

A blue trapezoidal graphic with a white border. At the top, there are pink diagonal stripes. Below the stripes, the text 'CYNHADLEDD CONFERENCE 2023' is written in white. At the bottom, there are four yellow triangles pointing right, each with a white outline. To the left of the graphic, there is a green vertical bar and a white horizontal bar.

**CYNHADLEDD
CONFERENCE
2023**

AGENDA'R GYNHADLEDD

CONFERENCE AGENDA

#NASUWTCymru23

LLYWYDD

Diane Evans

**NASUWT
CYMRU**

The Teachers' Union



Undeb yr Athrawon

**YSGRIFENNYDD
CYFFREDINOL**

Dr Patrick Roach

Agenda'r Gynhadledd / Conference Agenda

(Amcan amseriadau / Timings are approximate)

Dydd Sadwrn / Saturday

- 1200-1205h:** Cynnal a Chadw / *Housekeeping*
Sesiwn Gyhoeddus Gyntaf / *First Public Session*
- 1205-1210h:** **Croeso'r Llywydd / *President's welcome***
- 1210-1220h:** **Arwisgo Swyddogion / *Investiture of Officers***
Sesiwn Breifat / *Private Session*
- 1220-1235h:** **Araith y Swyddog Cenedlaethol / *National Official's Address***
- 1235-1240h:** **Mabwysiadu y Rheolau Sefydlog / *Adoption of Standing Orders***
- 1240-1250h:** **Adroddiad Ariannol Blyneddol / *Annual Financial Report***
- 1250-1300h:** **Adroddiad Blyneddol y Pwyllgor Gwaith / *Annual Report of CEC***
- 1300-1305h:** **Cofnodion Cynhadledd 2022 / *Minutes of Conference 2022***
- 1305-1330h:** **Araith yr Ysgrifennydd Cyffredinol / *General Secretary's Address***
- 1330-1340h:** **Seibiant / *Comfort Break***
- 1340-1425h:** Ail Sesiwn Gyhoeddus / *Second Public Session*
- 1425-1440h:** **Gwobr Angela Butler Award**
- 1440-1550h:** Trydydd Sesiwn Gyhoeddus / *Third Public Session*
- 1550-1505h:** **Seibiant / *Comfort Break***
- 1505-1600h:** Pedwerydd Sesiwn Gyhoeddus / *Fourth Public Session*
- 1600-1700h:** **Trefnu Digidol - Anthony Hayes, TUC – *Digital Organising***

Dydd Sul / Sunday

- 0900-1230h:** Pumed Sesiwn Gyhoeddus / *Fifth Public Session*
Cloi a Ffarwelio / *Close of Conference*

YN BRESENNOL / ATTENDING

CYNRYCHIOLWYR / DELEGATES

Diane Evans	Llywydd / President
Joanne Martin	Abertawe / Swansea
Anne Lawrence	Abertawe / Swansea
Andrea Jones	Abertawe / Swansea
Julie Bowen	Abertawe / Swansea
Joanna Meller	Abertawe / Swansea
Andrew Smith	Abertawe / Swansea
Damian Drewett	Blaenau Gwent
Dan Pearn	Caerdydd //Cardiff
Ian Northwell	Caerdydd //Cardiff
Yvette Carnegie	Caerdydd //Cardiff
Patricia Earl-Andrews	Caerdydd //Cardiff
Michael Parsons	Caerdydd //Cardiff
Victoria Carey	Caerdydd //Cardiff
Ramatu Mustapha	Caerdydd //Cardiff
Tim Adams	Caerdydd //Cardiff
Zainab Danladi	Casnewydd / Newport
Charlène Bourg	Ceredigion
Miriam Amlyn	Gwynedd
Jennifer Jones	Gwynedd
Gwilym Jones	Gwynedd
Lara Morris	Merthyr Tudful / Merthyr Tydfil
Iona Gregory	Penybont / Bridgend
Zainab Abubakar	Penybont / Bridgend
Andrew Morgan	Penybont / Bridgend
Elizabeth Sayer	Penybont / Bridgend
Sharon Lewis	Powys
Rob Liscombe	Powys
Charlotte Whitley	Powys
Ben Andrew	Powys
Cathryn Lloyd-Williams	Powys
Angela Butler	Powys / NASUWT Ex President
Mark Cleverly	Rhondda Cynon Taf
Glinys Meredydd	Sir Benfro / Pembrokeshire
Lee Elson	Sir Benfro / Pembrokeshire
Calvin Williams	Sir Benfro / Pembrokeshire
Rebecca Hoskins	Sir Benfro / Pembrokeshire
Thomas Jordan	Sir Ddinbych / Denbighshire
Catherine Harmsworth	Sir Ddinbych / Denbighshire
Donna Ceviczi	Sir Ddinbych / Denbighshire
Julian Lewis	Sir Fflint / Flintshire
Freya Catt	Sir Fflint / Flintshire

