



Conference Agenda

#NASUWT23



NASUWT
The Teachers' Union

President

Rosemary Carabine

General Secretary

Dr Patrick Roach

Honorary Treasurer

Michelle Codrington-Rogers

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CONFERENCE STANDING ORDERS COMMITTEE

Mark Burns (Chair), Alan Hackett, Martin Hudson (Chief Scrutineer),
Richard Lyst and Daniel Whitley,

PAST PRESIDENTS AND CONFERENCE VENUES

Past Presidents and Local Association	Year of Office and Conference Venue
NAS	
A.E. WARREN (<i>Willesden</i>)	1920-1921 Margate
S.H. HOULDSWORTH (<i>Manchester</i>)	1921-1922 Cardiff
G.E. CORDING (<i>Cardiff</i>)	1922-1923 Liverpool
W. WOODWARD (<i>London</i>)	1923-1924 London
F.C. GREAVES (<i>Leeds</i>)	1924-1925 Leeds
W.H. YOUNG BA (<i>Liverpool</i>)	1925-1926 Nottingham
J.A. RICE (<i>Hull</i>)	1926-1927 Hull
R. ANDERSON BA (<i>London</i>)	1927-1928 Bristol
C.C. CARTER BA (<i>Liverpool</i>)	1928-1929 Newcastle-upon-Tyne
C.B. DODD BA (<i>London</i>)	1929-1930 Leicester
W.R. SHIMMIN (<i>Liverpool</i>)	1930-1931 Manchester
A.L. SHIRES (<i>Leeds</i>)	1931-1932 Birmingham
W.E. CRAY (<i>London</i>)	1932-1933 Sunderland
A.H. RUSSELL BA (<i>Bristol</i>)	1933-1934 Southampton
H. GORDON (<i>London</i>)	1934-1935 Southport
F.C. ARKLESS (<i>Sunderland</i>)	1935-1936 Swansea
P.E. AGAR BA (<i>Leicester</i>)	1936-1937 Sheffield
W.L. MARSLAND (<i>Manchester</i>)	1937-1938 Stoke-on-Trent
A.E. EVANS MA (<i>Liverpool</i>)	1938-1939 Coventry
W. BARFORD (<i>Leeds</i>)	1939-1943 Nottingham
E.C. MARTIN (<i>Nottingham</i>)	1943-1944 London
E. RUSHWORTH (<i>Calder & Ryburn</i>)	1944-1945 Blackpool
J. MASON (<i>Nottingham</i>)	1945-1946 Blackpool
G.H. SNOW (<i>Liverpool</i>)	1946-1947 Blackpool
F.A. GIBBS (<i>London</i>)	1947-1948 Southend-on-Sea
B. MORTON DPA (<i>Sheffield</i>)	1948-1949 Scarborough
H. MEIGH BSc (<i>London</i>)	1949-1950 Bournemouth
G.B. BELL MC BSc (<i>Newcastle</i>)	1950-1951 Morecambe
W.A. TAYLOR BSc (<i>Hull</i>)	1951-1952 Weston-super-Mare
G. LLOYD WILLIAMS (<i>Newport</i>)	1952-1953 Harrogate
J.J. THOMAS (<i>Liverpool</i>)	1953-1954 Margate
R.I. RAND (<i>Sunderland</i>)	1954-1955 Porthcawl
T. SMITH BSc (<i>London</i>)	1955-1956 Buxton
D.I. DAVIES (<i>Walthamstow</i>)	1956-1957 Southsea
J.E. JENKINS (<i>Cardiff</i>)	1957-1958 Edinburgh
E.W. ARNOTT (<i>Leeds</i>)	1958-1959 Brighton
J.A.C. THOMSON MA (<i>Scotland</i>)	1959-1960 Llandudno
A.L. JONES (<i>Liverpool</i>)	1960-1961 Hastings
H.J. BELL (<i>Croydon</i>)	1961-1962 Blackpool
T.A. CASEY (<i>London</i>)	1962-1963 Plymouth
R.M. HALL BEM BCom (<i>Newcastle-upon-Tyne</i>)	1963-1964 Southport
A.J. SMYTH (<i>Liverpool</i>)	1964-1965 Folkestone
L.G. HARRIS (<i>Bristol</i>)	1965-1966 Edinburgh
R.R. TUNSTALL (<i>St Helens</i>)	1966-1967 Douglas
M.A. LANGDELL BSc ARCM (<i>Haringey</i>)	1967-1968 Torquay
B.F. WAKEFIELD (<i>Southend</i>)	1968-1969 Llandudno
E.J. PRETTY MA (<i>Sunderland</i>)	1969-1970 Eastbourne
R.A. SIMONS BSc (<i>London</i>)	1970-1971 Scarborough
R.B. COCKING (<i>Birmingham</i>)	1971-1972 Torbay
E.R. HOLDEN (<i>Stretford</i>)	1972-1973 Southport
H.H. THOMAS (<i>Caernarvonshire</i>)	1973-1974 Eastbourne
J.A. SCOTT (<i>Derry County & Antrim</i>)	1974-1975 Harrogate
UWT	
M. WRIGHT	1965-1970 London
S. MORTEN	1971 Birmingham
M. BUGG	1972 Cambridge
M. SMYTH	1973 Liverpool
C. SKEAVINGTON	1974 Portsmouth
NASUWT	
J. CHALK (<i>London</i>)	1975-1976 Brighton
L. COOPER BSc (<i>Barkston Ash</i>)	1976-1977 Blackpool
B. FARRELL (<i>Halton</i>)	1977-1978 Torbay
C.S. JONES (<i>Basildon & Brentwood</i>)	1978-1979 Harrogate
C. SKEAVINGTON MEd FRSA (<i>Jersey</i>)	1979-1980 Eastbourne
C.F. ABRAHAM (<i>East Devon</i>)	1980-1981 Harrogate
A.M.S. POOLE (<i>Merton</i>)	1981-1982 Brighton

