



Conference Agenda

NASUWT
The Teachers' Union

President

Angela Butler

General Secretary

Dr Patrick Roach

Honorary Treasurer

Chris Holland

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PAST PRESIDENTS AND CONFERENCE VENUES

Past Presidents and Local Association	Year of Office and Conference Venue	Past Presidents and Local Association	Year of Office and Conference Venue
NAS		UWT	
A.E. WARREN (<i>Willesden</i>)	1920-1921 Margate	M. WRIGHT	1965-1970 London
S.H. HOULDSWORTH (<i>Manchester</i>)	1921-1922 Cardiff	S. MORTEN	1971 Birmingham
G.E. CORDING (<i>Cardiff</i>)	1922-1923 Liverpool	M. BUGG	1972 Cambridge
W. WOODWARD (<i>London</i>)	1923-1924 London	M. SMYTH	1973 Liverpool
F.C. GREAVES (<i>Leeds</i>)	1924-1925 Leeds	C. SKEAVINGTON	1974 Portsmouth
W.H. YOUNG BA (<i>Liverpool</i>)	1925-1926 Nottingham	NASUWT	
J.A. RICE (<i>Hull</i>)	1926-1927 Hull	J. CHALK (<i>London</i>)	1975-1976 Brighton
R. ANDERSON BA (<i>London</i>)	1927-1928 Bristol	L. COOPER BSc (<i>Barkston Ash</i>)	1976-1977 Blackpool
C.C. CARTER BA (<i>Liverpool</i>)	1928-1929 Newcastle-upon-Tyne	B. FARRELL (<i>Halton</i>)	1977-1978 Torbay
C.B. DODD BA (<i>London</i>)	1929-1930 Leicester	C.S. JONES (<i>Basildon & Brentwood</i>)	1978-1979 Harrogate
W.R. SHIMMIN (<i>Liverpool</i>)	1930-1931 Manchester	C. SKEAVINGTON MED FRSA	
A.L. SHIRES (<i>Leeds</i>)	1931-1932 Birmingham	(<i>Jersey</i>)	1979-1980 Eastbourne
W.E. CRAY (<i>London</i>)	1932-1933 Sunderland	C.F. ABRAHAM (<i>East Devon</i>)	1980-1981 Harrogate
A.H. RUSSELL BA (<i>Bristol</i>)	1933-1934 Southampton	A.M.S. POOLE (<i>Merton</i>)	1981-1982 Brighton
H. GORDON (<i>London</i>)	1934-1935 Southport	E.E. POWELL BA FRGS	
F.C. ARKLESS (<i>Sunderland</i>)	1935-1936 Swansea	(<i>South Glamorgan</i>)	1982-1983 Blackpool
P.E. AGAR BA (<i>Leicester</i>)	1936-1937 Sheffield	G.W. LEE JP (<i>London</i>)	1983-1984 Eastbourne
W.L. MARSLAND (<i>Manchester</i>)	1937-1938 Stoke-on-Trent	P. MATTHEWS (<i>Sedgefield</i>)	1984-1985 Llandudno
A.E. EVANS MA (<i>Liverpool</i>)	1938-1939 Coventry	J. BOONE (<i>Bolton</i>)	1985-1986 Torquay
W. BARFORD (<i>Leeds</i>)	1939-1943 Nottingham	J.M. INMAN BA NDA Dip Ed (<i>Leek</i>)	1986-1987 Scarborough
E.C. MARTIN (<i>Nottingham</i>)	1943-1944 London	E.R. O'KANE MA Dip Ed (<i>Belfast</i>)	1987-1988 Bournemouth
E. RUSHWORTH		D. BATTYE MSc (<i>Sheffield</i>)	1988-1989 Blackpool
(<i>Calder & Ryburn</i>)	1944-1945 Blackpool	G. TERRELL BA (<i>Oxon</i>) Dip Ed JP	
J. MASON (<i>Nottingham</i>)	1945-1946 Blackpool	(<i>Merton</i>)	1989-1990 Eastbourne
G.H. SNOW (<i>Liverpool</i>)	1946-1947 Blackpool	M. CARNEY (<i>Peterlee</i>)	1990-1991 Scarborough
F.A. GIBBS (<i>London</i>)	1947-1948 Southend-on-Sea	S. ROGERS BA (<i>Sheffield</i>)	1991-1992 Bournemouth
B. MORTON DPA (<i>Sheffield</i>)	1948-1949 Scarborough	M. LITTLEWOOD FRSA (<i>Middleton</i>)	1992-1993 Scarborough
H. MEIGH BSc (<i>London</i>)	1949-1950 Bournemouth	J. ROWLAND BA (<i>Jarrow,</i>	
G.B. BELL MC BSc (<i>Newcastle</i>)	1950-1951 Morecambe	<i>Hebburn & Boldon</i>)	1993-1994 Bournemouth
W.A. TAYLOR BSc (<i>Hull</i>)	1951-1952 Weston-super-Mare	R. KIRK (<i>Newark</i>)	1994-1995 Blackpool
G. LLOYD WILLIAMS (<i>Newport</i>)	1952-1953 Harrogate	O. GUNN (<i>Aycliffe</i>)	1995 Eastbourne
J.J. THOMAS (<i>Liverpool</i>)	1953-1954 Margate	P. COLE (<i>Sandwell</i>)	1995-1997 Glasgow
R.I. RAND (<i>Sunderland</i>)	1954-1955 Porthcawl	B. FERGUSON (<i>York</i>)	1997-1998 Bournemouth
T. SMITH BSc (<i>London</i>)	1955-1956 Buxton	M. MORGAN (<i>Devon</i>)	1998-1999 Scarborough
D.I. DAVIES (<i>Walthamstow</i>)	1956-1957 Southsea	W. MORLEY (<i>Sefton</i>)	1999-2000 Eastbourne
J.E. JENKINS (<i>Cardiff</i>)	1957-1958 Edinburgh	M. JOHNSON (<i>Lewisham</i>)	2000-2001 Llandudno
E.W. ARNOTT (<i>Leeds</i>)	1958-1959 Brighton	T. HARDMAN (<i>Liverpool</i>)	2001-2002 Jersey
J.A.C. THOMSON MA (<i>Scotland</i>)	1959-1960 Llandudno	P. BUTLER (<i>Bedfordshire</i>)	2002-2003 Scarborough
A.L. JONES (<i>Liverpool</i>)	1960-1961 Hastings	T. BLADEN (<i>Darlington</i>)	2003-2004 Bournemouth
H.J. BELL (<i>Croydon</i>)	1961-1962 Blackpool	P. LEREW (<i>NE Hampshire</i>)	2004-2005 Llandudno
T.A. CASEY (<i>London</i>)	1962-1963 Plymouth	P. McLOUGHLIN (<i>Stockport</i>)	2005-2006 Brighton
R.M. HALL BEM BCom		B. GARVEY (<i>Wakefield</i>)	2006-2007 Birmingham
(<i>Newcastle-upon-Tyne</i>)	1963-1964 Southport	J. MAYES (<i>Knowsley</i>)	2007-2008 Belfast
A.J. SMYTH (<i>Liverpool</i>)	1964-1965 Folkestone	A. HAEHNER (<i>Croydon</i>)	2008-2009 Birmingham
L.G. HARRIS (<i>Bristol</i>)	1965-1966 Edinburgh	J. CHAPMAN	
R.R. TUNSTALL (<i>St Helens</i>)	1966-1967 Douglas	(<i>Cheltenham Cotswold</i>)	2009-2010 Bournemouth
M.A. LANGDELL BSc ARCM		C. LINES (<i>West Suffolk</i>)	2010-2011 Birmingham
(<i>Haringey</i>)	1967-1968 Torquay	J. RIMMER (<i>Warrington</i>)	2011-2012 Glasgow
B.F. WAKEFIELD (<i>Southend</i>)	1968-1969 Llandudno	P. ROE (<i>Dudley</i>)	2012-2013 Birmingham
E.J. PRETTY MA (<i>Sunderland</i>)	1969-1970 Eastbourne	M. LYONS (<i>Durham City</i>)	2013-2014 Bournemouth
R.A. SIMONS BSc (<i>London</i>)	1970-1971 Scarborough	G. BRANNER (<i>North Oxon</i>)	2014-2015 Birmingham
R.B. COCKING (<i>Birmingham</i>)	1971-1972 Torbay	G. DAWSON (<i>Hexham</i>)	2015-2016 Cardiff
E.R. HOLDEN (<i>Stretford</i>)	1972-1973 Southport	K. WALLIS (<i>Cornwall</i>)	2016-2017 Birmingham
H.H. THOMAS (<i>Caernarvonshire</i>)	1973-1974 Eastbourne	F. BROWN (<i>Belfast</i>)	2017-2018 Manchester
J.A. SCOTT (<i>Derry County</i>		D. McCARTHY (<i>South Essex</i>)	2018-2019 Birmingham
<i>& Antrim</i>)	1974-1975 Harrogate	D. KITCHEN (<i>Trafford</i>)	2019-2020 Belfast
		M. CODRINGTON-ROGERS	
		(<i>Oxford City</i>)	2020-2021 Virtual