Nic Owen	Sir Fynwy / Monmouthshire
Zoe Elsmore	Sir Fynwy / Monmouthshire
Charlie Meredydd	Sir Gaerfyrddin / Carmarthenshire
Janet Rowberry	Sir Gaerfyrddin / Carmarthenshire
Mark Morris	Swyddogion NASUWT Cymru Officers
Sharron Daly	Swyddogion NASUWT Cymru Officers
Helen Johns	Swyddogion NASUWT Cymru Officers
Luke Lockier	Swyddogion NASUWT Cymru Officers
Siobhan Crossin	Swyddogion NASUWT Cymru Officers
Steve Witherden	Swyddogion NASUWT Cymru Officers
Stephen Hale	Swyddogion NASUWT Cymru Officers
Dylan Ellis	Ynys Môn
Sian Eleri	Ynys Môn
Carol Gruffydd	Ynys Môn

ARSYLLWYR / OBSERVERS

Starra Barnett	Sir Benfro / Pembrokeshire
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GWESTAI Y GYNHADLEDD / CONFERENCE GUESTS

Rosemary Carabine	Llywydd NASUWT President
Linda Gibson	Llywydd NASUWT Scotland President
Annwyn Lewis	Cyn Lywydd NASUWT Cymru Past President

Cyn Lywyddion NASUWT Cymru Past Presidents

1991-92	Peter Rees	2007-08	Dafydd Morgan
1992-93	Geraint Davies	2008-09	Martin Hennessey
1993-94	Jean Campion	2009-10	Charlie Meredydd
1994-95	Peter Scattergood	2010-11	John Tobutt
1995-96	Rex Phillips	2011-12	Angela Butler
1996-97	Anthony Hughes	2012-13	Jane Alton
1997-98	Peter T Rees	2013-14	Siôn Amlyn
1998-99	Ian Cox	2014-15	Mark Morris
1999-00	John Peters	2015-16	Calvin Williams
2000-01	Pam Parry	2016-17	Freya Catt
2001-02	Vernon Rowlands	2017-18	Matthew Ferris
2002-03	Sian Luscome	2019-19	Owain Morgan Lee
2003-04	Neil Butler	2019-20	Lara Morris
2004-05	Suzanne Nantcurvis	2020-21	Annwyn Lewis
2005-06	Glinys Meredydd	2021-22	Stephen Witherden
2006-07	Jane Setchfield	2022-23	Stephen Hale

1. Trais yn y Gweithle

Mae'r gynhadledd wedi'i syfrdanu gan niferoedd yr athrawon sy'n profi ymosodiadau corfforol a geiriol o fewn ysgolion yng Nghymru.

Mae'r gynhadledd wedi'i brawychu ymhellach bod ymosodiadau, mewn gormod o ysgolion, yn cael eu gweld fel rhan arferol o addysgu yn enwedig wrth weithio gyda disgyblion ADY.

Mae'r gynhadledd yn pryderu bod Llywodraeth Cymru a llawer o arweinwyr ysgol yn methu yn eu dyletswyddau statudol drwy fethu â chydabod y cynnydd mewn problemau ymddygiad sy'n felltith ar weithio mewn ysgolion drwy, er enghraifft, beidio â chwblhau asesiadau risg, gan gynnwys y rhai ar gyfer disgyblion a allai fod yn dreisgar.

Mae'r gynhadledd yn pryderu ymhellach nad yw llawer o arweinwyr ysgol yn cael arweiniad digonol wrth gwblhau asesiadau risg ar gyfer disgyblion o'r fath.