Past Presidents and Local Association	Year of Office and Conference Venue
E.E. POWELL BA FRGS (<i>South Glamorgan</i>)	1982-1983 Blackpool
G.W. LEE JP (<i>London</i>)	1983-1984 Eastbourne
P. MATTHEWS (<i>Sedgefield</i>)	1984-1985 Llandudno
J. BOONE (<i>Bolton</i>)	1985-1986 Torquay
J.M. INMAN BA NDA Dip REd (<i>Leek</i>)	1986-1987 Scarborough
E.R. O'KANE MA Dip Ed (<i>Belfast</i>)	1987-1988 Bournemouth
D. BATTYE MSc (<i>Sheffield</i>)	1988-1989 Blackpool
G. TERRELL BA (<i>Oxon</i>) Dip Ed JP (<i>Merton</i>)	1989-1990 Eastbourne
M. CARNEY (<i>Peterlee</i>)	1990-1991 Scarborough
S. ROGERS BA (<i>Sheffield</i>)	1991-1992 Bournemouth
M. LITTLEWOOD FRSA (<i>Middleton</i>)	1992-1993 Scarborough
J. ROWLAND BA (<i>Jarrow, Hebburn & Boldon</i>)	1993-1994 Bournemouth
R. KIRK (<i>Newark</i>)	1994-1995 Blackpool
O. GUNN (<i>Aycliffe</i>)	1995 Eastbourne
P. COLE (<i>Sandwell</i>)	1995-1997 Glasgow
B. FERGUSON (<i>York</i>)	1997-1998 Bournemouth
M. MORGAN (<i>Devon</i>)	1998-1999 Scarborough
W. MORLEY (<i>Sefton</i>)	1999-2000 Eastbourne
M. JOHNSON (<i>Lewisham</i>)	2000-2001 Llandudno
T. HARDMAN (<i>Liverpool</i>)	2001-2002 Jersey
P. BUTLER (<i>Bedfordshire</i>)	2002-2003 Scarborough
T. BLADEN (<i>Darlington</i>)	2003-2004 Bournemouth
P. LEREW (<i>NE Hampshire</i>)	2004-2005 Llandudno
P. McLOUGHLIN (<i>Stockport</i>)	2005-2006 Brighton
B. GARVEY (<i>Wakefield</i>)	2006-2007 Birmingham
J. MAYES (<i>Knowsley</i>)	2007-2008 Belfast
A. HAEHNER (<i>Croydon</i>)	2008-2009 Birmingham
J. CHAPMAN (<i>Cheltenham Cotswold</i>)	2009-2010 Bournemouth
C. LINES (<i>West Suffolk</i>)	2010-2011 Birmingham
J. RIMMER (<i>Warrington</i>)	2011-2012 Glasgow
P. ROE (<i>Dudley</i>)	2012-2013 Birmingham
M. LYONS (<i>Durham City</i>)	2013-2014 Bournemouth
G. BRANNER (<i>North Oxon</i>)	2014-2015 Birmingham
G. DAWSON (<i>Hexham</i>)	2015-2016 Cardiff
K. WALLIS (<i>Cornwall</i>)	2016-2017 Birmingham
F. BROWN (<i>Belfast</i>)	2017-2018 Manchester
D. McCARTHY (<i>South Essex</i>)	2018-2019 Birmingham
D. KITCHEN (<i>Trafford</i>)	2019-2020 Belfast
M. CODRINGTON-ROGERS (<i>Oxford City</i>)	2020-2021 Virtual
P. KEMP (<i>North Tyneside</i>)	2021-2022 Virtual
A. BUTLER (<i>Powys</i>)	2022-2023 Birmingham

