

BETTER DEAL FOR TEACHERS CAMPAIGN

PAY

January 2024 sees the arrival of the final part of the staged teachers' pay award for 2022-24, with all teachers getting a 2% salary rise, capped for those earning £80,000pa or more.

The negotiating process has also now begun for the next pay award, due August 2024.

NASUWT's submission to the SNCT Teachers' Panel, comprising all the teacher trade unions in Scotland, emphasised the need for a significant above-inflation pay rise for teachers in Scotland of at least 8% to address the ongoing cost-of-living crisis and historical real-terms pay cuts. The full submission, with supporting evidence, is available in the drop-down menu on this page, under Scotland Pay Claims: <https://www.nasuwt.org.uk/advice/pay-pensions/pay-award/pay-award-scotland.html>.

The SNCT Teachers' Panel met on 19 January and its conclusion was to recommend a pay claim be submitted, seeking a 6.5% salary increase to all pay points for the 2024/25 pay year, commencing in August 2024.

WORKLOAD

NASUWT continues to press the Scottish Government and COSLA to make good on their promise to reduce teacher class contact time, but we have been met with obfuscation and delay. We have again raised class contact time and workload with the Cabinet Secretary for Education & Skills in a recent letter (see under the drop-down menu Correspondence with Government on this page: <http://www.nasuwt.org.uk/BetterDealForScotlandTeachers>) and encouraged the Scottish Government to take immediate action around long-standing drivers of workload such as Forward Planning, Assessment, Monitoring/Reporting and Improvement Planning.

BEHAVIOUR

We remain steadfastly focused on behaviour in schools and its impact on teacher wellbeing.

Three National Summit meetings on Relationships & Behaviour took place in the autumn term, with the final one coinciding with the release of the Scottish Government-commissioned Behaviour in Scottish Schools Research (BISSR). The BISSR research echoed much of the data already shared with the Scottish Government following NASUWT surveys and clearly indicated a rise in all kinds of poor pupil behaviour, including violent and abusive incidents. The Cabinet Secretary's statement to Parliament, following the research, was light on detail and rightly provoked an angry backlash from teachers, which was recognised in our robust Press Release <https://www.nasuwt.org.uk/article-listing/behaviour-announcement-fails-grasp-scale-change.html>.

(continued overleaf)

Since this parliamentary statement, NASUWT has met with the Cabinet Secretary, opposition MSPs and been in communication with civil servants around the creation of a draft action plan. The national behaviour and relationships working group SAGRABIS, of which NASUWT is a member, will continue to work towards tangible actions on behaviour and members will be regularly updated.

NASUWT has also been sharing our survey evidence that female teachers are more often targeted for abuse and violence: this data informed an MSP Briefing and Press Release timed to coincide with the 16 Days of Activism campaign against Gender-Based Violence. We also wrote directly to the Cabinet Secretary for Education & Skills on this matter and had a detailed and broadly supportive response. NASUWT has been working with the Scottish Government, Rape Crisis Scotland, Zero Tolerance and Close the Gap via the Gender-Based Violence working group to finalise national advice which it is hoped will launch soon and provide a renewed focus for employers and government to ensure that misogyny and gender-based violence in schools is challenged.

Members are reminded to report serious or persistent indiscipline to senior leaders and to always complete a violent incident report for any physical or verbal abuse. If you are not receiving appropriate support, please raise this with your local NASUWT Representative or contact scotland@mail.nasuwt.org.uk.

INDEPENDENT SCHOOLS

Members at a number of independent schools have continued to endure attacks on their pension rights, including threats of fire and rehire.

NASUWT will provide every support to members to protect their pension entitlements. Pensions are an important part of the reward package for teachers. If your employer proposes a consultation to withdraw from the Scottish Teachers' Pension Scheme (STPS), please notify NASUWT immediately. All enquiries are confidential.

NASUWT will also continue to raise this unacceptable attack on our members' pensions with the Scottish Teachers' Pensions Advisory Board and the Scottish Council of Independent Schools.

HEALTH & SAFETY

Covid Inquiries

NASUWT has been liaising with Thompsons, the solicitors who are acting on behalf of the STUC and its affiliates at the Scotland Covid-19 Inquiry, to explore the submission of our evidence to the Inquiry.

Last term, we were encouraging members to engage with the Scottish Let's Be Heard listening exercise. The UK-wide Covid Inquiry also has a listening exercise which is ongoing and you can share as much or as little information as you feel able: <https://covid19.public-inquiry.uk/every-story-matters/>.

Reinforced Aerated Autoclaved Concrete (RAAC)

NASUWT remains in regular contact with the Scottish Government in relation to RAAC. Over the last two months, two further school buildings in Scotland have been identified as containing RAAC, bringing the total across the country to 39.

We are advised that almost all local authorities have completed a full assessment of their estate and, where RAAC has been identified, appropriate mitigation and management measures are in place.

Local concerns around communication and the extent of individual council assessments continue to be addressed with the Scottish Government on an ad hoc basis. If you have any concerns about a council's failure to properly survey/assess for RAAC or are worried about mitigation/management measures where RAAC has been identified, then write directly to the council in the first instance and alert us at scotland@mail.nasuwt.org.uk if an unsatisfactory response is received.

EDUCATION POLICY

In mid-December, the annual teacher census figures were released, demonstrating a slight fall in teacher numbers, at odds with the Scottish Government's aspirations and advice. There were also concerning figures around teacher retention and the availability of permanent posts to probationer teachers. NASUWT will continue to press government, local authorities and companies providing supply portals on these matters.

Stay up to date on Consultations/Calls for Views on our website:
<http://www.nasuwt.org.uk/ConsultationResponses>.

Most recently, responses have been submitted on Education Reform (18 December) and Additional Support for Learning (31 December). The Union will be giving oral evidence on the latter at the Scottish Parliament's Education, Children and Young People Committee in February.

NASUWT NATIONAL EXECUTIVE MEMBER VACANCY

There will be a forthcoming vacancy for a National Executive Member, the highest elected office on the teacher side of the Union in Scotland.

Any member can seek nomination for this post, but they will need their nomination to be endorsed by at least one quorate NASUWT Local Association meeting in Scotland. The deadline for nominations is 5 April 2024.

If anyone would like further information or advice regarding this, they can contact
scotland@mail.nasuwt.org.uk.

FORTHCOMING EVENTS

27 January	NQT/Probationer Seminar, Edinburgh
17 February	NASUWT Fringe Meeting, Scottish Labour Conference, Glasgow
21 February	Health & Safety Training (Stage 1, Day 2)
22 February	NASUWT Scotland Health & Safety Advisory Group, Edinburgh (evening)
23 February	NASUWT Scotland Executive Council
27 February	Local Secretary Training (Stage 2)
2 March	NASUWT Fringe Meeting, Scottish Conservative Conference, Aberdeen
6-7 March	Workplace Representatives Training, Edinburgh
29-31 March	NASUWT Annual Conference, Harrogate