Mae'r gynhadledd yn galw ar NASUWT Cymru i:

- (i) Geisio bod pob cyflogwr yn amddiffyn athrawon rhag ymddygiad ymosodol a thrais yn y gwaith;
- (ii) Weithio gyda Llywodraeth Cymru, gydag awdurdodau lleol, yr Awdurdod Gweithredol Iechyd a Diogelwch ac arweinwyr ysgolion unigol i amlygu'r gofyniad statudol am asesiadau risg effeithiol ar gyfer holl beryglon y gweithle gan gynnwys disgyblion treisgar a chamdriniol.
- (iii) Barhau i ddefnyddio pleidleisiau 'Gwrthod Addysgu' mewn achosion lle nad yw'r ysgol neu'r awdurdod yn mynd i'r afael â 'thrais yn y gweithle' gan ddisgyblion, a herio cyflogwyr yn gadarn sy'n ceisio tanseilio gweithredu diwydiannol cyfreithlon o'r fath

Penybont

2. Estyn

Mae'r gynhadledd yn honni bod Estyn wedi parhau â diwylliant o fwlio a bygwth sydd wedi bod ar draul addysg yng Nghymru.

Mae'r gynhadledd yn credu bod diwylliant newydd o fewn Estyn sydd wir eisiau hunain-ddiwygio ac adeiladu dull mwy cydweithredol sy'n cael effaith wirioneddol ar ansawdd y ddarpariaeth addysg.

Mae'r gynhadledd felly yn galw ar NASUWT Cymru i

- (i) bwysleisio ar Estyn yr angen i roi lles staff wrth galon y broses arolygu;
- (ii) roi terfyn amser i Estyn wella a chynnwys lles staff yn ei arolygiadau, a;
- (iii) gofyn i'r Pwyllgor Gweithredu Cenedlaethol gynnal balot ar draws Cymru ar gyfer boicot ar Arolygiadau Estyn os yw'n methu â chyflawni'r ymrwymadau hyn.

Powys

3. Defnydd o Rym Rhesymol

Mae'r gynhadledd yn nodi bod athrawon yn cael eu gwarchod gan y gyfraith wrth ddefnyddio grym corfforol i amddiffyn dysgwyr rhag ei gilydd a nhw eu hunain. Fodd bynnag, mae'r gynhadledd yn pryderu bod y warchodaeth yma yn dibynnu ar ddehongliad y gair 'rhesymol,'.

Cred y Gynhadledd fod y sawl sy'n barnu beth sy'n 'rhesymol' mewn Awdurdodau Lleol ddim yn, ac erioed wedi bod yn athrawon. Mae hyn yn golygu nad oes gan y rhai sy'n barnu athrawon unrhyw ddealltwriaeth o realiti'r ystafell ddosbarth fodern.

Mae'r gynhadledd felly'n galw ar NASUWT Cymru i ymgyrchu i sicrhau, wrth lenwi swyddi addysg allweddol mewn awdurdodau lleol yng Nghymru, fod cynghorau yn gofyn fod gan ymgeiswyr brofiad ystafell ddosbarth. Dylai'r swyddi hyn gynnwys:

- (i) Cyfarwyddwyr Addysg;
- (ii) Swyddogion Dynodedig Awdurdodau Lleol;
- (iii) Swyddogion Amddiffyn Plant.

Powys

4. Tan-adrodd Trais ac Ymddygiad Ymosodol

Mae'r gynhadledd yn nodi â phryder y cynnydd mewn trais ac ymddygiad ymosodol ymhlith disgyblion mewn ysgolion. Mae'r Gynhadledd hefyd yn nodi'r diffyg cofnodi

priodol ar gyfer digwyddiadau o'r fath fel sy'n ofynnol gan yr Awdurdod Gweithredol Iechyd a Diogelwch a'r cyflogwr, hyd nes bod yna dan-adrodd amllder digwyddiadau o'r fath acsy'n llesteirio'r prosesau dilynol a allai fynd i'r afael â'r sefyllfa.

Mae'r gynhadledd yn galw ar NASUWT Cymru i godi'r anghysondeb hwn gyda'r awdurdodau perthnasol ac i drafod dull cyson o gofnodi gweithredoedd o'r fath ynghyd â hyfforddiant perthnasol i staff.

