

MINUTES OF
CONFERENCE
2023



MINUTES OF ANNUAL CONFERENCE 2023
SEC, GLASGOW
7 April 2023 – 10 April 2023

Officers

President:	Rosemary Carabine
Senior Vice-President:	Rashida Din
Junior Vice-President:	Wayne Broom
Ex-President:	Angela Butler
Honorary Treasurer:	Michelle Codrington-Rogers

Members of the Executive

Folasade Afolabi	Ruth Duncan	Scott McGimpsey
Raymond Beggs	Wendy Exton	Katherine Moore
Delma Boggs	Harold Gurden	Alison Morgan
Karen Brocklebank	Alan Hackett	Mark Morris
Mark Burns	John Hall	Lester Russell
Sharon Calvert	Fiona Hawksley-Cartwright	Anne Rycroft
Eddie Carroll	Chris Holland	Anne Thompson
Jac Casson	Helen Johns	Tim Toepritz
Caroline Clode	Alan Jones	Dona Vickers
Sharron Daly	Dan Lister	Claire Ward
Mark Dickinson	Rowena Martin	Nigel Williams
Kathy Duggan	John McGill	Stephen Witherden

General Secretary

Dr Patrick Roach, Hillscourt, Rose Hill, Rednal, Birmingham B45 8RS

Past Presidents

Joe Boone (<i>Bolton</i>)	1985-86	Chris Lines (<i>West Suffolk</i>)	2010-11
Mike Inman (<i>Leek</i>)	1986-87	John Rimmer (<i>Warrington</i>)	2011-12
Graham Terrell (<i>Merton</i>)	1989-90	Paula Roe (<i>Dudley</i>)	2012-13
Sue Rogers (<i>Sheffield</i>)	1991-92	Mick Lyons (<i>Durham City</i>)	2013-14
Roger Kirk (<i>Newark</i>)	1994-95	Geoff Branner (<i>North Oxon</i>)	2014-15
Tony Hardman (<i>Liverpool</i>)	2001-02	Kathy Wallis (<i>Cornwall</i>)	2016-17
Terry Bladen (<i>Darlington</i>)	2003-04	Fred Brown (<i>Belfast</i>)	2017-18
Pat Lerew (<i>NE Hants</i>)	2004-05	Dan McCarthy (<i>South Essex</i>)	2018-19
Peter McLoughlin (<i>Stockport</i>)	2005-06	Dave Kitchen (<i>Trafford</i>)	2019-20
Julian Chapman (<i>Cheltenham Cotswold</i>)	2009-10	M. CODRINGTON-ROGERS (<i>Oxford City</i>)	2020-21
		Phil Kemp (<i>North Tyneside</i>)	2021-22
		Angela Butler (<i>Powys</i>)	2022-23

FIRST PRIVATE SESSION

9.01am to 12.19pm

Friday 7 April 2023

Official Opening

The President, Angela Butler, declared the Annual Conference 2023 open.

APPOINTMENT OF CHIEF SCRUTINEER AND SCRUTINEERS

"That members of NASUWT be asked to act as scrutineers."

The motion was

CARRIED

PROPOSED AMENDMENTS TO RULES

GENERAL TECHNICAL AMENDMENTS

Part One: Adoption of Gender-Neutral Language

Claire Ward moved,

Anne Rycroft seconded:

"To replace the use of all masculine/feminine pronouns with gender-neutral pronouns. Subject to adoption of the amended Rules, to agree the replacement of any remaining gendered pronouns (as above)."

Rule 3(d) – Delete *'men and women'*.

Rule 4(1)(c) – Delete *'his/her'* in first line and replace with *'their'*

Rule 4(1)(c) – Delete *'he/she considers'* and replace with *'they consider'*

Rule 4(1)(c) – Delete *'he/she'* and replace with *'they'* before *'can serve'*

Rule 4(1)(c) – Delete *'he/she is'* and replace with *'they are'* between *'which'* and *'employed'*

Rule 4(1)(c) – Delete *'is'* between *'teacher or'* and *'employed'*

Rule 4(2)(e)(ii) – Delete *'his/her'* and replace with *'their'*

Rule 4(2)(e)(iii) – Delete *'he/she'* and replace with *'they'*

Rule 4(2)(f) – Delete *'he/she lives'* and replace with *'they live'*

Rule 4(2)(f) – Delete *'he/she'* and replace with *'they'* before *'served'*

Rule 4(2)(f) – Delete *'his/her'* and replace with *'their'*

Rule 4(3)(c) – Delete *'s/he is'* and replace with *'they are'*

Rule 4(3)(c) – Delete *'s/he'* and replace with *'they'* before *'be eligible'*

Rule 4(4)(a) – Delete *'s/he was'* and replace with *'they were'*

Rule 4(4)(a) – Delete *'s/he resides'* and replace with *'they reside'*

Rule 4(4)(a) – Delete *'s/he'* and replace with *'they'* before *'be eligible'*

Rule 4(4)(b)(ii) – Delete *'his/her'* and replace with *'their'*

Rule 4(5)(b) – Delete *'his/her'* and replace with *'their'*

Rule 4(5)(b) – Delete *'s/he'* and replace with *'they'*

Rule 4(6)(a) – Delete, in both instances *'s/he was'* and replace with *'they were'*

Rule 4(6)(a) – Delete *'s/he resides'* and replace with *'they reside'*

Rule 4(6)(a) – Delete *'s/he'* and replace with *'they'* before *'be eligible'*

Rule 4(6)(b)(ii) – Delete *'his/her'* and replace with *'their'*

Rule 4(7) – Delete *'his/her'* and replace with *'their'* before *'resignation'*

Rule 4(7)(ii) – Delete *'his/her'* and replace with *'their'*

Rule 5(b)(ii) – Delete *'him/her'* and replace with *'them'*

Rule 5(d)(i) – Delete *'his/her'* and replace with *'their'*

Rule 5(d)(ii) – Delete, in both instances, *'his/her'* and replace with *'their'*

Rule 5(d)(iii) – Delete, in both instances, *'his/her'* and replace with *'their'*

