Women written for 23/24 delivery

Hybrid delivery of training being considered by National Executive

Internal papers shared with some members of Scotland Officers' Committee around a presentation on motion writing

Active Women – theme of the 2023 Women Teachers' Consultation Conference. Included sessions and activities on being active in the Union

Met with Scotland President in December to agree a Scotland event to tie in to International Women's Day. Agenda for the day in draft form pending agreement and promotion to members

Made a bid to the NASUWT Trade Education & Training Committee to support the event. Agreed and a very successful event proceeded on Sat 2 March

Bid made for a similar event next year to coincide with International Women's Day

STATUS: GREEN

Recruitment and Retention

Conference is concerned that we have a recruitment and retention crisis in teaching.

Conference notes:

- i. many schools have vacant posts that cannot be filled and encouraging new teachers into teaching, on its own, would fall significantly short of addressing endemic recruitment and retention problems;
- ii. momentum has been lost following the Independent Panel on Career Pathways for Teachers report.

Conference believes:

- a. the recommendations of the Independent Panel on Career Pathways for Teachers report would have gone some way to support the retention of teachers, had they been properly implemented;
- b. opportunities should be created that enable career progression both incrementally and laterally for all teachers.

Conference affirms the need for a Better Deal for Teachers which addresses both workload and wellbeing.

Conference calls on the Scotland Executive Council to campaign for a national strategic plan, informed by accurate data, which will:

- i. provide security for the many Newly Qualified Teachers who have been unable to achieve permanency;
- ii. support areas, many rural, who struggle to fill vacancies or attract supply teachers.

Conference further calls on the Scotland Executive Council to raise with employers, Government and the SNCT:

- a. concerns that without allocated funding the posts of Lead Teachers will not be embedded within the system;
- b. the point that the recommendations within the 2019 report are formally reviewed every four years to assess impact and to redirect national focus, given the original suggestion that all recommendations from the Career Panel Pathways report were to be implemented by August 2021.

STATUS: GREEN

Concerns around teacher numbers/workforce planning and workload raised with Scottish Government officials at meeting in June

Supply Teacher survey issued and promoted

Better Deal campaign focus for 2023/24 on Workload (as well as Teacher Well-Being)

Representations made to Cabinet Secretary at SBTE in Sept

NASUWT Motion unanimously supported at SNCT Teachers' Panel (20/09/23) and will be taken to full SNCT

Discussed at joint Union meeting with Cabinet Secretary for Education & Skills on 3/10

Issue raised with Cabinet Secretary for Education & Skills in meeting with all trade unions on 24/10 to discuss Centre for Teaching Excellence

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27/10 SBTE agreed outcomes shared following the SBTE workshop on 04/09. The workstreams of SBTE have been tailored to ensure that they address these issues:

- Review of the structure of teacher education through the early phase (spanning ITE and probation)

- Ensure a universal offer that addresses inequalities is available from university to post-probation
- Invest in school-based educators
- Allow time for professional learning including structured support post-probation
- Improved partnership working
- Learn from other systems

SBTE overarching aim now includes:

Ensure that we have the right numbers of high-quality teachers, in the right places, with the right areas of expertise.

The Board will also ensure that:

- the teaching profession is representative of the diversity of Scottish society
- teaching is seen as an attractive and valued profession with a focus on professional learning
- teachers are empowered to lead and influence to allow them to deliver high-quality learning and teaching
- teachers are equipped to support improved learning and societal outcomes for all children and young people
- teachers are involved in the preparation for planned education reform and other wider system changes

Three workstreams have been agreed:

- Workforce Planning and increasing diversity of the profession
- Improving the Promotion of Teaching as a Valued Career
- Continuum of teacher education

Publication of the teacher census in December alongside press release and radio interviews. National Official did national radio interview on 5/1 on issues with too many teachers in temporary posts.

Correspondence with Cabinet Secretary re Centre for Teaching Excellence Jan 24 which has led to an invite to NASUWT to join a Group developing this.

Workforce data and retention concerns used to inform NASUWT pay submission to SNCT. Raised matter directly with Cabinet Secretary in exclusive NASUWT meeting with her on 26/3/24.