Castell Nedd a Phort Talbot

5. Llwyth a Phwysau Gwaith

Mae'r gynhadledd yn cymeradwyo'r ffordd amyneddgar a phwyllog y mae NASUWT wedi'i negodi â Llywodraeth Cymru o dan yr ymgyrch Gwell Bargaen i Athrawon.

Mae'r gynhadledd yn nodi ein bod wedi cyrraedd trobwynt ym myd addysg Gymraeg cymaint ag yr ydym bellach wedi cyrraedd pwynt lle:

- (i) Mae system haen ganol yr ysgolion, gan gynnwys Estyn, o dan y microsgop o ran effaith eu gweithdrefnau ar iechyd meddwl a chorfforol staff ysgol, a;
- (ii) Mae camau gweithredu'r consortia yn ychwanegu'n gynyddol at y baich hwn ar athrawon wrth iddynt ganolbwyntio fwyfwy ar gydymffurfiaeth ysgolion â gofynion arolygu a thu hwnt.

Mae'r gynhadledd yn galw ar NASUWT Cymru i:

- a) barhau i lobio Llywodraeth Cymru gyda golwg ar ddileu'r consortia; a
- b) chanolbwyntio trafodaethau gyda Llywodraeth Cymru ar gydnabod y cysylltiad rhwng Estyn, y consortia rhanbarthol a straen ar athrawon ac ar gytuno ar ffyrdd gwirioneddol i liniaru'r straen.

Sir Benfro

6. Datblygiad Proffesiynol Parhaus

Mae'r gynhadledd yn pryderu am amrywiaeth y ddarpariaeth ar gyfer Datblygiad Proffesiynol Parhaus athrawon ledled y wlad. Mae'r gynhadledd yn honni, er bod y ddarpariaeth ar gyfer Datblygiad Proffesiynol Parhaus yn ofyniad cytundebol, nad

oes unrhyw ddarpariaeth amser pendant yn gytundebol er mwyn caniatáu i athrawon ymgymryd â Datblygiad Proffesiynol Parhaus neu brosiectau ymchwil.

Mae'r gynhadledd yn galw ar NASUWT Cymru i lobïo Llywodraeth Cymru i osod dyraniad amser gwarantedig o fewn y Ddogfen Cyflog ac Amodau Athrawon Ysgol (Cymru) sy'n annibynnol o CPA ac Amser Rheolaethol ac sy'n digwydd o fewn Amser Cyfeiriedig.

Abertawe

7. Partneriaeth Gymdeithasol

Mae'r Gynhadledd yn croesawu'r Ddeddf Partneriaeth Gymdeithasol a Chaffael gan y Senedd.

Mae'r gynhadledd, fodd bynnag, yn condemnio eithrio ysgolion o'r Mesur Partneriaeth Gymdeithasol.

Mae'r gynhadledd yn galw ar NASUWT Cymru i ymgyrchu dros yr un manteision o bartneriaeth gymdeithasol i fodoli ar lefel ysgol ag sy'n ofynnol fel rhan o'r Bil Partneriaeth Gymdeithasol.

Powys

8. Yr Wythnos Ysgol

Mae'r gynhadledd yn cymeradwyo gwaith parhaus swyddogion lleyg lleol a threfnwyr NASUWT am eu lobïo ynghylch newidiadau lleol i'r wythnos waith.

Mae'r gynhadledd yn ymwybodol o natur ymrannol y newid i'r amserlen wythnos a'r problemau sy'n dechrau codi wrth i ddulliau gweithredu gwahanol gael eu gweld, gan gynnwys:

- (i) Cyfuno CPA mewn meintiau sesiynol;
- (ii) Ymraniad *pro-rata* amser CPA;
- (iii) Diffyg ystyriaeth i sut mae'r wythnos anghymesur yn effeithio ac yn diystyrru gweithwyr rhan-amser;
- (iv) Y disgwyliad cynyddol ar athrawon i ddarparu gweithgareddau allgyrsiol ar ddiwrnodau pan nad oes staff allanol ar gael.

Mae'r gynhadledd yn pryderu ymhellach bod ysgolion a chanolfannau hefyd yn mabwysiadu Sesiynau HMS Gwyll amlach fel dull o osgoi dyddiadau agor lletchwith mewn ysgolion sydd dros amser yn dod yn arferiad ac yn rhagflaenydd posibl i'r wythnos anghymesur.