Rule 6(f) – Delete *'him/her'* and replace with *'them'*

Rule 6(h) – Delete *'s/he'* and replace with *'the General Secretary'*

Rule 19(b) – Delete *'his/her'* and replace with *'their'*

Rule 19(c)(ii), (iii) and (iv) – Delete *'s/he'* and replace with *'the General Secretary'*

Rule 19(d) – Delete *'his/her'* and replace with *'their'*

Rule 20(1)(a) – Delete *'s/he is'* and replace with *'they are'*

Rule 20(4)(g) – Delete *'s/he is'* and replace with *'they are'*

Rule 20(9)(b) – Delete *'s/he considers'* and replace with *'they consider'*

Rule 20(9)(b) – Delete *'his/her'* and replace with *'their'*

Rule 21(a) – Delete *'his/her'* and replace with *'their'*

Rule 21(b) – Delete *'his/her'* and replace with *'their'*

Rule 22(a)(ii) – Delete *'his/her'* and replace with *'the General Secretary's'*

Rule 23(c)(i) – Delete *'his/her'* and replace with *'their'*

Rule 27(3)(a) – Delete *'his/her'* and replace with *'their'*

Rule 27(4)(b)(ii) – Delete *'s/he'* and replace with *'they'*

Rule 27(4)(b)(iii) – Delete, in both instances, *'s/he'* and replace with *'they'*

The amendment was

CARRIED

Part 2: Other Technical Amendments

Rule 3(h)

Anne Rycroft moved,
Ruth Duncan seconded:

“Delete ‘the Government’ and replace with ‘governments, administrations,’”

The amendment was

CARRIED

Rule 5(d)(ii)-(iii)

Alison Morgan moved,
Anne Rycroft seconded:

“Delete ‘erased’ and replace with ‘lapsed’

Delete ‘erased’ and replace with ‘deemed lapsed’”

The amendment was

CARRIED

Rule 7(b)

Alison Morgan moved,
Katherine Moore seconded:

“Delete ‘Blackburn’ and replace with ‘Blackburn with Darwen’”

The amendment was

CARRIED

Rule 7(b)

Alison Morgan moved,
Katherine Moore seconded:

“Delete ‘Bedfordshire’ and replace with ‘Bedford, Central Bedfordshire’”

The amendment was

CARRIED

Rule 7(b)

Alison Morgan moved,
Katherine Moore seconded:

“Delete ‘Cumbria’ and replace with ‘Cumberland and Westmoreland and Furness’”

The amendment was

CARRIED

Rule 7(b)

Alison Morgan moved,
Katherine Moore seconded:

“Delete ‘Dorset, Poole, Swindon and Wiltshire’ and replace with ‘Bournemouth, Christchurch, Poole, Swindon, Wiltshire and Dorset’”

The amendment was

CARRIED

Rule 7(b)

Alison Morgan moved,
Katherine Moore seconded:

“Delete ‘Northamptonshire’ and replace with ‘West Northamptonshire and North Northamptonshire’”

The amendment was

CARRIED

Rule 7(b)

Alison Morgan moved,
Katherine Moore seconded:

“Delete ‘Aberdeen, Aberdeenshire, Angus, Argyll & Bute, Borders, Clackmannanshire, Dumfries & Galloway, Dundee, East Ayrshire, East Dunbartonshire, East Lothian, East Renfrewshire, Edinburgh, Falkirk, Fife, Glasgow, Highland, Inverclyde, Midlothian, Moray, North Ayrshire, North Lanarkshire, Orkney Islands, Perthshire & Kinross, Renfrewshire, Shetland Islands, South Ayrshire, South Lanarkshire, Stirling, West Dunbartonshire, Western Isles, and West Lothian’ and replace with ‘Scotland’”

The amendment was

CARRIED

Rule 7(b)

Alison Morgan moved,
Katherine Moore seconded:

“Delete ‘Belfast, North Eastern, South Eastern, Southern, and Western’ and replace with ‘Northern Ireland’”

The amendment was

CARRIED

Rule 8(d, c, h), Rule 10(d), Rule 11(c) and Rule 20(2)(c)

Ruth Duncan moved,
Tim Toepritz seconded:

“Rule 8(d) – Insert ‘only’ between ‘shall’ and ‘be kept’

Rule 8(d) – Insert ‘approved by the Honorary Treasurer’ at the end of sentence after ‘Building Society’

Rule 9(c) – Insert ‘only’ between ‘shall’ and ‘be kept’

Rule 9(c) – Insert ‘approved by the Honorary Treasurer’ at the end of sentence after ‘Building Society’

Rule 9(h) – Insert ‘only’ between ‘shall’ and ‘be kept’

Rule 9(h) – Insert ‘approved by the Honorary Treasurer’ at the end of sentence after ‘Building Society’

Rule 10(d) – Insert ‘only’ between ‘shall’ and ‘be kept’

Rule 10(d) – Insert ‘approved by the Honorary Treasurer’ at the end of sentence after ‘Building Society’

Rule 11(c) – Insert ‘only’ between ‘shall’ and ‘be kept’

Rule 11(c) – Insert ‘approved by the Honorary Treasurer’ at the end of sentence after ‘Building Society’

Rule 20(2)(c) – Delete ‘National Treasurer’ and replace with ‘Honorary Treasurer’”

The amendment was

CARRIED

OTHER RULE CHANGES

Internal Union Discipline

Rule 27(1)(d)

Helen Johns moved,
Chris Holland seconded:

“Delete, in both instances, ‘member’ and replace with ‘person’”

The amendment was

CARRIED

Rule 27(1)(e)

Chris Holland moved,
Fiona Hawksley-Cartwright seconded:

“Delete and renumber accordingly”

The amendment was

CARRIED

Rule 27(1)

Fiona Hawksley-Cartwright moved,
Helen Johns seconded:

“Insert new clause (g) to read: ‘assaults or abuses another person’”

The amendment was

CARRIED

Rule 27(3)(b)

Chris Holland moved,
Michelle Codrington-Rogers seconded:

“Delete and renumber accordingly”

The amendment was

CARRIED

Rule 27(4)(a)-(d)

Chris Holland moved,
Michelle Codrington-Rogers seconded:

“Rule 27(4)(a) – Delete the words ‘Respondent who shall within ten days of the date it was sent to them notify the Complaint Secretary in writing whether the complaint is admitted or denied’ and replace with ‘President (or Past President) who will carry out or commission an investigation’

Rule 27(4)(b) – Insert new clause 27(b)(i) to read as follows:

‘The President, in consultation with two members of the National Executive (or the General Secretary, in consultation with one National Officer and two members of the National Executive), shall have the power to suspend a member from any office in the Union (or from attendance at any deemed meetings) pending investigation into any alleged complaint where deemed appropriate in the interests of the member, complainant, or the Union, or to enable the matter to be investigated expeditiously. Unless determined otherwise, suspension will continue until the conclusion of both the investigation process and any resulting disciplinary process. Neither the President nor any of the National Officers shall be debarred from participating further in the Rule 27 procedure by reason of having exercised, or considered the exercise of, the power of suspension under this rule.’