Time to Teach Qualification Courses

This Conference recognises that National Qualification courses require sufficient timetabled time to be effectively delivered to pupils. A notional time for these courses is recorded in course specifications or can be determined via the Scottish Credit and Qualification Framework.

Conference calls on the Scotland Executive Council to:

1. Lobby COSLA and local authorities to ensure the integrity of our National Qualification courses by allocating sufficient timetabled time to each course;
2. Collect evidence to establish the time given to teach National Qualifications courses across local authorities and schools.

Progress Report

Discussed with SQA at meeting in August

Gained a seat on the SQA NQ Group 2024

Meeting between some Scotland Officers and SQA on 2/11 to explore better engagement with classroom teachers

STATUS: AMBER

Women's Health: Endometriosis

Conference notes that women make up the majority of working-age people and that they play an essential and positive role in the workplace. Conference deplores the fact that women's health issues continue to be downplayed and even dismissed by many employers.

Conference recognises the importance of raising awareness of endometriosis with employers and government and challenging discrimination.

Conference mandates the Scotland Executive Council to host a Women's Health Conference which would focus on endometriosis, bringing awareness of the impact of this chronic condition on the individual, family, friends and colleagues and the wider community including the workplace.

Conference further mandates the Scotland Executive Council to include within the Women's Health Conference:

- i. exploration of collaborative dynamic best practice and current thinking on endometriosis treatment pathways from across the world, e.g. India, Bucharest, the USA, Switzerland and New Zealand;
- ii. the need for research funding to uncover the root cause of this debilitating condition;
- iii. calls for access to high-quality and experienced medical professionals and centres in order to ensure equality of service in areas of rural isolation.

Conference further calls for support to be provided to Local Association Secretaries and Workplace Representatives to negotiate policies on women's health, including menstruation, menopause and endometriosis, which will: educate managers; raise workforce awareness and understanding; enable women to ask for reasonable adjustments; and ensure employers make accommodations.

Conference believes the Scotland Executive Council must build a legacy to organise around Women's Health and calls for the role of Women's Health Champion to be created within NASUWT and an evidence base of key issues to be collated via a health survey to support engagement and campaigning thereafter with employers, councillors and MSPs.

STATUS: AMBER

Progress Report

Motion submitted to STUC Women's Conference 2023 and successfully passed with a substantial amount of supportive speakers from across the trade union movement

Funding application made to STUC to support a Women's Health Conference – no funding was able to be supplied this year

Advice on website was updated following engagement with members with lived experience

Informal networking facilitated with members who have endometriosis via the NASUWT Women's Health/Endometriosis rep

Women's Health CPG met Sep 23

Updated the Endometriosis guidance for the NASUWT toolkit

Interactive online UK session held for Endometriosis Awareness Month in March which was very well attended with lots of contributions from members

Positive connection made with Bloody Amazing and a determination to work collaboratively to achieve the aims of the motion moving forward

Exploring a session on endometriosis at the 2024 Equality Conference in September

Improving Diversity Across the Secondary School Curriculum

Conference notes that

- i. many young people have their options limited by society's expectations and preconceptions, and are told from an early age that certain subjects are not for them;
- ii. many individual teachers battle to address the injustices experienced by large numbers of young people living with the violence of racism, sexism, classism, ableism and anti-LGBT+ sentiment, from which no school is immune;
- iii. having a diverse range of viewpoints is crucial for economic progress and productive teamwork;
- iv. decades of research shows that whole-school approaches are needed to ensure that everyone – from students, educators, parents and other stakeholders – shapes and takes responsibility for an inclusive environment: this should be instilled in every setting, from nursery to further and higher education.

Conference urges the Scotland Executive Council to engage with the Scottish Government Education, Children and Young People Committee; COSLA; Education Scotland; and local authorities to ensure that all schools, leaders and teachers are able, and fully supported, to address the prejudices limiting opportunities and access to a full range of subjects for many learners.