Mae'r Gynhadledd yn galw ar NASUWT Cymru i barhau i wrthwynebu cynlluniau i newid wythnos a diwrnod ysgol.

Mae'r gynhadledd yn galw ymhellach ar NASUWT Cymru i arolygu aelodau:

a) mewn awdurdodau lleol sy'n gweithredu neu'n ystyried yr wythnos anghymesur er mwyn canfod beth yw barn ein haelodau, a;

b) canfod lefel y gefnogaeth i Sesiynau Gwyll.

Sir Benfro / Abertawe

9. Diogelu yn ystod Ymchwiliadau

Mae'r gynhadledd yn pryderu fod honiadau maleisus a blinderus yn erbyn athrawon yn bur gyffredin, gyda llawer ohonynt yn rhai diogelu eu natur.

Mae'r Gynhadledd yn credu bod pob ymarferwr yn haeddu gallu gweithio mewn amgylchedd heb ofni erledigaeth ac aflonyddu.

Mae'r gynhadledd yn honni bod y prosesau statudol sy'n caniatáu i ysgolion a chanolfannau ymchwilio i honiadau yn tueddu i ffafrio'r achwynydd. Gyda honiadau blinderus neu faleisus, bydd y niwed i enw da ac iechyd meddwl yr ymarferydd sy'n destyn y gwyn wedi'i wneud cyn, a waeth beth fo'r canlyniad.

Mae'r gynhadledd yn galw ar NASUWT Cymru i lobio Llywodraeth Cymru i ddiweddarau ei chanllawiau statudol ar gyfer 2020: *Gweithdrefnau disgyblu a diswyddo ar gyfer staff ysgol: Canllawiau diwygiedig i gyrff llywodraethu* yn benodol er mwyn rhoi mesurau diogelu ar waith ar gyfer ymatebwyr sy'n wynebu honiadau.

Penybont

10. Polisiâu Absenoldeb Staff

Mae'r gynhadledd yn nodi bod ysgolion a safeloedd addysgol wedi mabwysiadu polisiâu absenoldeb staff sy'n caniatáu i staff gymryd amser o'r gwaith o dan amgylchiadau amrywiol yn ôl disgrisiwn y pennaeth neu'r cyflogwr.

Mae'r gynhadledd hefyd yn nodi ei bod yn bosibl nad yw polisiâu o'r fath wedi'u diweddarau ers degawdau ac felly efallai na fyddant yn mynd i'r afael â threialon bywyd modern.

Mae'r gynhadledd yn galw ar NASUWT Cymru i weithio gyda'u hysgrifenyddion negodi i drafod set o bolisiâu absenoldeb staff modern wedi'u diweddarau.

Castell Nedd a Phort Talbot

11. Athrawon Cyflenwi

Mae'r gynhadledd yn nodi cynnwys Cytundeb Cydweithredu Plaid Cymru / Llafur Cymru 2021 sy'n datgan:

“Byddwn yn gweithio gyda phartneriaid i ddatblygu opsiynau ar gyfer model mwy cynaliadwy o addysgu llanw gyda gwaith teg yn ganolog iddo, a fydd yn cynnwys dewisiadau amgen a arweinir gan awdurdodau lleol ac a arweinir gan ysgolion”.

Mae'r gynhadledd yn cymeradwyo egwyddor y datganiad hwn ond yn bryderus ynghylch y diffyg ymdrech i'w wireddu.

Mae'r gynhadledd yn galw ar NASUWT Cymru i barhau i lobïo Llywodraeth Cymru ac awdurdodau lleol i ddarparu ar gyfer arferion cyflogaeth teg a moesol ar gyfer athrawon cyflenwi.

Merthyr Tudful

12. Ariannu Addas Ar Gyfer Cynnal Ymddygiad

Mae'r gynhadledd yn pryderu nad yw'r cyllid ar gyfer gwasanaethau cefnogi ymddygiad yn ddigonol i ddarparu ar gyfer myfyrwyr ag anghenion ymddygiadol.

Mae'r gynhadledd yn honni bod hyn:

- (i) yn niweidiol i gynnydd pob dysgwr mewn ysgolion a cholegau;
- (ii) yn effeithio'n andwyol ar lwyth gwaith ac iechyd a lles athrawon ac ar gyfraddau recriwtio a chadw; a
- (iii) methu â mynd i'r afael ag anghenion penodol plant y mae eu hymddygiad yn heriol, ac nad yw eu hanghenion yn cael eu diwallu.