Rule 27(4)(b)(iii) – Renumber as 27(4)(b)(ii) and amend to read as follows:

‘If upon conclusion of an investigation the President (or Past President) is of the opinion that conciliation is not appropriate then they shall instruct the Complaint Secretary to convene a Disciplinary Committee Meeting for the purpose of the hearing to consider the complaint, save that if the President (or Past President) is of the view that the complaint is frivolous or vexatious they shall instruct the Complaint Secretary to notify the member who submitted the complaint and the Respondent that no further action will be taken.’

Rule 27(4)(c) – Delete

Rule 27(4)(d) – Delete”

The amendment was

CARRIED

Rule 27(5)(d)(ii)

*Chris Holland moved,
Michelle Codrington-Rogers seconded:*

“Delete and renumber accordingly”

The amendment was

CARRIED

Rule 27(5)(d)(iii)

*Fiona Hawksley-Cartwright moved,
Helen Johns seconded:*

“Delete the words ‘not exceeding one year’”

The amendment was

CARRIED

Rule 27(5)

*Chris Holland moved,
Mark Burns seconded:*

“Insert new clause (f) to read:

‘Any penalties imposed shall take effect from the date of decision, save that of expulsion, which shall take effect from the expiry of the time allowed for an appeal or, if there is an appeal, on the conclusion of that appeal (unless the appeal is upheld, or the penalty reduced). Where the penalty imposed by the Disciplinary Committee is expulsion, the member shall be suspended from membership from the date of the decision until the expulsion takes effect or any appeal upheld, or the penalty is reduced.’”

The amendment was

CARRIED

Rule 27(6)

*Mark Burns moved,
Michelle Codrington-Rogers seconded:*

“Rule 27(6)(c)(ii) – Delete and renumber accordingly

Rule 27(6)(c)(iii) – Delete ‘and is received by the General Secretary within the time limit’ and replace with ‘and the protocol relevant to Rule 27 as agreed by the National Executive’

27(6)(c)(iv) – Delete the words ‘for the purpose of a hearing’

Rule 27(6)(c)(viii) – Delete all text and replace with ‘An appeal hearing shall not be a re-hearing but comprise a consideration of the grounds set out in the Notice of Appeal.’”

The amendment was

LOST

Rule 27(7)

Helen Johns moved,

Fiona Hawksley-Cartwright seconded:

“Delete all and renumber accordingly”

The amendment was

CARRIED

Rule 27(8) and Rule 27(10)

Chris Holland moved,

Mark Burns seconded:

“Rule 27(8) – Delete all and renumber accordingly

Rule 27(10) – Delete all and renumber accordingly”

The amendment was

CARRIED

Rule 27(11)

Fiona Hawksley-Cartwright moved,

Helen Johns seconded:

“Delete all and renumber accordingly”

The amendment was

CARRIED

Elections

Kathy Duggan moved,

Rashida Din seconded:

“Rule 20(1)(a) – In both instances, insert ‘agent or employee of’ between ‘elected officer of,’ and ‘another trade union’

Rule 20(1) – Insert new clause 20(1)(b) to read:

‘No member shall be eligible to stand in an election for any elected office at local or national level within the Union if they engage in any employment relationship with any commercial enterprise competitive with the Union for those persons eligible for membership. On engaging in any employment relationship with any commercial enterprise competitive with the Union for those persons eligible for membership, a member of the Union shall immediately vacate any elected office at local or national level within the Union.’”

The amendment was

CARRIED

Rule 20(3)(a)

Lester Russell moved,

Rashida Din seconded:

“Insert, ‘or such members who may role share, and who are employed’ between the words ‘Local Association’ and ‘within’”

The amendment was

CARRIED

Canvassing

Sade Afolabi moved,

Rosemary Carabine seconded:

“Rule 20(5)(a) – Delete and renumber accordingly

Rule 20(5)(b) – Delete *‘shall be provided with one set of labels setting out the addresses for correspondence of’* and replace with *‘may request an email to be sent to’*

Rule 20(5)(b) – Delete *‘not earlier than eight weeks prior to the closing date for nominations’*

Rule 20(5)(c) – Delete and renumber accordingly

Rule 20(5)(d) – Delete text and replace with *‘The National Executive shall adopt and publish such appropriate guidance and protocols as it shall deem necessary.’*

Rule 20(5) – Insert new clause (c) to read:

‘(c) No candidate may act in a manner contrary to any relevant data protection laws.’”

The amendment was

CARRIED

Election address

Rule 20(7)(a)

*Tim Toepritz moved,
Rashida Din seconded:*

“Delete all text and replace with ‘Validly nominated candidates shall be entitled to submit an election address.’”

The amendment was

CARRIED

Rule 20(8)(a)

*Tim Toepritz moved,
Rashida Din seconded:*

“Delete ‘by post’”

The amendment was

CARRIED

Election misconduct

Rule 20(9)(b, c, d)

Eddie Carroll moved,
Rosemary Carabine seconded:

“Rule 20(9)(b) – Insert after ‘frivolous’ ‘or vexatious’

Rule 20(9)(c) – Insert after ‘frivolous’ ‘or vexatious’

Rule 20(9)(d) – Insert ‘election’ between ‘complaint of’ and ‘misconduct’”

The amendment was

CARRIED

Rule 20(9)(d)

Nigel Williams moved,
Rosemary Carabine seconded:

“Insert between ‘misconduct’ and ‘may set up’ the words ‘where such complaint:

(i) results in the inability of the National Officers to reach a decision or

(ii) involves more than one Officer as subject of complaint or

(iii) presents a significant conflict of interest;’

Insert ‘further’ between ‘Inquiry to’ and ‘investigate’.

