NASUWT
The Teachers' Union

NEW DEAL FOR TEACHERS

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NASUWT wants the new Westminster Government to commit to a new deal and new policies which will help to improve education for every child and young person in Wales and across the UK.

Children's lives and futures are being damaged, principally by a lack of investment in our schools, colleges and wider support services for children and families. More teachers and headteachers are leaving the profession prematurely, whilst targets to train the next generation of teachers are being missed, holding back a generation and damaging our country's prospects for the future.

Our children and young people deserve better.

We believe that investing in a brighter future for our children starts with investing in our teachers.

FULLY FUNDING EDUCATION

We want all schools and colleges to have the resources they need to secure the best educational opportunities for children and young people. However, as a result of the Westminster Government's policy of austerity, schools in wales have seen teacher numbers decline significantly during a period when pupil numbers have remained high by historical standards. Between 2011 and 2023, the total number of EWC-registered teachers fell by 7.5% from 38,770 in 2011 to 35,837 in 2023. This trend has had an adverse impact on pupil/teacher ratios, particularly in primary schools, in which between 2010 and 2023, the pupil/teacher ratio increased from 20.1 to 20.9. Over the same period, the average junior class size increased from 24.7 to 25.7 pupils.

We want the next Westminster Government to deliver a New Deal that will:

- secure improved funding for schools, colleges and other public services;
- invest in the infrastructure of wider support services for children and families.

BARGEN NEWYDD I ATHRAWON YNG NGHYMRU

Mae NASUWT eisiau i lywodraeth newydd San Steffan ymrwymo i fargen newydd a pholisïau newydd a fydd yn helpu i wella addysg i bob plentyn a pherson ifanc yng Nghymru ac ar draws y Deyrnas Unedig.

Mae bywydau a dyfodol plant yn cael eu niweidio, yn bennaf gan ddiffyg buddsoddiad yn ein ysgolion, colegau a gwasanaethau cymorth ehangach i blant a theuluoedd. Mae mwy o athrawon a penaethiaid yn gadael y proffesiwn yn gynamserol, tra bod targedau i hyfforddi'r cenhedlaeth nesaf o athrawon yn cael eu colli, gan ddal cenhedlaeth o blant yn ôl ac yn niweidio y wlad ar gyfer y dyfodol.

Mae ein plant a'n pobl ifanc yn haeddu gwell.

Credwn fod buddsoddi mewn dyfodol mwy disglair i'n plant yn dechrau gyda buddsoddi yn ein hathrawon.

ARIANNU ADDYSG YN LLAWN

Rydym am i bob ysgol a choleg gael yr adnoddau sydd eu hangen arnynt i sicrhau'r cyfleoedd addysgiadol gorau i blant a phobl ifanc. Fodd bynnag, o ganlyniad i lymder Llywodraeth San Steffan, mae ysgolion yng Nghymru wedi gweld niferoedd athrawon yn gostwng yn sylweddol yn ystod cyfnod pan fo niferoedd disgyblion wedi aros yn uchel yn hanesyddol. Rhwng 2011 a 2023, gostyngodd cyfanswm yr athrawon a gofrestrwyd gyda CGA 7.5% o 38,770 yn 2011 i 35,837 yn 2023. Mae'r duedd hon wedi cael effaith andwyol ar gymarebau disgyblion/athro, yn enwedig mewn ysgolion cynradd, lle rhwng 2010 a 2023, cynyddodd y gymhareb disgybl/athro o 20.1 i 20.9. Dros yr un cyfnod, cynyddodd maint cyfartalog dosbarthiadau iau o 24.7 i 25.7 o ddisgyblion.

Rydym am i Lywodraeth nesaf San Steffan gyflwyno Bargen Newydd a fydd yn:

- sicrhau gwell cyllid ar gyfer ysgolion, colegau a gwasanaethau cyhoeddus eraill;
- buddsoddi mewn isadeiledd gwasanaethau cymorth ehangach i blant a theuluoedd.

PROVIDING SECURITY IN EMPLOYMENT/WORKING IN PARTNERSHIP

Raising the status of teaching means ensuring that all teachers are respected and treated as highly skilled professionals. Teachers want to see a government that is committed to securing good industrial relations through dialogue and consensus-building, whatever the sector of work. And all teachers should be able to exercise their rights freely and, where necessary, take appropriate action to defend their terms and conditions of service.

We want the next Westminster Government to deliver a New Deal that will:

- ban the use of zero hours contracts;
- prohibit the use of fire and rehire;
- require all school employers in the independent sector to recognise trade unions for the purpose of collective bargaining;
- repeal anti-trade union legislation;
- devolve employment law to go above and beyond the UK-wide statutory employment framework to the benefit of all working people.

TACKLING DISCRIMINATION

Every teacher, irrespective of background, should feel confident that they can progress and succeed in their chosen career, and be supported to work free from discrimination and harassment.

We want the next Westminster Government to deliver a New Deal that will:

- require school and college employers to publish clear and consistent details of their individual gender, ethnicity and disability pay gaps;
- improve provisions around maternity and paternity leave/pay, including miscarriage leave;
- require social media companies to tackle online threats to and abuse of teachers.

DARPARU DIOGELWCH MEWN CYFLOGAETH/GWEITHIO MEWN PARTNERIAETH

Mae codi statws addysgu yn golygu sicrhau bod pob athro yn cael ei barchu a'i drin fel gweithwyr proffesiynol medrus iawn. Mae athrawon eisiau gweld llywodraeth sydd wedi ymrwymo i sicrhau cysylltiadau diwydiannol da trwy ddeialog a meithrin consensws, beth bynnag fo'r sector gwaith. Dylai pob athro allu arfer ei hawliau yn rhydd a, lle bo angen, cymryd camau priodol i amddiffyn eu telerau ac amodau gwaith.

Rydym am i Lywodraeth nesaf San Steffan gyflwyno Bargen Newydd a fydd yn:

- gwahardd defnyddio contractau dim oriau;
- gwahardd Diswyddo ac Ail-Gyflogi;
- ei gwneud yn ofynnol i bob cyflogwr ysgol yn y sector annibynnol gydnabod undebau llafur ar gyfer cydfargeinio;
- diddymu deddfwriaeth gwrth-undebau llafur;
- datganoli cyfraith cyflogaeth i fynd y tu hwnt i fframwaith gyflogaeth statudol y DU gyfan er budd pawb mewn gwaith

MYND I'R AFAEL Â GWAHANIAETHU

Dylai pob athro, beth bynnag fo'i gefndir, deimlo'n hyderus y gallant symud ymlaen a llwyddo yn eu dewis o yrfa, a chael eu cefnogi i weithio heb wahaniaethu ac aflonyddu.

Rydym am i Lywodraeth nesaf San Steffan gyflwyno Bargen Newydd a fydd yn:

- ei gwneud yn ofynnol i gyflogwyr ysgolion a cholegau gyhoeddi manylion clir a chyson am eu bylchau cyflog yng nghyd-destun rhyw, ethnigrwydd ac anabledd;
- gwella darpariaethau ynghylch absenoldeb/tâl mamolaeth a thadolaeth, gan gynnwys absenoldeb camesgor;
- ei gwneud yn ofynnol i gwmnïau cyfryngau cymdeithasol fynd i'r afael â bygythiadau a cham-drin ar-lein o athrawon.

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