Mae'r gynhadledd yn galw ar NASUWT Cymru i lobïo Llywodraeth Cymru i ariannu gwasanaethau cefnogi ymddygiad yn ddigonol ym mhob lleoliad addysgol ar fyrder, er mwyn galluogi disgyblion ag anghenion ymddygiadol i gael y cymorth y maent yn ei haeddu.

Penybont

1. Workplace Violence

Conference is appalled by the numbers of teachers experiencing physical and verbal assaults within schools in Wales.

Conference is further appalled that, in too many schools, assaults are seen as a normal part of teaching especially when working with ALN pupils.

Conference is concerned that Welsh Government and many school leaders are failing in their statutory duties by failing to recognise the rising tide of behavioural problems that blight working in schools by, for example, not completing risk assessments, including those for potentially violent pupils.

Conference is further concerned that many school leaders are not given sufficient guidance in the completion of risk assessments for such pupils.

Conference calls upon NASUWT Cymru to:

- (i) Seek that all employers protect teachers from aggression and violence at work;
- (ii) Work with the Welsh Government, with local authorities, the Health and Safety Executive and individual school leaders to highlight the statutory requirement for effective risk assessments for all workplace hazards including violent and abusive pupils
- (iii) continue to utilise 'Refusal to Teach' ballots in cases where the school or authority is not addressing 'workplace violence' by pupils, and robustly challenge employers who seek to undermine such legitimate industrial action

Bridgend

2. Estyn

Conference asserts that Estyn has perpetuated a culture of bullying and intimidation that has been to the detriment of education in Wales.

Conference believes that there is a new culture within Estyn that genuinely wants to reform itself and build a more collaborative approach that has a genuine impact on the quality of education provision.

Conference therefore calls upon NASUWT Cymru to

- (i) impress upon Estyn the need to put staff wellbeing at the heart of the inspection process;
- (ii) to give Estyn a deadline in which to improve and include staff wellbeing in its inspections, and;
- (iii) to request of the National Action Committee a ballot across Wales for a boycott on Estyn Inspections if it fails to meet these commitments.

Powys

3. Use of Reasonable Force

Conference notes that teachers are protected in law when using physical force to protect learners from each other and themselves. However, conference is concerned that this protection relies upon the interpretation of the word 'reasonable,'

Conference believes that those who judge what is 'reasonable' in Local Authorities on the whole are not, and have never been, teachers. This means that those passing judgement on teachers have no understanding of the realities of the modern classroom.

Conference therefore calls on NASUWT Cymru to campaign to ensure that when employing key education positions in Local Authorities in Wales, Councils have as a requirement, that candidates have classroom experience. These positions should include:

- (i) Directors of Education;
- (ii) Local Authority Designated Officers;
- (iii) Child Protection Officers.

Powys

4. Under Reporting Violence and Aggression

Conference notes with concern the increase of pupil violence and aggression in schools. Conference also notes the lack of proper recording of such incidents as required by the Health and Safety Executive and employers, which as a

consequence under reports the frequency of such incidents and frustrates the subsequent processes that could address the situation.

Conference calls upon NASUWT Cymru to raise this discrepancy with the relevant authorities and to negotiate a consistent approach to the recording of such acts along with relevant training for staff.

Neath and Port Talbot

5. Workload and Stress

Conference applauds the patient and measured way that NASUWT have negotiated with the Welsh Government under the Better Deal for Teachers campaign.

Conference notes that we have reached a watershed in Welsh education in as much as we have now reached a point where:

- (i) The schools middle tier system, including Estyn, is under the microscope with regard to the effect of their procedures on the mental and physical health of school staff, and;
- (ii) The consortia's actions are increasingly adding to this burden on teachers as they increasingly focus on school compliance with inspection requirements and beyond.

Conference calls upon NASUWT Cymru to:

- a) continue to lobby the Welsh Government with a view to abolishing the consortia; and
- b) to focus talks with the Welsh Government on acknowledging the link between Estyn, regional consortia and stress on teachers and on agreeing real-term ways that the stress can be mitigated.