PAST GENERAL SECRETARIES AND TERMS OF OFFICE

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

PAST HONORARY TREASURERS

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



PROGRAMME

FRIDAY 15 APRIL

2.00pm to 4.00pm

Private Session

Members only

Minutes

Financial Statements

Proposed amendment to the Annual Conference Standing Orders

4.00pm to 5.00pm

Official Opening of Conference

Induction of the President

President's Address

5.00pm to 7.00pm

Celebration Event

SATURDAY 16 APRIL

9.00am to 12.30pm

Public Session

Annual Report of the National Executive

Motion: **Workload**

2(b) Motion

12.30pm to 2.00pm

Lunch

2.00pm to 5.30pm

Public Session

Motion: **Pay**

International Solidarity Award

2(c) Motion: **Northern Ireland**

5.40pm to 6.30pm

Fringe Programme

SUNDAY 17 APRIL

09.00am to 12.30pm

Public Session

Motion: **The Impact of COVID-19 on Teacher and Pupil Mental Health**

2(c) Motion: **Scotland**

General Secretary's Address

12.30pm to 2.00pm

Lunch

2.00pm to 5.30pm

Public Session

Motion: **Class Size**

Awards

Recruiter of the Year

Best Engagement with Under-Represented Groups

Representative of the Year

Health and Safety Award

2(c) Motion: **Wales**

Motion: **Hybrid Teaching and Excessive Workload**

Private Session

5.40pm to 6.30pm

Fringe Programme

MONDAY 18 APRIL

9.00am to 1.00pm

Public Session

Motion: **Sustainability**

Private Session

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
2.00pm to 4.00pm
Friday 15 April 2022

APPOINTMENT OF CHIEF SCRUTINEER AND SCRUTINEERS

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

MINUTES

Chris Holland to move,

Senior Vice-President 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

Chris Holland to move,

Michelle Codrington-Rogers to second:

(i) that the financial statements be received;

(ii) that the financial statements be adopted.

(Executive)

APPOINTMENT OF AUDITORS

Chris Holland to move,

Michelle Codrington-Rogers to second:

That Messrs Crowe UK LLP, Chartered Accountants, be, and are hereby, appointed auditors of the Union's accounts for the year 2022.

(Executive)



APPOINTMENT OF MEMBERSHIP ASSURER

Chris Holland to move,

Michelle Codrington-Rogers to second:

That Messrs Crowe UK LLP, Chartered Accountants, be, and are hereby, appointed the Union's Membership Assurer for the year 2021/22.