Progress Report

Scotland Equality Conference 30/9/23 includes workshops from LGBT YS

Engagement on whole school approach via GBV working group – due to launch by end of 2023

Engagement via Anti-Racism Education Programme (AREP) and sub groups

Motion shared with Education Scotland Gender Balance team and meeting to discuss took place on 22/09. ES exploring inclusion guidance for schools

Seeing Me, Seeing You: Explore Disability Positively in Primary School – attended 04/10 and information shared with key activists

Communication via GETEL and SG around STEM take up and meeting with SG lead on equalities to talk about Education Scotland approach outside of AREP

Correspondence directly with Education Scotland and the Cabinet Secretary regarding new inclusion resource from ES

Correspondence with Cab Sec and MSPs/Press release around gender based violence to tie in with 16 days of activism

Preparations ongoing for 2024 Scotland Equality Conference

Ongoing representations via AREP Professional Learning subgroup

GETEL re-invigorated and first meeting (with Cabinet Secretary as Co-Chair) took place in April 2024 and indicated the intention of the strategic group to build on existing work in relation to STEM to dismantle gender inequality through a refreshed workplan

STATUS: GREEN

Long Covid

Conference notes that:

- i. more than one million people in the UK are now living with Long COVID, with teachers and education support staff one of the most likely professions to be affected;
- ii. some employers fail to recognise this condition or support school staff with the necessary reasonable adjustments they require;
- iii. some employers are now deploying draconian absence-management procedures when school staff with severe debilitating symptoms are seeking time off;
- iv. the financial and economic precarity many teachers are experiencing from moving to reduced or no salary as a result of being absent from work; and

- v. for those teachers living in rural settings, the change in financial circumstances, compounded often by a lack of access to local medical services, can result in a substantial negative impact on mental wellbeing.

Conference reaffirms its commitment to campaign for Long COVID to be legally recognised as a disability under the Equality Act and for improved access to ill-health pension provisions.

Conference also calls on the Scotland Executive Council to:

- i. continue to fight for the rights of all those affected by Long COVID;
- ii. hold employers and the Scottish Government to account on their duties to eliminate disability discrimination and advance equality of opportunity for all workers;
- iii. promote absence-management procedures which support the implementation of reasonable adjustments, promote flexible working for those living with Long COVID and recognise the importance of supporting and retaining teachers impacted by Long COVID;
- iv. campaign for financial compensation for teachers who have contracted Long COVID as a direct result of their work;
- v. seek to address the current inadequacy of the Scottish Teachers' Pension Scheme (STPS) in responding to cases of teachers who are unable to continue working because of Long COVID; and
- vi. campaign in support of the proposed Scottish Industrial Injuries Council Bill, ensuring Long COVID will be included as part of this proposed Bill as an industrial workplace injury.

Progress Report

Ongoing membership of CPG on Long COVID

Individual support to members

19/06 The COVID-19 Committee had a response from the Scottish Government to its Long COVID report

Mark Griffin Employment Injuries Advisory Council bill – meetings and support given at launch. Mark invited to address Scotland Executive Council on 15/9 (postponed because of illness but offered to return in November)

Motion submitted to STUC Disabled Workers' Conference 2023

Attended One Size Fits All? Covid and Equalities in Scotland Session – 02/09

Consultation response on SEIAC submitted and shared on social media

Letter sent to Cabinet Secretary in September outlining various concerns linked to Covid

COVID and Equalities section in the Scotland Equality Conference agenda

Concerns around Covid highlighted at SNCT Teachers' Side meeting in September

Discussed at EAG meeting in Sept

Welcomed announcement by SG that would move to amend PSED re measuring disability pay gap – PR issued

Ongoing engagement with Mark Griffin MSP and his team regarding his Scottish Employment Injuries Advisory Council Bill

Lobbying tool for SEIAC bill on website and promoted to members on social media and in member bulletin

Concerns noted around rural impact and those with Long COVID to the CPG on Poverty as part of their inquiry into rural poverty. Further evidence sought from activists to inform a more detailed response to the inquiry

Teachers with Long COVID attended Black Network meeting 04/11 to provide lived evidence to Covid inquiry Let's Be Heard. Written submission thereafter sent to the Let's Be Heard group enclosing correspondence relating to the COVID impact on black communities