Pembrokeshire

6. Continuous Professional Development

Conference is concerned about the variability of provision for teachers' Continuous Professional Development across the country. Conference asserts that whilst the provision for Continuous Professional Development is a contractual requirement,

there is no firm allowance of time contractually provided so as to allow teachers to undertake Continuous Professional Development or research projects.

Conference calls on NASUWT Cymru to lobby the Welsh Government to set a guaranteed time allocation within the School Teachers Pay and Conditions (Wales) Document that is independent of PPA and Management Time and takes place within Directed Time.

Swansea

7. Social Partnership

Conference welcomes the Social Partnership and Procurement Act from the Senedd.

Conference, however, condemns the exclusion of schools from the Social Partnership Bill.

Conference calls upon NASUWT Cymru to campaign for the same benefits of social partnership to exist at school level as are required as part of the Social Partnership Bill.

Powys

8. The School Week

Conference applauds the continuing work of local NASUWT lay officials and organising staff for their lobbying regarding local changes to the working week.

Conference is aware of the potentially divisive nature of changing the timetabled week and the problems that are beginning to arise as different approaches are seen in its implementation, including:

- (i) The aggregation of PPA in sessional quantities;
- (ii) The pro-rata fractionalisation of PPA time;
- (iii) A lack of consideration on how the asymmetric week impacts and disenfranchises part-time workers;
- (iv) The increasing expectation on teachers to provide extracurricular activities on days when external staff are not available.

Conference is further concerned that schools and centres are also adopting more frequent INSET Twilight Sessions as a method to circumvent awkward school opening dates which over time is becoming custom and practice and a potential precursor to the asymmetric week.

Conference calls upon NASUWT Cymru to continue to oppose plans to change the school week and day.

Conference further calls upon NASUWT Cymru to survey members:

- a) in local authorities that are implementing or considering the asymmetric week so as to find out what our members views are, and;
- b) to ascertain the level of support for the practice of Twilight Sessions.

Pembrokeshire / Swansea

9. Safeguards During Investigations

Conference is concerned that there is a prevalence of malicious and vexatious allegations facing teachers, with many being safeguarding in nature.

Conference believes that every practitioner deserves to be able to work in an environment without fear of victimisation and harassment.

Conference asserts that the statutory processes that allow schools and centres to investigate allegations tend to favour the complainant. With vexatious or malicious allegations, the reputational and mental health damage to the respondent practitioner will have been done prior to, and regardless of the outcome.

Conference calls upon NASUWT Cymru to lobby the Welsh Government to update it's 2020 statutory guidance: *Disciplinary and dismissal procedures for school staff: Revised guidance for governing bodies* specifically so as to put in place safeguards for respondents facing allegations.

Bridgend

10. Staff Absence Policies

Conference notes that schools and educational settings have adopted staff absence policies that allow staff to take leave from work for various circumstances via the discretion of the headteacher or the employer.

Conference also notes that such policies may have not been updated for decades and therefore may not address the pinch-points of modern life.

Conference calls upon NASUWT Cymru to work with their negotiating secretaries to negotiate a set of updated, modern staff absence policies.

Neath and Port Talbot

11. Supply Teachers

Conference notes the contents of the Plaid Cymru / Welsh Labour Cooperation Agreement of 2021 which states:

“We will work with partners to develop options for a more sustainable model of supply teaching with fair work at its heart, which will include local authority-led and school-led alternatives”.

Conference applauds the sentiment of this statement but is concerned by the lack effort to realise it.

Conference calls upon NASUWT Cymru to continue to lobby Welsh Government and Local Authorities to provide for fair and ethical employment practices for supply teachers.

Merthyr Tydfil

12. Adequate Funding For Behaviour Support

Conference is concerned that the funding for behavioural support services is insufficient to provide for students with behavioural needs.

Conference asserts that this:

- (i) is detrimental to the progress of all learners in schools and colleges;
- (ii) impacts adversely on the workload and health and wellbeing of teachers and on recruitment and retention rates; and
- (iii) may fail to address the specific needs of children whose behaviour is challenging, and whose needs are fundamentally not being met.

Conference calls upon NASUWT Cymru to lobby the Welsh Government to adequately fund behaviour support services in all educational settings as a matter of urgency, to enable pupils with behavioural needs to receive the support they deserve.

Bridgend

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Undeb yr Athrawon