(Executive)

PROPOSED AMENDMENT TO THE ANNUAL CONFERENCE STANDING ORDERS 10(a)

Michelle Codrington-Rogers to move,

Anne Rycroft to second:

In Annual Conference Standing Orders 10(a):

delete:

'10. The following shall be known as 'Set Motions' for the purpose of these Standing Orders:

- a. The six Motions and Composite Motions which received the highest number of votes case under Standing Order 4.'*

and replace with:

'10. The following shall be known as 'Set Motions' for the purpose of these Standing Orders

- a. The Motions and/or Composite Motions in each of the following categories which received the highest number of votes cast under Standing Order 4:*

- (i) Education*
- (ii) Equality*
- (iii) Health, Safety and Wellbeing*
- (iv) Pay, Pensions and Conditions of Service*
- (v) Social, Economic and International*
- (vi) Training, Recruitment and Union Organising.'*

(Executive)

FIRST PUBLIC SESSION
4.00pm to 5.00pm
Friday 15 April 2022

(1) OFFICIAL OPENING

The President, Phil Kemp, 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 ANGELA BUTLER AS PRESIDENT FOR 2022-23

(3) PRESIDENT'S ADDRESS

The President, Angela Butler, to deliver her Presidential Address.

(4) INTRODUCTION OF NEW OFFICERS



SECOND PUBLIC SESSION
9.00am to 12.30pm
Saturday 16 April 2022

ANNUAL REPORT OF THE NATIONAL EXECUTIVE

Phil Kemp to move,

Senior Vice-President to second:

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

(Executive)

WORKLOAD

Rachel Knight to move,

Andrew Sutton to second:

Conference deplores the failure of Governments and Administrations to take effective action to reduce teacher workload and enforce contractual limits on directed/working time.

Conference believes that the COVID-19 pandemic has exposed the grossly exploitative nature of teachers' conditions of service frameworks across the UK, as teachers and school leaders have been required to work excessive and unreasonable hours to deliver the responses of UK governments to the pandemic across the school system.

Conference asserts that, as key workers, teachers and school leaders should be entitled to a contract of employment, which places a genuine cap on their workload and ensures that they cannot be required to carry out any duties outside their contractual limit.

Conference calls upon the National Executive to:

- (i) continue to campaign for the rights of teachers to have limits on their working time;
- (ii) continue to support teachers taking industrial action to defend their contractual rights on working time;
- (iii) campaign to promote teachers' right to a work/life balance;
- (iv) expose the inadequacy of current teachers' conditions of service frameworks across the UK;
- (v) educate teachers about the necessity of achieving a genuine cap on teacher workload;
- (vi) lobby governments and administrations to commit to reducing workload for teachers;
- (vii) highlight and commend employers who demonstrate best practice in reducing workload for teachers and
- (viii) campaign and take action to achieve the replacement of all open-ended teacher contracts and conditions of service frameworks across the UK with those which contain a genuine and meaningful limit on working hours.

(Executive)

2(b) MOTION

To follow in a Supplementary Agenda.

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
2.00pm to 5.30pm
Saturday 16 April 2022

PAY

*Candida Mellor to move,
 Julia Devine to second:*

Conference believes that unless there is a significant pay rise and restructure for teachers, there will continue to be an enormous recruitment and retention problem in the teaching profession.

Conference is concerned that we lose many teachers in the first five years of their careers and that teaching has to be an attractive profession against other graduate professions that rewards and celebrates experience through fair and equitable pay.

Conference instructs the National Executive to continue to:

- (i) develop a national campaign to raise awareness of the pay problems teachers face and put pressure on the Government to address them;
- (ii) work with other unions across the education sector and public sector to strengthen our campaign;
- (iii) fight for a significant pay increase for 2023 and
- (iv) lobby for the STRB's advice to not be ignored.

Conference further instructs the National Executive to organise national action if the Government is unwilling to enter into discussion, up to and including strike action.

(North Tyneside)

AMENDMENT

Dan Lister to move:

Anne Rycroft to second:

In bullet (i):

Replace 'develop a national' with 'utilise the national 'Better Deal for Teachers''.

Add a new bullet (iv) to read 'secure equal pay rights and entitlements for supply teachers'.

In bullet (v):

Delete 'STRB's' and after the word 'advice' add 'and recommendations of all pay review bodies'.

In the final paragraph:

Between 'to' and 'organise' add 'use all appropriate means to'.

After 'national action' add ', up to and including industrial action,'.

Replace 'if the Government is' with 'if governments and administrations are'.

Delete 'discussion, up to and including strike action.' with 'meaningful negotiations.'

(Executive)

INTERNATIONAL SOLIDARITY AWARD



2(c) MOTION: NORTHERN IRELAND

Delma Boggs to move,

Raymond Beggs to second:

Conference cautiously welcomes the independent review of education in Northern Ireland arising from the New Decade, New Approach (NDNA) document, agreed by the main political parties in January 2020.

Conference is concerned, however, about the makeup of the panel.

Conference believes that while the work being undertaken by the panel will be constrained by over a decade of cuts to education, there is capacity to improve the education system for all children and young people.

Conference notes that evidence from the Organisation for Economic Co-operation and Development (OECD) and other research sources confirms that the Northern Ireland education system is one in which poverty and disadvantage have a relatively significant impact on educational outcomes and experiences in comparison to other jurisdictions.

Conference believes that the review should focus its efforts on:

- (i) increasing the levels of investment in the education system;
- (ii) providing high-quality support for the teacher and school leader workforce;
- (iii) investing in and securing effective long-term workforce planning;
- (iv) addressing inequity, disadvantage and promoting social cohesion, including the relationship between academic selection and educational inequality, and the lack of promotion of integrated education by the Department of Education;
- (v) ensuring that accountability is fit for purpose and supports high-quality teaching, learning and leadership of schools and
- (vi) securing systemic cohesion across key education functions.