PAST GENERAL SECRETARIES AND TERMS OF OFFICE

NAS		G. JONES	1969-70
A.E. WARREN	1923-41	P. YAFFE	1970-75
R. ANDERSON	1941-56	NASUWT	
E. RUSHWORTH	1956-63	T.A. CASEY	1975-83
T.A. CASEY	1963-75	F.A. SMITHIES	1983-90
UWT		N. de GRUCHY	1990-2002
S. ROGERS	1965-67	E. O'KANE	2002-04
B. GANDY	1967-69	C. KEATES	2004-20

PAST HONORARY TREASURERS

NASUWT		R.B. COCKING	1975-1982
F.G. REYNOLDS	1920-1923	L. COOPER	1982-1987
W.H. THODAY	1923-1926	G.W. LEE	1987-1990
W. WOODWARD	1926-1929	D. BATTYE	1990-1992
R. ANDERSON	1929-1941	M. CARNEY	1992-2002
C.C. CARTER	1941-1946	S. ROGERS	2002-2009
H. GORDON	1946-1951	B. COOKSON	2009-2017
E. RUSHWORTH	1951-1956	N. BUTLER	2017-2018
G. LLOYD WILLIAMS	1956-1965	R. WALTERS	2018-2021
A.L. JONES	1965-1969	S. TAYLOR	2021-2021
B.F. WAKEFIELD	1969-1970	C. HOLLAND	2021-2022
A.J. SMYTH	1970-1975		



PROGRAMME

FRIDAY 07 APRIL

9.00am to 12.30pm

Private Session (see Private Session Agenda)
Members only

Appointment of Chief Scrutineer

12.30pm to 2.00pm

Lunch

2.00pm to 5.30pm

Private Session (see Private Session Agenda)
Members only

Minutes

Annual Accounts

Appointment of Auditors

Appointment of Membership Assurer

5.30pm to 7.00pm

Welcome Reception and Awards Ceremony

SATURDAY 08 APRIL

9.00am to 10.00am

Private Session
Members only

Continuation of business from Second
Private Session (if needed)

10.00am to 10.45am

Public Session

Opening Ceremony

10.45am to 12.30pm

Private Session
Members only

General Secretary's Private Address

2(b) Motion

12.30pm to 2.00pm

Lunch

2.00pm to 5.30pm

Public Session

Motion: [Trade Union Rights and the Right to Strike](#)

[Annual Report](#)

2(c) Motion: [Northern Ireland](#)

5.40pm to 6.30pm

Fringe Programme

SUNDAY 09 APRIL

09.00am to 12.30pm

Public Session

Motion: [Working Hours](#)

2(c) Motion: [Wales](#)

[General Secretary's Public Address](#)

12.30pm to 2.00pm

Lunch

2.00pm to 4.30pm

Public Session

Motion: [Violent Pupils](#)

2(c) Motion: [Scotland](#)

4.30pm to 5.30pm

Public Session

Motion: [Ageism in Teaching](#)

5.40pm to 6.30pm

Fringe Programme

MONDAY 10 APRIL

9.00am to 11.00am

Public Session

Motion: [Abolish Ofsted](#)

11.00am to 1.00pm

Public Session

Motion: [Educating Refugee and Asylum Seeker Children and Young People](#)

1.00pm to 1.30pm

Public Session

[President's Business](#)

(1) Members leaving National Executive

(2) Vote of thanks to Conference Organisers

(3) Vote of thanks to President

FIRST PRIVATE SESSION
9.00am to 12.30pm
Friday 7 April 2023

APPOINTMENT OF CHIEF SCRUTINEER

In accordance with Standing Order 18(a), the Chairperson to propose to Conference the appointment of a Chief and other Scrutineers.



SECOND PRIVATE SESSION
2.00pm to 5.30pm
Friday 7 April 2023

MINUTES

*Michelle Codrington-Rogers to move,
Rosemary Carabine to second:*

That the Minutes of the Birmingham Conference 2021 be signed by the Chairperson as a correct record of the proceedings.

(Executive)

FINANCIAL STATEMENTS

*Michelle Codrington-Rogers to move,
Chris Holland to second:*

- (i) that the financial statements be received;
- (ii) that the financial statements be adopted.

(Executive)

APPOINTMENT OF AUDITORS

*Michelle Codrington-Rogers to move,
Phil Kemp to second:*

That Messrs Crowe UK LLP, Chartered Accountants, be, and are hereby, appointed auditors of the Union's accounts for the year 2023.

(Executive)

APPOINTMENT OF MEMBERSHIP ASSURER

*Michelle Codrington-Rogers to move,
Phil Kemp to second:*

That Messrs Crowe UK LLP, Chartered Accountants, be, and are hereby, appointed the Union's Membership Assurer for the year 2023/24.