Delete all text after ‘shall comprise’ and replace with ‘three Past Presidents or such independent third party as agreed in a protocol published by the National Executive.’”

The amendment was

LOST

Rule 20(9) (i and j)

Kathy Duggan moved,
Rosemary Carabine seconded:

“Rule 20(9)(i) – Insert between ‘the’ and ‘conclusion’ the words ‘exhaustion of all and any misconduct claims and’

Rule 20(9)(j) – Delete ‘, the subject of complaint,’”

The amendment was

CARRIED

Casual Vacancies

Lester Russell moved,
Phil Kemp seconded:

“Rule 21 – Insert new clause (a) and renumber accordingly, to read:

‘(a) A member of the National Executive or National Officers’ Committee shall vacate office in the following circumstances:

(i) ceasing to be a Full Member of the Union;

(ii) ceasing to be a member of the relevant District;

(iii) resignation from office;

(iv) expulsion or debarment from office under Rule 27;

(v) long-term sickness absence to exceed the period of office and;

(vi) failure to fulfil the duties of the office.’

Rule 21(d) – Delete at the end of the sentence *‘for the remainder of the unexpired year of office’* and insert after the full stop *‘The National Executive shall then, as soon as reasonable, call an election to fill the vacancy for the remainder of the unexpired period of office which election shall be held in accordance with Rule 20, save that the National Executive may appoint such dates for the conduct of the election as it sees fit.’*

Rule 21(e) – Insert between *‘shall’* and *‘as soon as reasonable’* the words *‘appoint from amongst its number a member of the National Executive to carry out the duties of Junior Vice-President. The National Executive shall then’*

Rule 21(e) – Delete *‘year’* and replace with *‘period’*

Rule 21 – Insert new clause (g) to read:

‘(g) In the event of a National Executive Member ceasing to be a member of the Union or the office of National Executive Member becoming vacant for any other reason, the National Executive shall then, as soon as reasonable, call an election to fill the vacancy for the remainder of the unexpired period of office which election shall be held in accordance with Rule 20, save that the National Executive may appoint such dates for the conduct of the election as it sees fit.’

The amendment was

CARRIED

The National Executive

Rule 7(g)

John McGill moved,
Caroline Clode seconded:

“Delete ‘one year’ and replace with ‘two years’

Delete ‘following’ and replace with ‘second’”

The amendment was

CARRIED

Rule 7(h)

John McGill moved,
Caroline Clode seconded:

“Delete ‘three consecutive meetings’ and replace with ‘four meetings’”

The amendment was

CARRIED

Rule 7

John McGill moved,
Caroline Clode seconded:

“Insert new clause (i) and renumber accordingly, to read:

‘(i) In the event of failure by any member of the National Executive to fulfil the obligations and standards determined by the National Executive, the member may be dismissed from holding office by resolution passed by a majority of the National Executive.’”

The amendment was

LOST

National Officers' Committee

Rule 13(c)

Jac Casson moved,
Scott McGimpsey seconded:

"Delete 'three consecutive meetings' and replace with 'four meetings'"

The amendment was

CARRIED

Rule 13

Jac Casson moved,
Scott McGimpsey seconded:

"Insert new clause (c) and renumber accordingly, to read:

'(c) National Officers shall be required to demonstrate eligibility to hold office on the basis of a contract to teach, lecture or instruct, on an annual basis.'"

The amendment was

CARRIED

Rule 13

Jac Casson moved,
Scott McGimpsey seconded:

"Insert new clause (d) and renumber accordingly, to read:

'(d) In the event of failure by any member of the National Officers' Committee to fulfil the obligations and standards determined by the National Executive, the member may be dismissed from holding office by resolution passed by a majority of the National Executive.'"

The amendment was

LOST

Honorary Treasurer

Phil Kemp moved,
Rosemary Carabine seconded:

"Delete all clauses in Rule 15 and replace with the following:

- '(a) The Honorary Treasurer shall be elected to hold office for a two-year term from the conclusion of Conference of the year of their election until the conclusion of Conference at the end of their second year.*
- (b) The Honorary Treasurer shall be responsible, on behalf of the National Executive, for reporting on the financial health and solvency of the Union.*
- (c) The Honorary Treasurer shall act in accordance with these Rules under the instructions of Conference, the National Executive and the National Officers' Committee.*
- (d) In conjunction with the General Secretary and National Officers' Committee, the Honorary Treasurer shall report to the National Executive on the Union's income and expenditure, balances sheet, investments and other matters related to the Union's financial solvency.*
- (e) The Honorary Treasurer shall prepare a budget for consideration and approval by the National Executive.*
- (f) In conjunction with the General Secretary, the Honorary Treasurer shall publish the audited accounts of the Union annually in sufficient time for consideration at Conference.*

- (g) *The Honorary Treasurer shall propose such matters for adoption by Conference as the National Executive deems necessary, including proposals regarding the level of membership fee subscriptions.*
- (h) *In conjunction with the National Officers' Committee, the Honorary Treasurer may propose such financial regulations and directions as necessary for consideration and adoption by the National Executive."*

The amendment was

CARRIED

Industrial Action

*John Hall moved,
Sharron Daly seconded:*

"Rule 22(d) – Delete the words 'Federation Secretary or Local Association Secretary'"

The amendment was

LOST

Casework Assistance

*Anne Thompson moved,
John Hall seconded:*

"Rule 23(c) – Insert new clause (iv) and renumber accordingly, to read: 'seeks advice from a third party on their case; or'

Rule 23(c) – Insert new clause (v) and renumber accordingly, to read: 'is abusive or acts inappropriately to their NASUWT Caseworker; or'"

The amendment was

CARRIED

Legal Assistance

*Anne Thompson moved,
John Hall seconded:*

"Rule 24(d) – Insert new clause (iv) and renumber accordingly, to read: 'seeks advice from a third party on their case; or'

Rule 24(d) – Insert new clause (v) and renumber accordingly, to read: 'is abusive or acts inappropriately to their NASUWT Caseworker; or'"