Oral evidence given by NASUWT to the Scottish Parliament's Social Security & Social Justice Committee on SEIAC on 23rd November

NASUWT contributed to Parliamentary and online events on the SEIAC Bill on 23 and 27/11

NASUWT met with Solicitors from the Education Module of the Scotland Covid Inquiry in Dec23/Jan24 in preparation for submitting evidence from NASUWT to the Inquiry

Evidence lodged with Scotland COVID-19 Inquiry in Feb24

Individual case work support provided to teachers impacted by Long COVID

Supported successful Industrial Injuries Motion at STUC Congress – Apr24

STATUS: GREEN

Asbestos

Conference notes that a recent Freedom of Information request by the Scottish Conservative and Unionist Party uncovered the fact that more than 1,700 schools in Scotland have asbestos on their premises. Conference believes the danger to health posed by asbestos is well documented and significant, and calls for the Scotland Executive Council to campaign against asbestos in schools via:

- i. engagement with MSPs and the Scottish Parliament, including the Cross-Party Group on Lung Health;
- ii. collaborative working with other trade union colleagues and instituting an Asbestos in Schools Steering Group. Conference further mandates the Scotland Executive Council to request a Condition Data Collection (CDC) survey to accurately identify the extent of asbestos in the schools estate, the condition it is in, and the extent to which schools are complying with the Asbestos Management Regulations.

Conference also calls on the Scotland Executive Council to campaign for all asbestos registers to be kept up to date and for regular inspections to be on an annual basis, rather than every three years, as well as to provide an 'Asbestos at Work' workshop for all Local Secretaries and Health and Safety Representatives.

Progress Report

Presentation given to CPG on Lung Health meeting on 26 May

Met Professor Andrew Elder, President

Royal College of Physicians of Edinburgh with Scotland President and agreed to forward information on Asbestos in Schools to be considered in their own structures

Mark Griffin Employment Injuries Advisory Council bill – meetings and support given at launch. Mark invited to address SEC on 15/9 (postponed due to illness but offered to return in November)

Motion shared with Local Government, Housing and Planning Committee who are running an inquiry on Building Safety

Met with two asbestos charities in June to build shared interests

Support for Go blue for Meso - Awareness Day 7th July

Confirmed to RCPE that would send through a briefing in the new term

To be discussed at H+S Advisory group meeting 14 Sept

Contact made with Scottish Hazards to discuss shared campaign aims

Motion to STUC Disabled Workers Conference

Raised with Cab Sec in RAAC meeting

Raised with Scottish Government officials in October meeting re School Building management - long term building strategy requested, including an asbestos register

Secured a seat on the CPG on Lung Health at the Scottish Parliament

Proposed a successful Motion on Clean Air at STUC Congress – Apr24

Supported successful Industrial Injuries Motion at STUC Congress – Apr24

STATUS: AMBER

Management Time

Conference believes that adequate management time is needed for the health and wellbeing of promoted members, as well as the staff under their guidance. The current method of local authorities or even individual schools allocating management time is failing all teachers. Conference calls on the Scotland Executive Council to negotiate via SNCT a national entitlement to management time, recognising that promoted staff should be entitled to a formal reduction in maximum class contact time.

Progress Report

NASUWT Motion taken to SNCT Teachers' Panel and adopted as existing policy

Knock on issues relating to job sizing raised at the SNCT Job Sizing meeting in October and formed part of written submission to the group

Explored at SNCT Support Group in Jan24 but no effective progress made

Discussed again at SNCT Support Group March24. Issue had been remitted to Joint Secretaries where revised wording had been agreed for PTs. Next action will be to forward to SNCT to note. Issues relating to DHT/HT referred back for further discussion to Joint Secs

STATUS: AMBER

School Buildings

Conference notes that the Department for Education raised the risk of some school buildings in England collapsing from 'critical' to 'critical - very likely'. Conference believes it is likely that similar issues exist in Scotland, predominantly in those buildings built in the years 1945 to 1970 which used 'system-built' light-frame techniques. Conference calls on the Scotland Executive Council to lobby local authorities and Scottish Government to ensure full surveys are commissioned of their system-built schools to ascertain the condition of the buildings. Conference further calls on the Scotland Executive Council to provide support for Local Secretaries and Workplace Representatives so they can ensure:

- i. appropriate systems are put in place to ensure the condition of buildings is monitored and issues are addressed; and
- ii. appropriate procedures are in place for staff to report building issues to management

Progress Report

Motion shared with the Local Government, Housing and Planning Committee who are running an inquiry on Building Safety

Support being provided to individual local secretaries on an ad hoc basis

Letter sent to Cabinet Secretary for Education in July, following evidence of Department for Employment interventions in England and publicly-stated NHS Scotland concerns

Press Release and media interviews on 1/9/23

Joint union meeting with Cab Sec followed by weekly email updates from government

Regular advice provided to Local Secretaries via email and information placed on the website

Discussed at H+S Advisory Group meeting and feedback on local issues gathered

Contact made with the Scottish Government to outline concerns raised by activists re communication and implementation of RAAC advice

Follow-up meeting at NASUWT's request with Scottish Govt officials on 3/10/23

MSP briefing issued in October in advance of Scottish Parliament's Local Government, Housing and Planning Committee meeting. Evidence shared with activists, on social media and placed on website

Issue raised with Cabinet Secretary for Education & Skills in meeting on 25/10

Ongoing liaison with Scottish Government team and fortnightly updates on RAAC provided and information shared with relevant local secretaries

In December concerns raised by email that information sharing with unions by Local Authorities was patchy and a request accepted for Scottish Government to reinforce partnership working

Seconded successful Motion on RAAC at STUC Congress in April

STATUS: GREEN

Attacking the Education System

Conference asserts that teaching assistants, support workers, technicians and auxiliaries are the backbone of our education system as they help teachers to teach and they support those pupils most in need.

Conference is concerned that local authorities, under pressure to cut costs, are viewing reductions in support staff as a quick way to balance the books.

Conference offers solidarity to the unions representing support workers, recognising the critical role they play in supporting children in classrooms, in libraries and across the school estate, in particular providing specialist support to young people with Additional Support Needs and working collaboratively with the education workforce to close the poverty-related attainment gap.

Conference calls on the Scotland Executive Council to strengthen links with other STUC affiliate unions who represent these workers and to support their local and national campaign activities.

Progress Report

Engagement via STUC General Council

National Official offered solidarity to GMB at Away day: <https://www.tes.com/magazine/news/general/school-staff-scotland-vote-strike-action-pay>

Scotland Treasurer offered solidarity to Unison in Moray around significantly cutting the budget for admin staff

Links built with new Unison Scottish Secretary

Advice to go to members in areas affected by proposed strikes by non-teaching staff in September

NASUWT members joined Unison picket lines during late September strikes and strong solidarity on social media shown

NASUWT challenged several local authorities around their lack of guarantees on health & safety during support staff strikes and attempts to subvert teachers' terms & conditions

In Edinburgh actively involved in joint Union response to Welfare Officer cuts and discussed at last local TU meeting

Joint grievance across unions submitted in one authority further to inappropriate actions around Unison strikes

Further solidarity shown on picket lines and on social media during November strikes

Increased engagement across STUC equality committees to support better communication and opportunities to show solidarity

Budgetary Press release in December highlighting the importance of public sector funding broadly and intention to submit consultation response to Democracy Matters - Feb 2024

Within SAGRABIS submission on joint national behaviour action plan, advocacy for support staff to have equal access to a safe work environment

Unison and Unite agreed to second NASUWT Motions at STUC Congress – Apr24

STATUS: GREEN

Slavery, Redress & Education

Conference believes that, given the continuing impacts of social and economic injustice, racism and discrimination, schools must be deliberate in their approach to tackling inequality and advancing equality for those who suffer disadvantage, including through the curriculum. Conference therefore reaffirms its commitment to the decolonisation of the curriculum. Conference believes that to be impactful this must take place in tandem with national commitments to secure redress and reparation.