(Executive)

THIRD PRIVATE SESSION
9.00am to 10.00am
Saturday 8 April 2023

PRIVATE SESSION (SEE PRIVATE SESSION AGENDA)



FIRST PUBLIC SESSION
10.00am to 10.45am
Saturday 8 April 2023

(1) OFFICIAL OPENING

The President, Angela Butler, to declare open the Annual Conference.

Conference will be honoured by the presence of a wide range of fraternal and sororal delegates from international and United Kingdom unions and a range of other organisations with whom the NASUWT works on a regular basis.

(2) INDUCTION OF ROSEMARY CARABINE AS PRESIDENT FOR 2023-24

(3) PRESIDENT'S ADDRESS

The President, Rosemary Carabine, to deliver her Presidential Address.

(4) INTRODUCTION OF NEW OFFICERS

FOURTH PRIVATE SESSION
10.45am to 12.30pm
Saturday 8 April 2023

GENERAL SECRETARY'S PRIVATE ADDRESS

2(b) MOTION



SECOND PUBLIC SESSION

2.00pm to 5.30pm
Saturday 8 April 2023

TRADE UNION RIGHTS AND THE RIGHT TO STRIKE

*Martin Hudson to move,
Claire MacLeod to second:*

Conference believes the right to strike is a fundamental human right.

Conference decries the fact that trade unions have been subject to draconian legislation that severely impacts on workers' rights to organise and defend their rights in their workplaces and communities.

Conference notes that the current government's pursuit of a radical extension of laws that ensure a minimum service in schools is a direct attack on the profession's right to strike and must be resisted by the NASUWT.

Conference asserts that anti-trade union restrictions represent an attack on workers' rights to fair pay, decent jobs and good terms and conditions.

Conference believes the NASUWT must defend the rights of teachers to take strike action at all costs.

Conference calls on the National Executive to:

- (i) build coalitions with any political parties willing to campaign against further restrictive trade union legislation;
- (ii) create an information campaign for teachers to understand the importance of taking legal industrial action when appropriate and
- (iii) build an appropriate industrial response to defend teachers' rights to strike if restrictive legislation is progressed by the Government.

Conference further calls on the National Executive to work with other education trade unions to resist any further restrictive trade union legislation and demand:

- (a) the repeal of all anti-union laws, including the Trade Union Act 2016;
- (b) stronger rights for unions to access workplaces, win recognition, and establish collective bargaining rights and
- (c) the right for trade union members to vote online during industrial action ballots.

(Executive, Newcastle upon Tyne, North Tyneside, Northumberland)

ANNUAL REPORT OF THE NATIONAL EXECUTIVE

*Angela Butler to move,
Rashida Din to second:*

- (i) That the report be received;
- (ii) That the report be adopted.

(Executive)

2(c) MOTION: NORTHERN IRELAND

*Raymond Beggs to move,
Delma Boggs to second:*

Conference is appalled that the Secretary of State for Northern Ireland has imposed a draconian budget which will damage all of Northern Ireland's public services, particularly education.

Conference notes that prior to these cuts spending per pupil has been lower in Northern Ireland than the rest of the UK, according to analysis by the Institute for Fiscal Studies.

Conference believes that teachers are central to any education system and that the savage real terms pay cuts since 2010 must be reversed if the Northern Ireland economy is to be competitive with other European regions.

Conference believes that the key to restoring devolution in Northern Ireland is not simply a matter of addressing concerns about trade but ensuring that the cuts that have been imposed across all of the UK including Northern Ireland as a consequence of Government austerity and bad decision making are reversed.

Conference endorses action by the National Executive to:

- (i) work within the Irish Congress of Trade Unions to support the return and strengthening of devolved government;
- (ii) campaign with sister unions and other parties for fair funding for education in Northern Ireland and
- (iii) demand that the UK Government properly funds the public sector across the UK.

(Executive)

At the conclusion of debate of the above motion(s), the session will continue with the debate of motions taken from the balloted list.



THIRD PUBLIC SESSION
9.00am to 12.30pm
Sunday 9 April 2023

WORKING HOURS

Candida Mellor to move,
Julia Devine to second:

Conference notes that the Government's Education White Paper 2022 calls for 'all mainstream schools to run a 32.5 hour week minimum by September 2023'.

Conference believes this is the start of extending teaching hours by stealth.

Conference calls upon the National Executive to:

- (i) survey schools on opening and teaching hours and
- (ii) build a campaign to support members to challenge attacks on their contractual rights on working hours.

(North Tyneside)

AMENDMENT

Dan Lister to move,
Scott McGimpsey to second:

Add a new bullet (iii) to read: 'reinvigorate the Union's longstanding policy of a maximum 35-hour working week for all teachers.'