Conference asserts that the establishment of an overarching employing body would improve industrial relations, reduce wasteful duplication, promote operational efficiency and ensure the release of funding to support the improvement of 'front-line' service delivery, a more developed non-teaching school workforce, and a greater focus on enabling teachers to focus on teaching and learning.

Conference calls on the National Executive to:

- (a) lobby for a single employing authority for all teachers and support staff in Northern Ireland and
- (b) campaign for a review of governance at school level, which is long overdue.

(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.

FOURTH PUBLIC SESSION
9.00am to 12.30pm
Sunday 17 April 2022

THE IMPACT OF COVID-19 ON TEACHER AND PUPIL MENTAL HEALTH

Zoe Lynch to move,

Sharon Bishop to second:

Conference notes with concern the detrimental effect that the COVID-19 pandemic has had on both pupils' and teachers' wellbeing. Teachers are stressed, dejected, and working overtime.

Conference is further concerned that teachers' workload has increased significantly due to hybrid, online and in-person teaching.

Conference asserts that teachers should be equipped with the ability to recognise and act upon mental health issues in themselves, their colleagues and their pupils and students.

Conference instructs the National Executive to:

- (i) advocate for each school to incorporate wellbeing into their curriculum;
- (ii) lobby governments and administrations to include nationally recognised and certified Mental Health First Aid training as a compulsory element of all initial teacher training and education;
- (iii) campaign for wellbeing to be a priority in school catch-up planning and policy and
- (iv) lobby for any strategy for education recovery to have teacher and pupil mental health at its core.

(Wolverhampton)

AMENDMENT

Karen Brocklebank to move,

Mark Morris to second:

In the first paragraph:

Replace 'overtime' with 'excessive hours'.

In the third paragraph:

Between 'teachers' and 'should' add 'and school leaders'.

(Executive)

2(c) MOTION: SCOTLAND

Scott McGimpsey to move,

Eddie Carroll to second:

Conference notes that the United Nations Convention on the Rights of the Child (Incorporation) (Scotland) Bill (UNCRC) was passed unanimously by the Scottish Parliament in 2021.

Conference further notes the increasing reference of the UNCRC in the development of a very wide range of policy areas by the Scottish Government as well as its use in defending and justifying its decisions.

Conference is clear that this legislation will place wide-ranging responsibilities on national bodies, such as the Scottish Government, Education Scotland and the Scottish Qualifications Authority (SQA).



Conference acknowledges the importance of the rights of the child but cannot endorse any policy that will result in detriment to the rights of teachers, including the right to take industrial action.

Conference believes that the incorporation of the UNCRC will have important impacts on the working lives of NASUWT members and the Union's representation of their interests, and calls on the National Executive to:

- (i) campaign to ensure that clear, coherent and timeous central advice is provided by the Scottish Government and other national bodies (such as Education Scotland and the SQA);
- (ii) lobby the Scottish Government to ensure the implementation of the UNCRC is considered in the context of the framework of the Universal Declaration of Human Rights (UDHR);
- (iii) monitor the variety in approaches to implementation adopted across the Scottish education policy sphere and robustly challenge approaches where necessary, particularly where any practice risks undermining schools' ability to secure and maintain positive pupil behaviour;
- (iv) engage with Education International (EI) affiliates in countries that have incorporated the UNCRC and
- (v) monitor UNCRC-related developments in Scotland and internationally, producing guidance for members and seeking member feedback.

(Executive)

GENERAL SECRETARY'S 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.

FIFTH PUBLIC SESSION
2.00pm to 5.30pm
Sunday 17 April 2022

CLASS SIZE

*Mark Morris to move,
 Elaine Paling to second:*

Conference is concerned that class sizes are increasing in many schools, caused by a combination of increasing pupil rolls, teacher shortages and lack of space.

Conference asserts that increasing class size has many detrimental impacts on teachers and pupils, including increasing workloads and decreased individual pupil contact.

Conference deplores that the health and safety issues caused by overcrowding, including lack of space, lack of ventilation, excessive temperatures and the transmission of pathogens, are ignored by some employers.

Conference further deplores that some employers ignore the clear health and safety risks in practical subjects, including failing to undertake effective risk assessments.

Conference calls upon the National Executive to:

- (i) publish updated guidance to members on class size, including around risk assessment;
 - (ii) lobby governments and administrations to introduce maximum class sizes in all key stages;
 - (iii) highlight guidance from subject associations, such as the Design and Technology Association (DATA), on class size limits and
 - (iv) continue to support members who face unacceptable class sizes by all means possible.
- (Executive)*

AWARDS

Recruiter of the Year

Best Engagement with Under-Represented Groups

Representative of the Year

Health and Safety Award

2(c) MOTION: WALES

*Mark Morris to move,
 Stephen Witherden to second:*

Conference notes that the Welsh Labour Party entered into a co-operation agreement with Plaid Cymru which includes proposals to fundamentally change the conditions of service of teachers in Wales by reforming school term dates and the school year, with no consultation with education unions in Wales.

Conference condemns the Welsh Government for the implementation of a 'Rhythm of the School Day' pilot programme, which was launched without consultation with education unions in Wales.

Conference calls upon the National Executive to lobby the Welsh Government to:

- (i) dismantle Local Management of Schools in Wales before any consideration is given to changes in the school year and day;



- (ii) prioritise the reconstruction of the education service in Wales following COVID-19, through:
- delaying the implementation of the New Curriculum and
 - improving teachers' conditions of service to support recruitment and retention.

Conference calls upon the National Executive to take all appropriate action, up to and including industrial action, to:

- (a) protect teachers' conditions of service in Wales and
- (b) support members facing increased workload through 'Rhythm of the school day' pilots and the implementation of the curriculum reforms.