The amendment was

CARRIED

SECOND PRIVATE SESSION

2.03pm to 4.55pm

Friday 7 April 2023

Insurance and Other Member Benefits

Michelle Codrington-Rogers moved,
Phil Kemp seconded:

“Rule 26(a) – Delete ‘accidental or criminal injury, loss or damage’ and replace with ‘claims for liabilities incurred against them’

Rule 26(b) – Delete all text after ‘at its discretion’”

The amendment was

CARRIED

Conference

Rule 6(d)(iii)

Mark Morris moved,
Wendy Exton seconded:

“Delete all text and replace with ‘Past Presidents of the Union whose speaking and voting rights shall be restricted to matters relating to the constitution of the Union;’”

The amendment was

LOST

Rule 6(d)(vi)

Mark Morris moved,
Wendy Exton seconded:

“Insert ‘at a general meeting’ between ‘elected’ and ‘by each’”

The amendment was

LOST

Rule 6(d)(vi)

Mark Morris moved,
Wendy Exton seconded:

“Insert ‘two’ between ‘every’ and ‘hundred’”

The amendment was

LOST

Data Protection

Rule 4(8)

Mark Morris moved,
Wendy Exton seconded:

“Delete ‘any’ between ‘agrees to’ and ‘processing’ and replace with ‘lawful’

Insert ‘in accordance with the relevant privacy policies’ between ‘processing’ and ‘of such’

Insert ‘and benefits’ between ‘objects’ and ‘under these Rules’”

The amendment was

CARRIED

Objects

Helen Johns moved,

Chris Holland seconded:

“Rule 3(j) – Delete ‘and recreational”

The amendment was

CARRIED

Dissolution of the Union

Fiona Hawksley-Cartwright moved,

Chris Holland seconded:

“Rule 29(b) – Delete ‘postal”

The amendment was

CARRIED

Retired Membership

Mark Dickinson moved,

Rosemary Carabine seconded:

“Rule 4(2)(b) – Delete existing text and replace with: ‘Retired Members who subsequently comply with Rule 4(1)(a) are eligible to pay the same subscription as a Full Member with the same benefits, obligations and rights to vote and hold office as a Full Member.’

Rule 4(2)(c) – Delete

Rule 4(2)(d) – Delete”

The amendment was

LOST

Amendment to Standing Orders

Dan Lister moved,

Sharon Calvert seconded:

“Rule 6(j)(ii) – Delete ‘twenty-five’ and replace with ‘fifteen”

The amendment was

CARRIED

Amendment to Rules

Rule 28(a)(ii)

Dan Lister moved,

Sharon Calvert seconded:

“Delete ‘twenty-five’ and replace with ‘fifteen”

The amendment was

CARRIED

Rule 28(b)

Dan Lister moved,

Sharon Calvert seconded:

“Rule 28(b) – Amend to read as follows:

‘Any amendments to these Rules proposed in accordance with (a)(ii) above shall be:

- (b) submitted for review by the Standing Orders Committee elected in accordance with rule 6(m) who will report and advise whether the proposed amendment is legally and technically competent;*

(ii) *circulated to the Local Associations by the National Executive not less than twenty-one days before the date of the Conference or Special Conference where the Standing Orders Committee has so deemed the proposed amendment to be competent.”*

The amendment was

CARRIED

MINUTES

*Michelle Codrington-Rogers moved,
Rosemary Carabine seconded:*

“That the Minutes of the Birmingham Conference 2022 be signed by the Chairperson as a correct record of the proceedings.”

The motion was

CARRIED

FINANCIAL STATEMENTS

*Michelle Codrington-Rogers moved,
Chris Holland seconded:*

“(i) That the financial statements be received.”

The motion was

CARRIED

“(ii) That the financial statements be adopted.”

The motion was

CARRIED

APPOINTMENT OF AUDITORS

*Michelle Codrington-Rogers moved,
Phil Kemp seconded:*

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

The motion was

CARRIED

APPOINTMENT OF MEMBERSHIP ASSURER

*Michelle Codrington-Rogers moved,
Phil Kemp seconded:*

“That Messrs Crowe UK LLP, Chartered Accountants, be, and are hereby, appointed the Union’s Membership Assurer for the year 2022/23.”

The motion was

CARRIED

SEXUAL HARASSMENT BYE-LAW

*Claire Ward moved;
Rashida Din seconded:*

“The President, Angela Butler, informed Conference that the National Executive, in accordance with Rule 7(k)(i), adopted a Bye-law in January 2023 to implement a policy and procedure on Sexual Harassment.

Moved formally for ratification.”

The motion was

CARRIED

FIRST PUBLIC SESSION

10.00am to 10.48am

Saturday 8 April 2023

Official Opening

The President, Angela Butler, declared open the first public session of Annual Conference.

Conference was 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 which NASUWT works on a regular basis.

Induction of Rosemary Carabine as President for 2023-24

Angela Butler introduced the President-elect and installed her as President for 2023 24.

President's Address

The General Secretary, Dr Patrick Roach, addressed Conference.

The President, Rosemary Butler, addressed Conference.

It was proposed that the best thanks of this Conference be, and are hereby, tendered to Rosemary Carabine for her Address.

The motion was

CARRIED WITH ACCLAMATION

Vote of Thanks to Retiring President Angela Butler

"That the best thanks of this Conference be, and are hereby, tendered to Angela Butler for her services to the Union over the past year."

The motion was

CARRIED WITH ACCLAMATION

Introduction of New Officers

The President introduced the newly elected Senior Vice-President Rashida Din, Junior Vice-President Wayne Broom, Ex-President Angela Butler, and Honorary Treasurer Michelle Codrington-Rogers.

Rashida Din, Senior Vice-President, addressed Conference.

The President announced the suspension of Standing Orders at 10.32am.

Paul Nowak, General Secretary of the TUC, addressed conference.

The President, Rosemary Carabine, gave a vote of thanks on behalf of Conference.

The President announced the resumption of Standing Orders and declared the first public session closed at 10.48am.

FOURTH PRIVATE SESSION

10.50am to 12.33pm

Saturday 8 April 2023

GENERAL SECRETARY'S PRIVATE ADDRESS

Dr Patrick Roach, General Secretary, addressed Conference.