(Executive)

2(c) MOTION: WALES

Mark Morris to move,
Sharron Daly to second:

Conference condemns the recruitment and retention crisis in schools in Wales.

Conference asserts that this crisis is a result of a Welsh Government that have:

- (i) underfunded education by comparison to England;
- (ii) allowed teachers' pay to fall increasingly behind inflation;
- (iii) encouraged aggressive accountability measures through the Inspectorate Estyn, Middle Tier Organisations and at schools;
- (iv) introduced workload intensive initiatives without adequate funding, time or training and
- (v) failed to recognise the rising tide of behavioural problems that blight working in schools in Wales.

Conference endorses action by the National Executive to lobby the Welsh Government to:

- (a) fund schools in Wales at least equivalent to schools in England;
- (b) address the shortfall in pay by annual pay uplifts that address pay erosion;
- (c) support the repurposing of Estyn to being a supportive Inspectorate and abolish Middle Tier organisations that have little purpose and offer low value for money;
- (d) deal with the failings of the Curriculum for Wales and
- (e) support teachers in taking back control of classrooms and deal robustly with poor learner behaviour.

Conference further endorses the National Executive to take all appropriate action, up to and including industrial action, to:

- (1) secure a restorative pay settlement in Wales;
- (2) tackle the impact on members of excessive workload, poor pupil behaviour and aggressive accountability and
- (3) oppose unacceptable new initiatives.

(Executive)

GENERAL SECRETARY'S PUBLIC ADDRESS

At the conclusion of debate of the above motion(s), the session will continue with the debate of motions taken from the balloted list.



FOURTH PUBLIC SESSION
2.00pm to 4.30pm
Sunday 9 April 2023

VIOLENT PUPILS

Wendy Exton to move,
Delma Boggs to second:

Conference is appalled by the numbers of teachers experiencing physical and verbal assaults.

Conference is further appalled that, in too many schools, assaults are seen as a normal part of teaching.

Conference is concerned that many employers are failing in their statutory duties by either not completing risk assessments or seeing them as a paper exercise, 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 violent pupils.

Conference calls upon the National Executive to:

- (i) continue to support members through all means possible where employers fail to protect teachers from aggression and violence;
- (ii) work with agencies such as the Health and Safety Executive to highlight the statutory requirement for effective risk assessments for all workplace hazards and
- (iii) produce updated guidance on violent and abusive behaviour.

(Executive)

2(c) MOTION: SCOTLAND

Scott McGimpsey to move,
Eddie Carroll to second:

Conference notes that the COVID-19 pandemic has caused huge disruption to education and has impacted differentially on communities, families, and schools and colleges.

Conference believes 'workplace violence' is one of the key challenges to emerge post-pandemic.

Conference is deeply concerned that the health of teachers in schools is being put at risk by pupil indiscipline, stress, and failure by employers to take necessary and appropriate action to secure safety in schools and colleges.

Conference is further concerned that the education and wellbeing of young people in schools is also being compromised where school/college employers tolerate pupil indiscipline and violence.

Conference confirms that it is vital that action on behaviour is taken which will support education recovery from the COVID-19 pandemic for the benefit of pupils, the school and college workforce and local communities.

Conference calls on the NASUWT to:

- (i) lobby government to produce clear behaviour guidelines to ensure that nurture principles are not used as a methodology to mask abusive behaviour or indiscipline, or to massage published exclusion data;
- (ii) 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 and

- (iii) support schools to take effective action to ensure staff safety and wellbeing by providing Workplace Representatives' training on drafting behaviour policies and contributing to behaviour risk assessments.
(Executive)

At the conclusion of debate of the above motion(s), the session will continue with the debate of motions taken from the balloted list.



FIFTH PUBLIC SESSION

4.30pm to 5.30pm

Sunday 9 April 2023

AGEISM IN TEACHING

Katherine Moore to move,

Sharon Calvert to second:

Conference believes that older teachers are a valuable asset to the teaching profession in terms of their experience, skills and long-term contributions to teaching and learning.

Conference notes with concern that due to ageist perceptions, stereotypes and discrimination, older teachers are often overlooked for promotion, ignored or disproportionately threatened with capability procedures, with the sole purpose of driving them out of the profession.

Conference is further concerned that age discrimination within the teaching profession is often disregarded as a protected characteristic, resulting in systemic ageism going unchallenged and older teachers pressured into leaving their jobs well before their retirement age.

Conference endorses the work of the National Executive in campaigning for greater protections for older teachers in schools and colleges and in challenging discriminatory practices that impact on the current recruitment and retention crisis.

Conference further endorses action by the National Executive in campaigning vigorously for:

- (i) greater awareness of potential ageism and ageist policies and procedures within schools and colleges;
- (ii) a requirement for schools and colleges to monitor and publish their staff profile by age, along with other protected characteristics and
- (iii) a wide-scale recruitment campaign positively promoting the NASUWT as the union 'of choice' for older teachers.