Conference calls on the Scottish Government to accelerate a national discussion about the implications of Scotland's involvement in slavery which should address how Scotland's past is represented in our curriculum, streetscapes and museums.

Conference further calls on the Scottish Government to take into account the long-term implications of that past and how its legacy remains a shackle on the lives of working-class and marginalised communities living in those nations, and those who, through sheer determinism, have fled their homeland to seek a better future in Europe, and Britain in particular.

Conference therefore supports efforts to secure redress and reparation for UK slavery and believes this must begin with being honest about Scotland's dark past of slavery and colonialism, making formal apologies for this, as well as acknowledging that we remain materially better off than countries we formally colonised. Conference acknowledges that Scotland therefore has a moral and ethical duty to support those countries by such means as cancelling outstanding economic bilateral debt and offering educational opportunities to refugees and asylum seekers coming from those lands, while supporting infrastructural development in those countries that support their natural environment rather than further degrade it.

Progress Report

Motion submitted to STUC Black Workers' Conference 2023

Requested a full place on the Anti-Racism Education Programme (AREP) programme board

The Programme for Government included the commitment to "further advance inclusive education in our schools through our Anti-Racism in Education Programme which will continue to embed anti-racist practice and principles in initial and ongoing professional development for teachers and educators, including the promotion of a decolonised curriculum which reflects diversity, social justice and Scotland's role in trans-Atlantic enslavement, as well as the development of robust measures for tackling racist incidents in schools"

Engaged with Scottish Government over the drafting of the National Anti-Racism Pledge.

Invited to the Teaching Slavery in Scotland resources launch. Initial approach made to see if these resources could be showcased at the Scotland Equality Conference 2024

Following a Black Network Meeting in March 2024, a new attendee for the AREP curriculum subgroup identified

STATUS: GREEN

Facility Time

Conference reaffirms that campaigning for trade union facility time to support NASUWT lay activists in carrying out trade union duties and activities should remain an important priority for the NASUWT.

Conference is concerned that there are significant variations between local authorities in terms of their facility time policies, as well as associated customs and practices.

Conference believes that a national Scottish entitlement should exist which would enable senior Scotland-wide trade union office holders to be able to access facility time from a shared financial pot, which, through agreement, all local authorities would contribute.

Conference calls on the Scotland Executive Council to engage with COSLA and local authority leaders to work to reach an agreement for facility time for national teacher trade union posts.

Progress Report

Facility Time secured for NEMs & Scotland President for 2023/24

Facility Time sought for Scotland Treasurer and Scotland Vice-President for 2023/24

Raised with COSLA in Oct23 meeting

Meeting with Glasgow Local Association Secretary to explore improving Facility Time allocation

Correspondence with Angus and Falkirk Councils in Oct23 regarding time for Local Secretaries in these areas

Correspondence with Moray and Perth & Kinross Councils Dec23 - Mar24 regarding time for Scotland Treasurer & Local Association Secretaries in these areas, with a trail arrangement agreed in Moray and now underway

Correspondence with Glasgow City Council in Feb24 regarding time for new NEM. Agreement in principle for time off for the summer term 2024

STATUS: AMBER

Assessment in the Primary Sector

This Conference notes the lack of clarity in assessment procedures in primary schools from the Scottish Government, resulting in a variety of assessment tools being used across the sector. Conference believes the implications of these for teachers are:

- i. increased bureaucratic workload as teachers try to navigate various methods of recording and analysing data;
- ii. undermining of teacher judgement caused by interference from external sources; quote: we primary teachers “are too harsh” in our judgements; and
- iii. over-reliance on commercially produced materials which take vast sums out of the public sector school system.

Conference mandates the Scotland Executive Council to:

- i. lobby the Scottish Government for clear, specific policy and procedures on assessment in the primary sector;
- ii. lobby the Scottish Government to provide assessments and annotated exemplars on appropriate literacy and numeracy assessments.