The President, Rosemary Carabine, gave a vote of thanks on behalf of Conference.

2(b) MOTION - ORGANISING THE FUTURE

Angela Butler moved;

Anne Rycroft seconded:

“Conference recognises that winning for our members and growing our Union requires the effective leadership and organisation of members in every workplace.

Conference applauds the work of lay activists and staff in organising national ballots of members in Northern Ireland, Isle of Man, Scotland, Wales, England and Guernsey to demand a Better Deal for Teachers.

Conference further applauds all members who voted in the national industrial action ballots.

Conference regrets that the national ballots in England and Wales were thwarted by the Government’s repressive anti-trade union laws.

Conference supports the work of the National Executive to ensure that every member understands the vital importance of being an active member of the Union.

Conference further supports the continued work of the National Executive in building for the next phase of the campaign for a Better Deal for Teachers, including action up to and including industrial action with members nationwide.

Conference notes that whilst the Union has mobilised substantial numbers of members to vote in national and individual workplace ballots, we must deepen our work for union renewal to ensure that the Union can continue to secure and renew industrial action mandates nationally and locally into the future.

Conference believes that whilst the Union’s strength is its lay leadership, that leadership has been impacted by structural and systemic challenges, including as a result of:

- (i) sustained Government attacks on trade union and workers’ rights;
- (ii) sustained Government attacks on the working conditions of teachers, resulting in a demoralised, overworked and undervalued profession;
- (iii) increasingly hostile and punitive employer practices;
- (iv) increased fragmentation and deregulation of the education system;
- (v) increased attacks on collective bargaining rights and agreements;
- (vi) increased incidence of workplace bullying and discriminatory employment practices;
- (vii) reduced employer provision of trade union facilities time;
- (viii) fewer members overall who are willing or able to step up into elected lay positions and
- (ix) the under-representation of women, Black, disabled, LGBTI and young members holding elected roles.

Conference endorses the need for continuing work by the National Executive to bring forward practical strategies to address these structural and systemic threats to our ethos of lay leadership.

Conference asserts that the key to the Union's future success depends on growing more of our members to become active members within their workplaces.

Conference mandates the National Executive immediately to encourage more members into elected roles by:

- (a) minimising unnecessary burdens placed on lay activists;
- (b) communicating the expectations attached to lay activist roles and
- (c) showcasing real-life examples of member activism.

Conference agrees that growing and strengthening the activism of our membership requires us to:

1. give greater power to members to organise within their workplace, employer group and Local Associations;
2. strengthen members' collective representation and collective bargaining within employer structures;
3. develop and train workplace leaders;
4. win better deals on trade union recognition and securing recognition rights where they do not exist;
5. equip lay activists with access to modern tools, techniques and technology to grow and strengthen member participation and activism;
6. prioritise investment in resources, training, events and infrastructure to support and develop active lay leaders and
7. overcome the barriers to active member participation from under-represented groups and those in precarious employment, including supply teacher members.

Conference endorses a programme of action by the National Executive to grow and strengthen lay activism and to:

- (i) establish a national taskforce to examine the priorities for strengthening the Union's democratic and organising structures and undertake a national consultation exercise with members on the future of activism within the Union, to include local, regional and national consultation events, and report back to Conference 2024;
- (ii) commission a national triennial review of lay activist participation, representation, morale, workload, facilities, needs and aspirations, and publish the findings, recommendations and the actions proposed;
- (iii) review the impact of the Union's financial expenditure on delivering the Union's organising priorities;
- (iv) ensure that regional and national centres are equipped to support the delivery of the Union's organising priorities;
- (v) establish a national programme to support and develop active lay leaders and future leaders, promote leadership excellence, advance positive action and share effective practice;
- (vi) ensure that our trade union training equips members to recruit new members, assists lay reps to bring members together to discuss their issues and concerns, and empowers lay reps to mobilise members collectively;
- (vii) publish and implement plans to address lay activism challenges in moribund associations;
- (viii) publish and implement plans to increase the coverage of workplaces with active NASUWT memberships;
- (ix) examine and implement a plan to address barriers to participation in the Union for members from under-represented groups;

- (x) review and develop the Union's organisational and democratic structures to support effective participation in collective bargaining with employers;
- (xi) support members to take collective action within their workplaces to defend their rights at work;
- (xii) document, publicise and actively promote the wins achieved collectively by members at work;
- (xiii) publish and implement a strategic plan to improve digital organising and online member participation;
- (xiv) publish and implement a plan to increase member participation in Union elections and
- (xv) benchmark, monitor and track our progress in building, strengthening and diversifying the Union and publish data annually.

Conference recognises that we have common cause with other trade unions in resisting the attacks on our members' pay, pensions and working conditions.

Further, Conference recognises that we can better secure sustained wins for members when we connect our concerns to the wider concerns of the communities in which our members work and live.

Conference, therefore, commits NASUWT to further strengthen its:

- (a) participation in and leadership of the work of trade union centres and federations at regional, national and international levels, and with political parties and grassroots organisations to secure a better deal for our members and for our communities and
- (b) work with sister unions, politicians and lobby groups to secure improved statutory rights to organise and bargain at work."

The amendment was

CARRIED

SECOND PUBLIC SESSION

2.00pm to 5.27pm

Saturday 8 April 2023

The President announced the suspension of Standing Orders at 2.08pm.

David Edwards, General Secretary of Education International, addressed Conference.

The President, Rosemary Carabine, gave a vote of thanks on behalf of Conference.

The President announced the resumption of Standing Orders at 2.24pm.

TRADE UNION RIGHTS AND THE RIGHT TO STRIKE

Martin Hudson moved,

Claire MacLeod seconded:

“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 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 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.”

AMENDMENT (1)

Greg Foster moved,

Hank Roberts seconded:

“In bullet (i), after ‘any political parties’, insert ‘and trade unions’

In bullet (iii), after ‘response’, insert ‘alongside the other education unions’”

The amendment was

CARRIED

AMENDMENT (2)

*Linda Gibson moved,
Nicola Hassard seconded:*

“In bullet (iii), delete ‘the’ and insert ‘any willing’ before ‘education unions’”

The amendment was

CARRIED

The motion, as amended, was

CARRIED

ANNUAL REPORT OF THE NATIONAL EXECUTIVE 2022

*Angela Butler moved,
Rashida Din seconded:*

“(i) That the report be received,”

The motion was

CARRIED

“(ii) That the report be adopted.”

