

BETTER DEAL CAMPAIGN BULLETIN

Behaviour

The results of our Behaviour Survey (conducted in January/February 2025) were announced on 4 March in the media and via an MSP Briefing. They outlined the ongoing problems with poor pupil behaviour in schools, with some of the key headlines being:

'Over the last 12 months, of those that responded to the survey:

- 44% have experienced physical abuse (including 37% assaulted with a weapon);
- 90% have experienced verbal abuse (including 80% who were sworn at);
- 83% suggest that the number of pupils exhibiting violent and abusive behaviours has increased;
- 28% do not report violent incidents because 'they think they will be blamed'; and
- only 12% think effective action will be taken when they do report incidents.

'The majority of members remain unaware of the National Action Plan on Relationships and Behaviour and, where they do know about it, it is because NASUWT told them. Only 4% said that their school/employer had shared or promoted the National Action Plan with them.'

All NASUWT Workplace Reps have been sent a presentation on how the Scottish Government's National Action Plan guidance can be embedded locally. If you would like us to visit your school to deliver the presentation, let us know at scotland@mail.nasuwt.org.uk

Advice on the key points of the Action Plan (and associated guidance on Mobile Phones in Scotland's Schools) is posted in PDF documents on this page and we would encourage you to check these out, including our climate survey questionnaire:

www.nasuwt.org.uk/BetterDealForScotlandTeachers

NASUWT will continue to stand up for its members, as we have done in a recent dispute at Kirkintilloch High School in East Dunbartonshire over poor pupil behaviour and the health, safety and welfare of teachers.

If you are experiencing serious issues at your school around pupil behaviour, please contact your Local Secretary, National Executive Members or the Scotland Centre at scotland@mail.nasuwt.org.uk for support.

Workload

Dither and delay continues to dog the Scottish Government's proposal on Class Contact Time Reduction. A formal dispute was declared by the Teachers' Panel in February regarding this. The SNCT meeting on 15 February was advised that a COSLA scoping paper on delivering the Class Contact Time Reduction will not be available until June of this year, further delaying matters. Next steps are being discussed at a meeting of the SNCT Teachers' Panel later in March.

Pay

NASUWT submitted a pay claim to the SNCT Teachers' Panel on 7 February for a significant above-RPI inflation pay rise for teachers for 2025/26. Following discussion, the Panel agreed to submit a 6% claim for 2025/26 on behalf of all teachers. We await a formal offer from the employers' body, COSLA.

Pensions

A UK-wide meeting of Teachers' Side Pensions Board representatives was convened at NASUWT's suggestion in January, where it was agreed to challenge HM Treasury collectively on the ongoing and unfair link between the State Retirement Age and Teachers' Pension Age.

The Scottish Public Pensions Agency (SPPA) has announced further delays in the issue of Annual Benefit Statements/McCloud Remedial Service Statements and has admitted it will not achieve its already delayed deadline of 31 March 2025 for all Scheme members. A revised timetable has been issued covering different classes of Scheme member from March to September 2025. The SPPA website has been updated with information about the new timescales and you can find information on this there:

<https://pensions.gov.scot/teachers#TeachersRemedyHub>

Concerns around this matter were raised with the Cabinet Secretary for Education and Skills when she visited the NASUWT Scotland Executive Council on 28 February.

General Teaching Council for Scotland (GTCS)

We have had an increasing number of enquiries about where and what teachers can be asked to teach. There is useful advice/guidance around this on the GTCS website, especially under the Frequently Asked Questions on this page: **<https://www.gtcs.org.uk/knowledge-base/articles/how-registration-categories-impact-what-employees-can-teach>**

Education Policy**Inspection**

The Interim Chief Inspector has committed to reviewing the whole Inspection Framework and, as well as senior NASUWT activists attending meetings regarding this, the Inspectorate is keen to gather the wider views of NASUWT members on the following:

- What are the principles on which a new schools framework should be developed?
Are there any unintended consequences/challenges of the existing framework that need to be addressed? How might we overcome these?
- What are the key features of effective inspection models that we should be considering?
To what extent do existing models create unintended consequences, challenges or missed opportunities? How might these be overcome?
- What are the principles on which a framework for local authorities should be developed?
What key features should we consider? What are the strengths and opportunities? What are the disadvantages or risks?

Members can share their views on this at the following link:

<https://forms.office.com/e/h3rWqRkb5B?origin=IprLink>

Curriculum Improvement Cycle

Education Scotland is publishing a regular Curriculum Improvement Cycle (CIC) News Bulletin, giving a detailed update of progress to date. NASUWT members are encouraged to subscribe to this via the **CIC Web Portal** and can also access **past issues of the News Bulletin** from the Education Scotland website. NASUWT continues to engage with this work and is represented across a number of the workstreams.

Employment Rights Bill

On 5 March 2025, the Westminster Government announced the intention to bring forward a significant number of amendments to its flagship Employment Rights Bill (ERB) as it makes its passage through Parliament.

This follows consultation responses to a number of aspects of the ERB that were published in respect of the following:

- strengthening Statutory Sick Pay;
- collective redundancy (including 'fire and rehire');
- creating a modern framework for industrial relations (including a move to e-balloting rather than postal ballots);
- application of zero hours contracts measures to agency workers; and
- tackling non-compliance in the umbrella company market.

This represents a significant victory for NASUWT and the work it has done, whether through the auspices of the TUC or through its meetings with relevant government departments.

Equalities

Women's Health

The results of a snapshot Women's Health Survey of NASUWT Scotland members and an associated report were shared with Scottish Government, key MSPs and national Women's Health Champion, Professor Anna Glasier, in early March to coincide with International Women's Day. We are also seeking to build the role of local Women's Health Champion within NASUWT structures – if you are interested in becoming involved, please get in touch:

scotland@mail.nasuwt.org.uk

Online Disinformation

NASUWT supported the launch of Time for Inclusive Education's Digital Discourse materials to try and tackle online disinformation. We were delighted to have contributed to the development of this resource and encourage members to engage with it:

<https://tie.scot/professional-learning/teachers/digital-discourse-initiative-cpd/>

Wellbeing

As we reach the end of another hectic term, it is always worth sharing that teachers experiencing stress, anxiety or depression – whether work related or not – can contact the Education Support Partnership for free confidential support and counselling on 08000 562 561. The Samaritans can also be contacted on 116 123. Further information is on our website:

www.nasuwt.org.uk/MentalHealthAndWorkRelatedStressToolkit