Progress Report

Bureaucracy around assessment acknowledged by Cabinet Secretary in speech in June on Hayward Review

Concerns raised in response to Scottish Government officials request for final comments on Hayward and Withers Reviews

Individual support to members via casework

Concerns raised regarding SNSAs via National Improvement Framework (NIF) meeting and in writing re NIF statutory review

Engagement with AHDS re potential shared policy areas

In joint Union meeting with Cabinet Secretary on 3/10 limitations of Education Scotland re generating resources and materials was raised

Issue raised with Cabinet Secretary for Education & Skills in meeting with all trade unions on 24/10 to discuss Centre for Teaching Excellence

Concerns raised in formal NASUWT Response on the National Improvement Framework on 31/10

Meeting with Highland Council for 5/3/24 in response to negative press comments regarding Primary Teachers and assessment in the BGE

STATUS: AMBER

Failure of Inclusion

Conference notes that:

- a. special schools in many local authorities have virtually disappeared;
- b. teachers are being assaulted in classrooms up and down the country;
- c. children with severe physical disabilities will qualify for full-time care;
- d. children with early life trauma, foetal alcohol syndrome, attachment disorder and other recognised severe neuro-divergent disorders are treated as naughty children and do not qualify for full-time, specialised, targeted support;
- e. teachers with these children in their classes have a large increase in workload, both in preparation and with risk assessments and Individualised Educational Programmes (IEPs);

Conference believes that:

1. inclusion has been shown not to have worked;
2. children with severe neuro-divergency need to be treated as disabled;
3. the presumption of mainstream for all children is damaging the education of others;
4. instead of 'Getting It Right For Every Child', we are 'Getting It Right For Hardly Any Children';
5. children are being denied the right to an education;
6. because schools are 'firefighting', we are failing to close the attainment gap;
7. managing the behaviour in school is severely damaging the mental and physical health of the teachers in school;
8. education should be equitable across Scotland;
9. if, in one authority, a child would qualify for a special school with small class sizes, then the maximum class size in the mainstream class in other authorities should be reduced pro-rata.

Conference calls for the Scotland Executive Council to campaign for:

- i. the end of both automatic inclusion and the presumption of mainstream;
- ii. the reopening of special centres for children with severe mental health issues and neurodivergent disorders;
- iii. support teachers to teach rather than to contain;
- iv. the right of all children and adults to feel safe.

Progress Report

Raised as part of submission to Scottish Government Learning Hours consultation submitted in June

Emailed Education Committee to request to provide evidence to new inquiry on ASN

SNCT - ASN discussions ongoing with potentially a wholesale review of SNCT terms and conditions pertaining to ASN need

Raised via SBTE impact of presumption of mainstream on teacher numbers and class sizes re long term planning assumptions for teacher numbers

Discussed at joint Union meeting with Cabinet Secretary for Education & Skills on 3/10

Discussed at SAGRABIS re BISSR outcomes 4/10

2nd National Summit on Relationships and Behaviour had input from NEM and follow-up with our 10 'Asks'

Issue raised with COSLA in meeting on 23/10

Issue raised with Cabinet Secretary for Education & Skills in meeting on 25/10

Encouraged members to respond to Education, Children and Young People Committee inquiry into Additional Support for Learning - call for views will close on 31 December 2023

NASUWT response to Consultation submitted on 29/12 and promoted to members

Liaised with central teams over potential for UK wide data collection

ASN and Morgan recommendations referenced in BISSR report and forming part of the national action plan – NASUWT submitted initial comments via SAGRABIS Jan 24

Oral evidence given by National Official to Education Committee on 21/2/24

STATUS: AMBER

SQA

Conference calls on the Scotland Executive Council to lobby the SQA to:

- i. reconsider its recent decision to remove assessment modifications brought in during the pandemic, reinstating the coursework components of NQ certificate courses;
- ii. ensure the modifications introduced for session 2020-21 remain until SQA is replaced, as recommended by the Muir report, and the system of assessment and certification is reformed after the completion of the ongoing Hayward review.

Progress Report

Social media response to announcement.

Concerns raised with SQA at meeting in August 2023.

Increased engagement with SQA achieved via:

- seat on the NQ Group
- individual meetings to build relations with key NASUWT activists and improve communication.

Raised with Cabinet Secretary in meeting on 26/2/24 and she agreed to raise directly with SQA.