The motion was

CARRIED

2(c) MOTION: NORTHERN IRELAND

*Raymond Beggs moved,
Delma Boggs seconded:*

“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.”

The motion was

CARRIED

ADEQUATE FUNDING FOR BEHAVIOUR SUPPORT

Dan Whitley moved,

Andrew Dunkley seconded:

“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.”

The motion was

CARRIED

FULL-TIME TEACHERS FOR PART-TIME PAY

Neil Jeffery moved,

Kate Westrop seconded:

“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.”

The motion was

CARRIED

THIRD PUBLIC SESSION

9.00am to 12.31pm

Sunday 9 April 2023

WORKING HOURS

*Candida Mellor moved,
Julia Devine seconded:*

“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.”

AMENDMENT (1)

*Dan Lister moved,
Scott McGimpsey seconded:*

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

The amendment was

CARRIED

AMENDMENT (2)

*Deborah Egglestone moved,
Alex Moscrop-Brown seconded:*

“Add a new bullet (iii) to read: ‘Contact all headteachers and employers, making clear NASUWT’s position on, and opposition to, the non-statutory White Paper.’”

The amendment was

CARRIED

AMENDMENT (3)

*Julie Parkin moved,
Howard Leighton seconded:*

“In bullet (ii), add ‘educate and’ before ‘support’”

The amendment was

CARRIED

The motion, as amended, was

CARRIED

SPECIALIST PROVISION

*Richard Kempa moved,
Bruce Choto seconded:*

“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.”

The motion was

CARRIED

2(c) MOTION: WALES

Mark Morris moved,

Sharron Daly seconded

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

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

- (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.”

The motion was

CARRIED

The President announced the suspension of Standing Orders at 11.58am.

GENERAL SECRETARY’S PUBLIC ADDRESS

Dr Patrick Roach, General Secretary, addressed Conference.

The President, Rosemary Carabine, gave a vote of thanks on behalf of Conference.

The President announced the resumption of Standing Orders and declared the third public session closed at 12.31pm.

FOURTH PUBLIC SESSION

2.01pm to 4.26pm

Sunday 9 April 2023

VIOLENT PUPILS

Wendy Exton moved,

Delma Boggs seconded:

“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.”

AMENDMENT (1)

Richard Kempa moved,

Dan Perriman seconded:

“Insert new (iv) to read: ‘lobby governments and administrations for a significant increase in investment for alternative provision.’”

The amendment was

CARRIED

AMENDMENT (2)

Ian Scott moved,

Howard Leighton seconded:

“Insert new (iv), (v) and (vi) to read:

- ‘(iv) request that the government and administrations ensure that school leaders record all instances of aggression and violence towards all staff;
- (v) issue guidance reminding headteachers and employers of their full responsibilities in ensuring incidents of aggression and violence are recorded and made available for inspection and
- (vi) lobby to make it a legal requirement for schools to ensure that risk assessments, based on the incident records, are not just made available, but presented, to all staff who are asked to work with or around those students.’”

The amendment was

CARRIED

The motion, as amended, was

CARRIED

Conference, was joined on stage by William Reynolds, the representative from Bannerman High School in Glasgow and the winner of our Health and Safety Rep of the Year Award.

2(c) MOTION: SCOTLAND

Scott McGimpsey moved,

Eddie Carroll seconded:

“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 NASUWT to:

- (i) lobby the 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."

The amendment was

CARRIED

MENOPAUSE AS A DISABILITY

Aisling Gammon moved,

Pushpalata Chaure seconded:

"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."

Debate suspended until the Sixth Public Session on Monday 10 April 2023.

FIFTH PUBLIC SESSION

4.27pm to 5.27pm

Sunday 9 April 2023

AGEISM IN TEACHING

*Katherine Moore moved,
Sharon Calvert seconded:*

“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 NASUWT as the union ‘of choice’ for older teachers.”

AMENDMENT (1)

*Neil Jeffery moved,
Kate Westrop seconded:*

“In bullet (iii), delete ‘older’ and replace with ‘all’.

The amendment was

LOST

AMENDMENT (2)

*Ronan Sharkey moved,
Annelies Taylor seconded:*

“At the end, insert:

‘Conference also calls upon the National Executive to:

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

The amendment was

CARRIED

AMENDMENT (3)

*Luke Akhurst moved,
George Grant seconded:*

“Delete the original bullet (iii)”

The amendment was

CARRIED

AMENDMENT (4)

*Kat Lord Watson moved,
Ronan Sharkey seconded:*

“Add new bullet which reads ‘*all teachers to be protected from ageism in the workforce*’ before ‘*Conference also calls upon the National Executive to:*”

The amendment was

CARRIED

The motion, as amended, was

CARRIED

SIXTH PUBLIC SESSION

9.00am to 10.58am

Monday 10 April 2023

ABOLISH OFSTED

*Martin Hudson moved,
Victoria Brown seconded:*

“Conference acknowledges that the perceived demands of Ofsted are the major contributors 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.”

AMENDMENT (1)

*Dan Whitley moved,
Kate Westrop seconded:*

“In bullet (i), after Ofsted, add ‘*in its current form*’

In bullet (ii), delete all after ‘*framework*’”

The amendment was

CARRIED

AMENDMENT (2)

*Gherie Weldeyesus moved,
Hank Roberts seconded:*

“Insert new bullet (*i*) to read: ‘*work with the other Education Unions to call for an immediate freeze of all inspections in order that a full mental health impact assessment on teachers and school leaders be carried out*’.”

The amendment was

CARRIED

AMENDMENT (2)

*Lauren Roe moved,
Patricia Gumede seconded:*

“Delete ‘*abolition*’ and replace with ‘*reform*’.

Delete bullet (ii)”

The amendment was

LOST

The motion, as amended, was

CARRIED

MENOPAUSE AS A DISABILITY

Debate continued from the Fourth Public Session on Sunday 9 April 2023.