(Executive)

At the conclusion of debate of the above motion(s), the session will continue with the debate of motions taken from the balloted list.

SIXTH PUBLIC SESSION
9.00am to 11.00am
Monday 10 April 2023

ABOLISH OFSTED

*Martin Hudson to move,
Victoria Brown to second:*

Conference acknowledges that the perceived demands of Ofsted are the major contributor to the excessive workload and bureaucracy that blights the lives of teachers.

Conference instructs the National Executive to:

- (i) campaign for the abolition of Ofsted and
- (ii) press for its replacement with a supportive framework based on collaborative professional peer reviews of school performance by teachers and school leaders.

(Newcastle Upon Tyne)

At the conclusion of debate of the above motion(s), the session will continue with the debate of motions taken from the balloted list.



SEVENTH PUBLIC SESSION
11.00am to 1.00pm
Monday 10 April 2023

EDUCATING REFUGEE AND ASYLUM SEEKER CHILDREN AND YOUNG PEOPLE

*Kat Downs to move,
Sabine Janssen-Havercroft to second:*

Conference notes the enormous effort that teachers and schools put into supporting refugee and asylum seeker 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 is further concerned by the woeful underfunding of community support and CAMHS, and the lack of training that teachers are given to support the wellbeing of these pupils and students.

Conference calls for the National Executive to lobby governments and administrations 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 refugee and asylum seekers and
- (iii) a significant increase in funding and access to CAMHS services.

(Leeds, York)

At the conclusion of debate of the above motion(s), the session will continue with the debate of motions taken from the balloted list.

EIGHTH PUBLIC SESSION
1.00am to 1.30pm
Monday 10 April 2023

PRESIDENT'S BUSINESS

- (1) Members leaving National Executive
- (2) Vote of thanks to Conference Organisers
- (3) Vote of thanks to President



MOTIONS TO BE DEBATED AFTER SET MOTIONS

ADEQUATE FUNDING FOR BEHAVIOUR SUPPORT

*Dan Whitley to move,
Andrew Dunkley to second:*

Conference is alarmed at the reduction in funding for behavioural support services due to the Government's failure to fund schools and colleges appropriately. Conference recognises that this is partly due to insufficient funding for students with behavioural needs.

Conference asserts that this:

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

Conference calls upon the Government to adequately fund behaviour support services in all educational settings with targeted funding for this specific purpose, in order to enable pupils with behavioural needs to receive the support they deserve.

(Oxford City, South West Oxon)

FULL-TIME TEACHERS FOR PART-TIME PAY

*Neil Jeffery to move,
Kate Westrop to second:*

Conference is concerned about the increasing number of teachers who are forced to work part time in an attempt to manage their workload. These teachers still work beyond their contracted hours and are not remunerated appropriately.

Conference calls upon the National Executive to:

- (i) conduct research on the number of teachers who work on a part-time contract, identify their reasons for doing so and report back to Annual Conference 2024;
- (ii) use this research to lobby governments and administrations to challenge drivers of increased workload for teachers who work on a part-time contract and
- (iii) engage with all political parties to highlight the issues facing teachers who work part time.

(Oxford City, South West Oxon)

SPECIALIST PROVISION

*Richard Kempa to move,
Bruce Choto to second:*

Conference deplores the lack of SEND/ALN/ASN funding for all children and young people that have additional needs.

Conference recognises that there are families that struggle to secure:

- (i) specialist provision;
- (ii) an appropriate diagnosis for their children and

(iii) appropriate support in schools.

Conference recognises that there is a shortage of educational psychologists and other specialists that work with children and young people who have SEND/ALN/ASN.

Conference calls upon the National Executive to lobby governments and administrations for increased funding so that schools and specialist services can identify and meet the needs of children and young people with SEND/ALN/ASN.

(North Northamptonshire)

MENOPAUSE AS A DISABILITY

*Aisling Gammon to move,
Pushpalata Chaure to second:*

Conference notes that UK equality law does not classify the various stages of menopause as a disability and thus there is no legal duty for employers to provide reasonable adjustments for members experiencing symptoms.

Conference is concerned that employers do not have sufficient understanding of the issues or their responsibilities towards the many employees who experience symptoms of the menopause.

Conference is further concerned about the lack of appropriate support for these issues in the workplace, often resulting in a number of highly skilled and experienced staff being forced out of the profession due to lack of support.

Conference therefore instructs the National Executive to:

- (i) lobby governments and administrations for the menopause to be classified as a disability under equality law;
- (ii) promote the NASUWT Menopause Policy Guidance and training in all workplaces and
- (iii) campaign to ensure free access to appropriate medication.