(Executive)

HYBRID TEACHING AND EXCESSIVE WORKLOAD

*Damien McNulty to move,
Suzie Burns to second:*

Conference acknowledges the central role played by technology during the course of the COVID-19 pandemic, particularly in securing the continuity of learning when pupils and students are not able to attend school sites.

Conference further acknowledges that technology will remain an important component of the education infrastructure and is likely to evolve and become more significant in future.

Conference notes the significant pressures that teachers, lecturers and school and college leaders have experienced as a result of expectations to establish and maintain remote learning offers, including:

- (i) unsustainable workload demands;
- (ii) inadequate training and professional development;
- (iii) teachers and lecturers being required to spend their own money on resources and equipment;
- (iv) inadequate access for teachers, lecturers and school and college leaders to technology and other resources;
- (v) failures on the part of governments and administrations across the UK to ensure that all pupils and students from disadvantaged households have access to resources to support their participation in learning and
- (vi) the imposition of practices in some cases that have undermined the privacy and data protection rights of the workforce and learners.

Conference believes that the extra time, energy and workload required to deliver hybrid teaching is having a detrimental effect on the health, safety and welfare of teachers.

Conference recognises the transformative potential of artificial intelligence in this context.

Conference, in response to these factors, calls on the National Executive to:

- (a) compile and examine data on the effect that inappropriate remote and blended learning practices are having on teacher and lecturer absence, long-term sickness and the number of teachers and lecturers choosing to leave the profession;
- (b) meet with governments and administrations to share this data and press for an immediate reduction in COVID-related excessive workload;

- (c) continue to lobby governments and administrations to ensure that schools, colleges and learners get the support they need to provide effective and sustainable remote and blended learning offers;
- (d) press governments, administrations and employers to ensure that technology is used in ways that is consistent with high-quality working conditions, supports high-quality educational provision, does not increase workload, and enhances work to support teacher and lecturer wellbeing and positive mental health;
- (e) provide further advice and guidance to members on the use of technology in schools and colleges and workload impact assessments, including in non COVID-related school and college closures and the teaching of pupils and students away from school sites;
- (f) continue to defend members, including through the use of lawful industrial action, who are subject to uses of technology that undermine their legitimate employment rights and entitlements;
- (g) campaign to eliminate digital discrimination and harassment on grounds of protected characteristics and
- (h) promote the use of equality impact assessments for the use of virtual learning environments.

(Executive, North East Hampshire)

SECOND PRIVATE SESSION

4.30pm to 5.30pm

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
9.00am to 1.00pm
Monday 18 April 2022

SUSTAINABILITY

*Rashida Din to move,
Aisling Gammon to second:*

Conference believes that sustainability should be at the heart of all we do and that we should aim to meet our environmental targets by 2030.

Conference calls on the National Executive to:

- (i) continue to pursue and promote a strategy for sustainability at a national, regional and local level and
- (ii) conduct an environmental audit of its investments, including pension schemes.

(North Bedfordshire)

AMENDMENT

*Mark Dickinson to move,
Mark Bilsby to second:*

In bullet (ii):

Between 'its' and 'investments,' add 'properties and'.

(Executive)

THIRD PRIVATE SESSION *(if needed)*

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
1.00pm to 1.30pm
Monday 18 April 2022

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

EXTENDING THE PERIOD POVERTY CAMPAIGN

*Rachael Watson to move,
Lucy Charlton to second:*

Conference believes period poverty does not end with free tampons and sanitary towels. Many students will also need access to other products in order to feel empowered to attend school during their periods.

Conference further believes governments and administrations should extend funding to cover items such as soap, underwear, tights and clothes. Conference instructs the National Executive to:

- (i) lobby governments and administrations to extend their sanitary provision to all relevant education settings in order for them to select which provisions best suit their pupils and
- (ii) conduct a survey of all members to establish current provision and to assess need.

(Newcastle Upon Tyne)

AMENDMENT

*Ann Rycroft to move,
Helen Johns to second:*

In bullet (ii):

Delete 'provision and to assess need' and replace with 'access, awareness of period poverty and the impact on girls' education'.

(Executive)

MISOGYNY IN SCHOOLS

*Kathryn Downs to move,
Wayne Broom to second:*

Conference is deeply concerned about the level of misogyny that is faced by women, trans, and non-binary members, as well as students, on a regular basis.

Conference is further concerned at the lack of government initiatives for tackling the subculture of involuntary celibates (incels) and that teenage boys are often finding themselves drawn into the views of this subculture through a lack of proper support from more appropriate sources.

Conference asserts that all women and girls in educational settings have an inalienable right to be afforded safety, security and respect at all times and to not be exposed to derogatory comments, actions and communications that lead to them feeling and being unsafe whilst at school.

Conference further asserts that in too many workplaces women are still subject to institutional misogyny, as evidenced in the many high-profile cases reported in the press. Conference calls on the National Executive to continue to campaign against all forms of sexual harassment and misogyny and to:

- (i) engage with all members of the Union, governments and administrations to ascertain the full extent of this vital issue and to produce a comprehensive report for Conference 2023 into how these issues will be tackled;
- (ii) lobby governments and administrations for misogyny to be recognised as a hate crime;
- (iii) work with relevant bodies to produce comprehensive policies in order to protect women and girls against violence, misogyny, assault, harassment and sexism;

- (iv) consider the incel community as an extremist group based on its links to alt-right viewpoints and hatred of women and others;
 - (v) commission research into incels and the effect the incel communities have on young boys within schools and colleges and report back to Conference 2023;
 - (vi) campaign to make it compulsory for schools to explicitly teach pupils and students about misogyny and misogynistic attitudes;
 - (vii) lobby for fully-funded mental health and wellbeing programmes specifically aimed at boys and further investment in mental health services, with a priority on early intervention and
 - (viii) continue to raise the profile of misogyny and sexual harassment with members and urge the importance of reporting incidences experienced or witnessed with employers.
- (Leeds, Middlesbrough, Newcastle Upon Tyne, North East Hampshire)*

AMENDMENT

*Claire Ward to move,
Elaine Paling to second:*

In the first paragraph:

Replace 'students' with 'pupils'.