STATUS: GREEN

Library Provision

Conference affirms the critical role that school and public library services play in supporting children and young people's literacy and enhancing the social and cultural dimensions of their lives.

Conference notes that for the one in 11 children living in households with no books, school and public libraries provide a vital role in providing access to high-quality reading materials. Conference is, therefore, deeply concerned by evidence of the restricted access children and young people have to school and public library services. Conference further notes the findings of research that a quarter of Scottish state primary schools do not have a dedicated library area and more than one in eight Scottish libraries have had to permanently shut their doors since 2010.

Conference calls on the Scotland Executive Council to:

- i. campaign for investment to ensure that every school in Scotland has access to good-quality school library services including, where feasible, its own school library;
- ii. set out standards of provision that every school library and school library service should meet, including on the range and diversity of texts and access to the skills and expertise of qualified librarians;
- iii. support broader campaigns to increase funding for public library services;
- iv. work with CILIP, local authorities and others to build an evidence base to counter arguments made regarding the impact of school library closures and to assess the provision in place across Scotland; and
- v. promote the use of Equality Impact Assessments and Equity Impact Assessments as a vehicle for demonstrating impact among Scotland's working-class children and families.

Progress Report

Discussed at Policy Committee (15/09) with a view to linking to Challenge Poverty week – agreed by committee

Support provided to individual local associations where library services are being reduced

Supportive videos posted during Challenge Poverty Week in October

Activist support for successful campaign to oppose proposed Library closures in North Lanarkshire

Motion shared with CILIPS and meeting to discuss shared aims on 05/10

Shared new research by Scottish Book Trust online – their work shows the ongoing impact of school libraries and librarians, and showcases their value to pupils beyond academic achievement

December – press release following Budget highlighting the need for increased public sector funding and committing to respond to the Democracy Matters consultation in Feb 2024

STATUS: AMBER

Supply

Conference is deeply concerned about the inherent unfairness in the current supply system from the lack of job security, the availability of work and the mechanisms for securing supply posts.

Conference deplores the impact of precarious work on teachers' ability to make future plans and life decisions. Conference is deeply concerned that the current processes and systems inhibit teacher retention.

Conference agrees that supply teachers are a valuable asset and believes that urgent reform of the supply system is required which would tackle the unfair distribution of work and provide a more equitable and transparent system which is accessible to all.

Conference calls on the Scotland Executive Council to campaign for:

- i. equal access to support systems for supply teachers, including PRD and Glow logins;
- ii. supply teachers to be provided with the appropriate information on site to ensure their safety at work;
- iii. a national supply register which has been equality assessed to ensure fair treatment of all supply teachers.

Conference further calls on the Scotland Executive Council to make representations to the SNCT to ensure all supply teachers receive full equivalent permanent teacher employee entitlements to pay, pensions, family leave and flexible working from the first day of their placement in a local authority school.

Progress Report

Supply Teacher survey issued June 2023

Supply Teacher Seminar planned for December 2023

Drafted content to send to teachers in N Lanarkshire impacted by termination of fixed term contracts – support provided to individuals as well as via LA Sec

Motion to SNCT Teachers' Panel withdrawn on a technicality but widespread support from other teacher trade unions to seek to improve Supply Teacher conditions

Discussed at joint Union meeting with Cabinet Secretary for Education & Skills on 3/10

Raised at STUC Womens Conference in seconding a motion on AI

Guidance on AI provided on website:

<https://www.nasuwt.org.uk/advice/in-the-classroom/artificial-intelligence-and-digital-technologies.html>

Teachers in Edinburgh have been engaging with Sarah Boyack MSP (Lothians) about the Teacher Booker system and unfair access to work

One of the SBTE workstreams has been agreed as Workforce Planning and increasing diversity of the profession

NASUWT Supply Teachers Seminar on 2/12 explored latest issues being experienced by Supply Teachers

Correspondence with Teacher Booker over their equality data, followed by a meeting with them to discuss this

Raised concerns with SG officials from SBTE (re workstream 1) in April 2024 around access to work and the absence of a national supply register – noting in particular disproportionate impact on teachers with protected characteristics

STATUS: AMBER