(North Bedfordshire, Oxford City, South West Oxon)

OLDER PRACTITIONERS

*Neil Jeffery to move,
Kate Westrop to second:*

Conference is alarmed that older members of the profession are facing potential discrimination by being effectively priced out of their employment or prospective employment, or being prevented from reaching the top of the salary spine.

Conference notes that the equality legislation identifies age as a protected characteristic from discrimination.

Conference is encouraged by motions adopted at previous annual conferences regarding issues faced by older colleagues.

Conference calls upon the National Executive to:

- (i) conduct research across the trade union network to explore support given to older workers;
- (ii) use the research to inform consideration of an NASUWT Older Teachers Advisory Committee, so that issues facing our members can be addressed more readily and, if necessary, acted upon and
- (iii) report to Annual Conference 2024.

(Oxford City, South West Oxon)



HEALTH AND SAFETY AND THE WORKING DAY

Alan Jones to move,

John Hall to second:

Conference is deeply concerned that the length of the school day and increased contact time with pupils has grown in many schools, often by shortening breaks and lunchtimes, imposition of 'period 6' sessions, and numerous meetings/twilight sessions of excessive duration.

Conference asserts that the lengthening of the school day and increased contact time with pupils is having a detrimental impact on teachers' health, safety and wellbeing.

Conference is further concerned that teachers are being denied statutory and/or contractual breaks through requests to work through lunchtimes and breaks.

Conference condemns those school leaders who extend the school day surreptitiously, through either claiming sessions are optional, and/or 'guilt tripping' staff into attending.

Conference calls upon the National Executive to:

- (i) continue to campaign for a maximum limit on working time;
- (ii) publish updated guidance to members on directed time allocations and break entitlements;
- (iii) work with Valued Worker Scheme employers and unions to devise best-practice guides to the structure of the school day;
- (iv) collect data through the wellbeing survey on lengths and changes to school days and
- (v) support members through all means available where school days are being lengthened.

(Executive)

WOMEN'S HEALTH AND THE WORKPLACE

Claire Ward to move,

Sharon Calvert to second:

Conference notes that women make up the majority of the teaching profession and that they play an essential and positive role in schools and colleges.

Conference notes with concern that women's health concerns are often downplayed and even dismissed by employers in the workplace, resulting in many women being forced out of the profession.

Conference is further concerned that despite the fact that women are disproportionately vulnerable to long-term inflammatory immune conditions such as endometriosis and ME/CFS, many sickness-absence and health and safety policies fail to address gender-specific conditions.

Conference condemns the stigmatisation of women's health in the workplace and society in general, which results in many women suffering in silence and reluctant to seek the work-life adjustments they need.

Conference supports the National Executive in continuing to campaign for:

- (i) greater awareness of intersectional gender-sensitive health and safety issues in schools and colleges;
- (ii) a requirement for gender-sensitive sickness absence and health and safety policies in schools and colleges, with mandatory training for all managers and
- (iii) specific training for NASUWT negotiators on bargaining for gender-sensitive health, safety and welfare policies in schools and colleges.

(Executive)

STATE PENSION AGE

*Jac Casson to move,
John McGill to second:*

Conference condemns the decision of the UK Government to move all teachers into the 2015 Teachers' Pension Schemes with a teachers' pension age which is equal to the state pension age.

Conference condemns the Government's decision to proceed with an increase in the state pension age, despite the long-term impact of COVID-19 on mortality rates being unknown. Conference notes that the UK state pension age in the UK is already amongst the highest of all OECD nations, before any further increase.

Conference endorses the National Executive's campaign to break the link between the state pension age and the teachers' pension age.

Conference calls on the National Executive to build a broad alliance of trade unions, community groups and civil society organisations which oppose any increase in the state pension age and campaign for its reduction over time.

(Executive)

WORKING TIME ARRANGEMENTS

*Fergal McGuckin to move,
Sorrel Flack to second:*

Conference is concerned that the working time arrangements for individual teachers are not fit for purpose.

Conference is aware that:

- (i) teachers are increasingly not being effectively consulted over annual working time arrangements at the beginning of the school year;
- (ii) teachers are increasingly being put under pressure to complete tasks outside of agreed working arrangements and
- (iii) there is inconsistency across the UK.

Conference urges the National Executive to produce a checklist to inform discussions on annual working time arrangements in workplaces across the UK.

(North Down)

AMENDMENT

*Anne Rycroft to move,
Scott McGimpsey to second:*

Insert at the end of the last paragraph *'which will include reinforcing the longstanding NASUWT policy of a maximum 35-hour working week for all teachers.'*

(Executive)

TRANSFORM PERFORMANCE MANAGEMENT AND APPRAISAL

*Julie Parkin to move,
Sharron Hodgson to second:*

Conference is aware that the performance management and appraisal process creates stress for teachers.