In the second paragraph:

After 'government' add 'and administrations'.

Before 'subculture' add 'many forms of misogyny, such as the'.

Before 'teenage boys' delete 'that' and add 'the potential for'.

After 'teenage boys' delete 'are often finding themselves' and add 'to be'.

In bullet (iv):

Delete 'consider the incel community as an extremist group based on its links to alt-right viewpoints and' and replace with 'work with organisations that are campaigning against any groups that promote'.

In bullet (v):

Delete 'commission research into incels and the effect the incel communities have on young boys within schools and colleges and report back to Conference 2023'.

(Executive)

CURRICULUM AND QUALIFICATIONS

*Candida Mellor to move,
Joy Doble to second:*

Conference believes that the current National Curriculum is outdated, unfit for purpose and forcing our pupils and students into a life of poverty and deprivation due to its insistence on academic pursuit.

Conference is dismayed by the continued erosion of financial, technical, vocational and creative qualifications which leaves schools in the difficult position of not being willing to offer these types of qualifications to pupils and students who would benefit from them, as they are not seen as worthy.

Conference further believes that this is detrimental to young people and does not reflect the realities of the job market.

Conference recognises that the COVID-19 pandemic has highlighted important structural weaknesses in qualification and curriculum systems across the UK and that future policy reform should address these weaknesses.



Conference instructs the National Executive to:

- (i) lobby for a widening of qualifications seen as valuable by school and college leaders, including subjects such as financial, creative, practical and vocational courses and
- (ii) insist that governments and administrations build a curriculum that teaches pupils and students the skills they need to survive, thrive and succeed, personally, socially and financially.

Conference supports the work of the National Executive in developing proposals for reform, including in relation to:

- (a) the appropriate balance between the use of terminal examinations and other forms of assessment in qualifications systems;
- (b) whether curriculum and qualifications systems ensure that teachers and lecturers are able to make effective use of formative and summative assessment;
- (c) how the portability and currency of qualifications across the UK can be established and maintained and
- (d) how the implications of fragmentation in the education system, which the COVID-19 pandemic has exposed, in respect of qualifications and the curriculum can be addressed.

(North Tyneside)

AMENDMENT

*Helen Johns to move,
Claire Ward to second:*

In the first paragraph:

Before 'academic pursuit' insert 'purely'.

In the third paragraph:

After 'young people' insert ', their emotional and cultural development'.

In bullet (c):

After 'UK' insert ', Europe and the wider world'.

(Executive)

FLEXIBLE WORKING

*Jane Francis to move,
Alison Rainbow to second:*

Conference is concerned that the opportunities for flexible working arrangements are being denied to teachers by employers citing 'business reasons'. This is leading to the loss of experienced teachers, thereby exacerbating the recruitment and retention crisis, with employers dismissing the value of part-time and job sharing arrangements.

Furthermore, teachers securing part-time or job sharing arrangements are often not treated fairly in relation to their full-time colleagues in respect of workload expectations or promotion opportunities.

Conference calls upon the National Executive to:

- (i) lobby for a more flexible approach to the working day for teachers;
- (ii) robustly challenge employers who deny flexible working requests;
- (iii) promote to employers the benefits of flexible working (as also highlighted in the Government's Flexible Working Document, Feb 2017);
- (iv) campaign for the reinforcement of statutory provisions to ensure that teachers who are working flexibly have manageable and appropriately reduced performance management objectives in relation to days/hours worked and
- (v) conduct a survey to ascertain how many teachers have been denied promotion or additional responsibility payments due to their flexible working arrangements.

(Wolverhampton)

AMENDMENT

*Caroline Clode to move,
Sharon Calvert to second:*

In the first paragraph:

After *'experienced teachers'* delete *' , thereby'* and replace with *'and school leaders and'*.

In bullet (i):

Delete *'a more flexible approach to the working day'* and replace with *'the day-one right to flexible working'*.

Between *'for'* and *'teachers'* add *'all'*.

In bullet (iii):

Delete *'(as also highlighted in the Government's Flexible Working Document, Feb 2017)'*.

In bullet (v):

After *'conduct a survey to'* delete *'ascertain how many'* and replace with *'examine the extent who which'*.

(Executive)

VIRTUAL AND HYBRID MEETINGS AND EVENTS

*Kathryn Downs to move,
Marie Pearson to second:*

Conference recognises that virtual meetings and events during the COVID-19 pandemic have made it easier for members to have access to activism and participation that they have not previously had due to barriers to meetings that they have faced, including caring responsibilities, geography, health, parenting, disability, financial or employment commitments.

Conference believes we should build on this and ensure that the Union continues to be accessible to all and to facilitate hybrid meetings and events.

Conference calls on the National Executive to:

- (i) develop guidance and training on hybrid meetings and events and
- (ii) campaign for employers to increase opportunities to work from home and to continue to allow access to meetings and events online to improve wellbeing.

(Leeds)

AMENDMENT

*Claire Ward to move,
Damien McNulty to second:*

In bullet (i):

After *'training'* delete *'on'* and add *'to facilitate the delivery of and participation in'*. After *'meetings'* add *' , training'*.

In bullet (ii):

Delete *'campaign for employers to increase opportunities to work from home and to'* after *'meetings'* and *' , training'*.

Add a new bullet (iii) to read *'ensure the infrastructure is in place to support the delivery of hybrid meetings'*.

(Executive)



ANTI FAR-RIGHT INITIATIVES

*Candida Mellor to move,
Rachel Minto to second:*

Conference is appalled by the rise in far-right nationalism and hate crime throughout the UK, and particularly its harmful targeting of refugees.