AMENDMENT

“Delete ‘stages’ and replace with ‘symptoms’

Delete ‘classified’ and replace with ‘recognised’

The amendment was

CARRIED

The motion, as amended, was

CARRIED

OLDER PRACTITIONERS

The President announced that as the ‘Ageism in Teaching’ motion was carried; the balloted motion entitled ‘Older Practitioners’ fell.

HEALTH AND SAFETY AND THE WORKING DAY

Alan Jones moved,

John Hall seconded:

“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.”

The motion was

CARRIED

WOMEN'S HEALTH AND THE WORKPLACE

Claire Ward moved,

Sharon Calvert seconded:

“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.”

Debate suspended until the Seventh Public Session on 10 April 2023.

SEVENTH PUBLIC SESSION

10.58am to 12.12pm

Monday 10 April 2023

EDUCATING REFUGEE AND ASYLUM SEEKER CHILDREN AND YOUNG PEOPLE

Kat Downs moved,

Sabine Janssen-Havercroft seconded:

“Conference notes the enormous effort that teachers and schools put into supporting refugee and asylum 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.”

AMENDMENT (1)

Colin Jackson moved,

Lindsay Hanger seconded:

“Insert new bullet (iv) to read: ‘a change to or repeal of the existing guidance whereby refugees who volunteer to assist in schools (or other settings) can be threatened with the loss of their refugee status.’”

The amendment was

CARRIED

AMENDMENT (2)

Dan Whitley moved,

Martin Hudson seconded:

“In the first paragraph, after ‘asylum’, add ‘seeker’.”

The amendment was

CARRIED

AMENDMENT (3)

Richard Kempa moved,

Bruce Choto seconded:

“Insert at the end of (iii) ‘which reflects need.’”

The amendment was

CARRIED

The motion, as amended, was

CARRIED

WOMEN'S HEALTH AND THE WORKPLACE

Debate continued from the Sixth Public Session on Sunday 9 April 2023.

The motion was

CARRIED

STATE PENSION AGE

John McGill moved,

Scott McGimpsey seconded:

“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 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.”

The motion was

CARRIED

WORKING TIME ARRANGEMENTS

Fergal McGuckin moved,

Sorrel Flack seconded:

“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.”

AMENDMENT

Anne Rycroft moved,

Scott McGimpsey seconded:

“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.’*”

The amendment was

CARRIED

Debate suspended until the Seventh Public Session on Monday 10 April 2023.

FOURTH PRIVATE SESSION

12.12pm to 12.45pm

Monday 10 April 2023

The President, Rosemary Carabine, reported that an Urgency Motion had been submitted and, in accordance with the Standing Orders, this requires the agreement of a procedural motion that an Urgency Motion submitted in accordance with Standing Order 8 be called for debate.

PROCEDURAL MOTION

Gary Upton moved,

Claudia Glasgow seconded:

“That an Urgency Motion submitted in accordance with Standing Order 8 be called for debate.”

The motion was

CARRIED

URGENCY MOTION: ANNUAL CONFERENCE 2024

Gary Upton moved,

Claudia Glasgow seconded:

“Conference is concerned by the decision to hold a virtual Annual Conference in 2024.

Conference notes:

- (i) that a general election will be held no later than December 2024;
- (ii) the need to apply visible pressure to all political parties to commit to a Better Deal for Teachers in their election manifesto and
- (iii) the need to network to build activism among NASUWT members.

Conference is also concerned over potential declining attendance at a future virtual Annual Conference.

Conference therefore instructs the National Executive to reconsider its decision to hold a virtual Annual Conference during 2024.”

AMENDMENT

Richard Kempa Moved,

Bruce Choto Seconded:

“After (iii), insert a new sentence to read: ‘*Conference believes that an in-person Annual Conference promotes greater activism, networking and upholds our lay-led democracy.*’”

The amendment was

CARRIED

The motion, as amended, was

CARRIED

SEVENTH PUBLIC SESSION

12.45pm to 12.52pm

Monday 10 April 2023

WORKING TIME ARRANGEMENTS

Debate continued.

The motion, as amended, was

CARRIED

The President, Rosemary Carabine, moved that subject to Standing Order 22(d), the remaining business not previously called for debate be put to the vote.

This was agreed by Conference and the following motions were put to the vote without debate.

TRANSFORM PERFORMANCE MANAGEMENT AND APPRAISAL

“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.”

The motion was

CARRIED

EXPLOITATION OF UPPER PAY RANGE TEACHERS

“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.”

AMENDMENT

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

The amendment

FELL

The motion was

CARRIED

SECURING AND SUSTAINING HIGH LEVELS OF RECRUITMENT INTO TEACHING

“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.”

The motion was

CARRIED

TRANSFORMING EDUCATION

“Conference acknowledges the value and importance of international solidarity and reaffirms the commitment to 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.”

The motion was

CARRIED

TEACHERS AND THE HOUSING CRISIS

“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.”

The motion was

CARRIED

EIGHTH PUBLIC SESSION

1.00pm to 1.13pm

Monday 10 April 2023

PRESIDENT'S BUSINESS

The President reported that the following members were leaving Executive: Celia Foote, Damien McNulty, Elaine Paling, Mark Bilsby, Nuala Lavery-Noon, Paul Nesbit, Phil Kemp, Rachel Knight.

The President moved:

“That this Conference places on record its appreciation of the services rendered by Celia Foote, Damien McNulty, Elaine Paling, Mark Bilsby, Nuala Lavery-Noon, Paul Nesbit, Phil Kemp, Rachel Knight.

The motion was

CARRIED WITH ACCLAMATION

(i) Vote of thanks to Conference Organisers

The President moved:

“That the best thanks be, and are hereby, tendered to all those involved in the smooth running of Conference including Scrutineers, NASUWT Staff, Standing Orders Committee, SEC Staff, Nipperbout, Cameron Logistics and Cue Media.”

The motion was

CARRIED WITH ACCLAMATION

(ii) Vote of thanks to President

Sarah Walker moved,

Kira Chan seconded:

“That the best thanks of Conference be, and are hereby, tendered to the President, Rosemary Carabine, for her excellent conduct in the Chair.”

The motion was

CARRIED WITH ACCLAMATION

The President declared Annual Conference 2023 closed at 1.13pm.