Conference opposes the outdated method of directly linking pay progression to performance.



Conference is also aware that some employers have separate appraisal and pay policies, allowing staff to move up the pay scale unhindered.

Conference asserts that all annual pay progression should be automatic.

Conference calls upon the National Executive to continue to campaign vigorously to remove the link between pay progression and performance management and appraisal.

(Newcastle upon Tyne, Northumberland)

EXPLOITATION OF UPPER PAY RANGE TEACHERS

Mike Molloy to move,

Richard Kempa to second:

Conference congratulates the National Executive for its work in supporting members through pay progression.

Conference deplores the exploitation of many Upper Pay Range (UPR) teachers who are expected to take on management roles.

Conference recognises that this is a particular issue in the primary sector.

Conference calls upon the National Executive to campaign to protect the rights of UPR teachers.

(North Northamptonshire)

AMENDMENT

Harold Gurden to move,

Dan Lister to second:

Insert at the end of the final sentence ‘, including to continue to campaign for the abolition of the threshold.’

(Executive)

SECURING AND SUSTAINING HIGH LEVELS OF RECRUITMENT INTO TEACHING

Wayne Broom to move,

Raymond Beggs to second:

Conference believes that the recruitment and retention of a highly skilled, well-supported graduate teacher workforce is critical to ensuring that all children can benefit from their entitlement to a world-class education.

Conference is, therefore, deeply concerned by the ongoing and worsening teacher recruitment crisis and the failure to invest in high-quality training and development for the future of the profession.

Conference notes that across all phases and the vast majority of subjects, the education systems in the UK fail to recruit enough graduates into programmes of initial teacher education (ITE).

Conference further notes with concern the failure of Ministers to meet the national targets set for teacher recruitment, exacerbating the teacher supply problems, and the high levels of exit from the profession among serving teachers and leaders.

Conference condemns the failure of governments and administrations to take effective action to address the causes of the teacher recruitment crisis and to ensure that every ITE participant gets access to the high-quality training and support they deserve.

Conference, therefore, calls on the National Executive to continue to press governments and administrations to take action to ensure that:

- (i) pay and conditions support the competitiveness of teaching in the graduate labour market and provide an attractive and motivating reward package for teachers at the start of and throughout their careers;
- (ii) other disincentives to entering teaching, including persistently high workload levels, poor wellbeing, lack of clear career progression pathways, poor pupil behaviour and inadequate ongoing professional development opportunities, are tackled;
- (iii) ITE programmes reflect the status of teaching as a highly skilled, professional activity and that all routes, including those based in schools, benefit from the support and expertise of higher education institutions and
- (iv) teachers and leaders are given the resources they need to provide critical in-school experience to ITE participants in a way that is manageable, recognises the range of additional responsibilities teachers and leaders have and does not impose excessive workload burdens on them.

(Executive)

TRANSFORMING EDUCATION

*Michelle Codrington-Rogers to move,
Kathy Duggan to second:*

Conference acknowledges the value and importance of international solidarity and reaffirms the commitment to the NASUWT's participation in international campaigning and policy making.

Conference commends the work of Education International (EI) in bringing unions together to campaign for a new deal for teachers through the transforming education agenda.

Conference welcomes the creation of an International Commission on the Teaching Profession announced at the Transforming Education Summit in September 2022.

Conference believes that every learner should have access to a professional, trained and well-supported teacher and that every teacher has access to the tools, time, and trust necessary to reach, teach, and inspire the generations and communities they have been entrusted to serve. Teachers should be protected from having to promote harmful political propaganda and from interference in the workplace.

Conference calls upon the National Executive to continue to lobby governments and administrations to ensure they adopt and enact the five priorities of the EI New Deal for Teachers campaign to:

- (i) increase investment in quality public education systems;
- (ii) guarantee labour rights and decent working conditions;
- (iii) invest in quality teacher training and professional development;
- (iv) trust and respect teachers and their pedagogical expertise and
- (v) involve teacher unions in policy through social dialogue.

(Executive)



TEACHERS AND THE HOUSING CRISIS

*Caroline Clode to move,
Angela Butler to second:*

Conference condemns the failure of successive governments and administrations to address the shortage of affordable housing for working people and their families, including teachers.

Conference recognises that the shortage of affordable housing for teachers affects all parts of the UK. Furthermore, geographical areas exist where the shortage has become acute. Conference asserts that the teachers' housing crisis is having a profound impact on teachers' living standards and teacher supply.

Conference calls on the National Executive to campaign for a change in Government policy to address the housing crisis, which should:

- (i) include teachers in all definitions of key workers;
- (ii) ensure reserved housing provision across all areas solely for key workers and
- (iii) create and extend discount schemes for rental and first-time buyers of at least 30% below market prices in all areas where teachers struggle to afford suitable housing.

(Executive)