Conference is disgusted by the casual use of hate speech by politicians and leaders, which is increasingly unchallenged by media institutions and is filtering rapidly into our schools and the homes of our learners.

Conference is alarmed that if we are not actively opposing this insidious radicalisation at every opportunity, then we are complicit in perpetuating it.

Conference instructs the National Executive to:

- (i) lobby governments and administrations to invest in new programmes and international education initiatives to support globalisation and cross-border understanding and promote diversity and mutual understanding;
 - (ii) produce resources and training for members to assist with challenging far-right nationalism and
 - (iii) report to Conference 2023.
- (North Tyneside)*

AMENDMENT

*Claire Ward to move,
Alison Morgan to second:*

In bullet (i):

Delete 'globalisation and'.

(Executive)

UNIFIED TEACHER PAY SCALE

*Sheila Rollinson to move,
Cheryl Fearn to second:*

Conference notes that the introduction of the Upper Pay Range (UPR) for teachers in 2000 was an important step in recognising the skills and experience of teachers who wish to remain in the classroom teaching, rather than seeking promotion to a leadership role.

Conference believes that there is now a lack of clarity among many headteachers about the role of UPR teachers, who are increasingly being expected to take on whole-school responsibilities, which should be properly rewarded by a Teaching and Learning Responsibility (TLR) payment.

Conference further believes that the ambiguous 'substantial and sustained' contribution to the school is widely interpreted to mean more than fulfilling all the normal requirements of a classroom teacher, and many applications are refused without sound reasons being given.

Conference asserts that the UPR no longer fulfils the purpose for which it was designed and instead provides additional obstacles to pay progression.

Conference calls upon the National Executive to campaign for the abolition of the Main Pay Range (MPR) and UPR, to be replaced by a simpler nine-point teacher pay scale, to be reintroduced to the School Teachers' Pay and Conditions Document, with annual pay progression of at least one point for all teachers along the whole of the scale to depend only on successful appraisal.

(Derby)

AMENDMENT

*John McGill to move,
Anne Rycroft to second:*

In the third paragraph:

After 'applications' add 'to progress to UPR'.

In the fifth paragraph:

Delete 'simpler nine' and add 'six'.

After 'School Teachers' Pay and Conditions Document,' delete 'with' and add 'alongside'.

After 'annual' add 'automatic'.

After 'pay progression' delete 'of at least one point for all teachers along the whole of the scale to depend only on successful appraisal'.

(Executive)

SECURING THE FUTURE OF BTEC AND VOCATIONAL COURSES

*Helen Johns to move,
Mark Burns to second:*

Conference notes with concern the decision taken by the Westminster Government to withdraw funding for BTEC qualifications for 16-19 learners in England.

Conference believes that the narrowing of learning pathways in the post-16 sector, particularly in relation to vocational study and the introduction of T levels, are retrogressive both socially and economically.

Conference believes that the COVID-19 pandemic has served to highlight the fragility, limitations and inequities of the qualifications system.

Conference calls on the National Executive to press governments and administrations to adopt approaches to qualifications reform that:

- (i) contribute to efforts to drive down excessive and unnecessary workload burdens for teachers and school and college leaders;
- (ii) allow teachers and school and college leaders to focus on their core responsibilities for teaching and leading teaching and learning and avoid tasks that do not make the best use of their professional skills, talents and expertise;
- (iii) embed within the education system greater parity of esteem between so-called academic and vocational learning, with a wide range of relevant and coherent learning pathways;
- (iv) tackle the root causes of disaffection with education and disengagement from formal learning;
- (v) understand the 14-19 sector as a coherent whole, ending arbitrary distinctions between pre- and post-16 learning;
- (vi) address long-standing patterns of occupational segregation, tackle discrimination and actively promote equality and diversity;
- (vii) ensure that policy is developed and implemented in collaboration with nationally recognised trade unions and other legitimate stakeholders;
- (viii) promote collaboration rather than competition between providers and
- (ix) make use of the skills, talents and expertise of all members of the existing school and college workforce.

(Executive)



EDUCATION MENTAL HEALTH PRACTITIONERS (EMHPS)

*Zelanie Cooper to move,
Philippa Bell to second:*

Conference welcomes the move by Ofsted to focus on wellbeing in schools during their inspections.

Conference applauds the National Programme established in 2017 to implement the Five Year Forward View for Mental Health, supporting schools, colleges and local NHS services to work more closely together to provide dedicated children and young people's mental health services.

Conference acknowledges the move by the Department for Education (DfE) to introduce an Education Staff Wellbeing Charter published on 10 May 2021, which sets out the commitments to wellbeing and mental health of everyone working in education.

Conference calls upon the National Executive to campaign for a significant increase in the Government's current target of only 25% of schools to have a designated wellbeing lead and an EMHP in every school by the end of 2023.

Conference further calls upon the National Executive to campaign for an obligatory sign-up to the charter to reinforce its importance.

(South East Surrey)

AMENDMENT

*Dinsdale Shaw to move,
Alan Jones to second:*

Delete the second paragraph which reads '*Conference applauds the National Programme established in 2017 to implement the Five Year Forward View for Mental Health, supporting schools, colleges and local NHS services to work more closely together to provide dedicated children and young people's mental health services.*'.

In the third paragraph (now second paragraph):

After '*Charter*' delete '*published on 10 May 2021,*'.

(Executive)

RECOMMENCEMENT OF INSPECTIONS

*Faye Mylward to move,
John Bend to second:*

Conference deplores the speed with which inspections recommenced at the beginning of the 2021 Autumn term, at a time when schools and colleges were trying to re-establish normal routines whilst still operating under COVID-19 restrictions, often with reduced staffing levels.

Conference calls upon the National Executive to:

- (i) gather data from members in all education settings to determine how many of these inspections took place with no regard for or mention of the effects of the COVID-19 pandemic and
- (ii) lobby governments and administrations to pause inspections until it is fair and appropriate to recommence.

(North East Hampshire)

AMENDMENT

*Kathy Duggan to move,
Alison Morgan to second:*

In the first paragraph:

After '*recommended*' delete '*at the beginning of the 2021 Autumn term,*'.

(Executive)

'SUPPORT PLANS'

*Andrew Sutton to move,
Mark Collins to second:*

Conference condemns the widespread misuse of 'action plans', 'support plans', and 'performance improvement plans' that is damaging to the health of many teachers and lecturers and is leading to committed and dedicated individuals leaving the profession.

Conference is concerned that in too many schools and colleges, appraisal and capability policies fall far short of NASUWT expectations; in particular that:

- (i) informal support is often included in capability policies and not within appraisal;
- (ii) timescales for improvement are often unrealistic and provide no potential for success;
- (iii) 'action plans' and 'support plans' are frequently imposed, not agreed, and:
 - (a) are often used as a means to bully teachers to leave a school or to deny pay progression;
 - (b) lead to capability proceedings being invoked, often without clear, triangulated evidence of sustained underperformance and
 - (c) frequently lead to fast-tracked processes towards dismissal through capability.

Conference calls upon the National Executive to:

- (1) promote to employers the NASUWT model appraisal and capability policies to ensure that support plans are used appropriately and fairly;
- (2) highlight and commend employers who demonstrate best practice and
- (3) continue to take all appropriate action, including industrial action, to protect members where they are unreasonably subjected to unsupportive and unjustified proceedings.

(Nottingham City)

AMENDMENT

*Jac Casson to move,
Mark Morris to second:*

In bullet (1):

Replace '*policies*' with '*policy checklists*'.

In bullet (2):

Before '*highlight*' add '*utilise the Valued Workers Scheme to*'.

(Executive)

RULES

*Martin Hudson to move,
Rachel Minto to second:*

Conference notes that the last time there was a review of the Union's rules was over 30 years ago and since then the landscape has changed dramatically.

Conference further notes that the ongoing pandemic has clearly proven the advantages of using social media and IT for effective communications.

Conference instructs the National Executive to:

- (i) revisit the Union's rules and open a full and transparent consultation on how the Union is organised;
- (ii) discuss changes to rules to move elections away from annual elections and towards biennial or triennial elections to posts;
- (iii) seek feedback from regional and national committees on current rules and suggestions for change(s);



- (iv) produce reports that collate these suggestions for change;
- (v) allow for proposed initiatives to be discussed and agreed before implementation;
- (vi) produce a guide for Local Associations on how to engage with Annual Conference, including clear advice on how to present suggested rule changes to conference and
- (vii) look at incorporating the use of current and emerging communications technology in the Union's democratic processes.

(Middlesbrough, Newcastle Upon Tyne, North Tyneside)

AMENDMENT

Phil Kemp to move,

Alison Morgan to second:

In bullet (iii):

Delete '*regional and national committee*' and replace with '*Local Associations and Federations*'.

Delete bullet (v) which reads '*allow for proposed initiatives to be discussed and agreed before implementation*'.

(Executive)

FUNDING FOR EDUCATIONAL SETTINGS

Graeme Herron to move,

Michelle Maidment to second:

Conference notes that schools and colleges had been under immense financial pressure before the pandemic and this has increased significantly during the COVID-19 crisis.

Conference further notes that schools and colleges have stepped up to cover costs for things such as intensive cleaning procedures and the use of extra IT equipment with minimal financial support from governments and administrations. This has continued to be an immense burden on school and college finances and will have a long-lasting effect.

Conference calls on the National Executive to:

- (i) insist on an increase in funding to all educational settings and
- (ii) lobby to ensure that all schools and colleges are not in a deficit budget as a result of COVID-19-related expenditure.

(Gateshead, North Tyneside)

AMENDMENT

Nigel Williams to move,

Lester Russell to second:

In bullet (ii):

After '*in*' and before '*a deficit*' add '*or facing*'.

Before '*COVID-19*' add '*legitimate*'.

(Executive)

SUPPLY TEACHERS' PAY AND CONDITIONS

Ian Scott to move,

Sharon Calvert to second:

Conference notes that supply and substitute teachers are vital members of the teaching workforce and an important component in the educational structure.

Conference, however, also notes that supply teachers are frequently marginalised and suffer from far less favourable terms and conditions than the permanent teacher workforce, including because of adverse agency and umbrella company practices.

Conference further notes with concern the extent to which teachers covered under equalities law are more prevalent in the supply and substitute teacher workforce, and face detrimental terms and conditions that amount to unacceptable and discriminatory treatment.

Conference believes that it is a fundamental injustice that all supply and substitute teachers across the UK, including teachers working for supply agencies, are not automatically enrolled into the Teachers' Pension Scheme from the first day of their employment as a teacher.

Conference endorses the work of National Executive in effectively communicating the support that supply and substitute teacher members receive from the NASUWT across supply teacher networks, and ensuring that the Union is viewed as the union of choice for supply and substitute teachers across the UK.

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

- (i) amendments to the Agency Workers and Teachers' Pension Scheme Regulations, to ensure that all supply teachers are automatically enrolled in the Teachers' Pension Scheme for their entire employment, irrespective of the status of their employer;
- (ii) all supply, substitute and agency teachers to receive full equivalent permanent teacher employee entitlements to pay, pensions, family leave and flexible working from the first day of their placement in a local authority, school or academy trust;
- (iii) a return to local authority-managed supply pools where these have been abolished and
- (iv) all supply and substitute teachers to receive entitlements to serve as accredited trade union representatives, with access to trade union facility time, as appropriate.

(Executive, Middlesbrough)



NASUWT

The Teachers' Union

www.nasuwat.org.uk

