CYNHADLEDD
CONFERENCE
2022

COFNODION CYNHADLEDD 2021

CONFERENCE 2021 MINUTES

LLYWYDD

Stephen Hale

YSGRIFENNYDD CYFFREDINOL

Dr Patrick Roach

NASUWT CYMRU
The Teachers' Union
Undeb yr Athrawon

SESIWN GYHOEDDUS GYNTAF

0905h – 1010h

Croeso'r llywydd

Bu i'r Llywydd, Annwyn Lewis, ddatgan fod Cynhadledd NASUWT Cymru 2021 yn agored.

Arwisgo Swyddogion

Cafodd Stephen Witherden ei arwisgo fel Llywydd;

Cafodd Stephen Hale ei arwisgo fel Is-Lywydd Fwyaf;

Cafodd Owain Morgan-Lee ei arwisgo fel Trysorydd Cymru.

Anerchiad yr Ysgrifennydd Cyffredinol

Bu i'r Llywydd ohurio'r Rheolau Sefydlog am 0920h.

Bu i'r Ysgrifennydd Cyffredinol, Dr Patrick Roach, anerch y Gynhadledd.

SESIWN BREIFAT

1020h – 1230h

Anerchiad y Swyddog Cenedlaethol

Bu i'r Swyddog Cenedlaethol, Neil Butler, anerch y Gynhadledd.

Mabwysiadu Rheolau Sefydlog

Bu i Jane Setchfield gynnig,
Bu i Steve Hale eilio:

"Bod y Rheolau Sefydlog hyn yn cael eu mabwysiadu ar gyfer y Gynhadledd hon."

DERBYNIWYD y cynnig.

Adroddiad Ariannol Blynyddol

Bu i Owain Morgan-Lee gynnig,
Bu i Steve Hale eilio:

"Bod yr adroddiad yn cael ei mhabwysiadu."

DERBYNIWYD y cynnig.

Adroddiad Blynyddol Pwyllgor Gwaith Cymru (CEC)

Bu i Susan Martin gynnig,
Bu i Steve Hale eilio:

FIRST PUBLIC SESSION

0905h – 1010h

President's welcome

The President, Annwyn Lewis, declared the NASUWT Cymru Annual Conference 2021 open.

Investiture of Officers

Stephen Witherden was invested as President;

Stephen Hale was invested as Senior Vice-President;

Owain Morgan-Lee was invested as Cymru Treasurer.

General Secretary's Address

The President announced the suspension of Standing Orders at 0920h.

The General Secretary, Dr Patrick Roach, addressed Conference.

PRIVATE SESSION

1020h – 1230h

National Official's Address

The National Official, Neil Butler, addressed Conference

Adoption of Standing Orders

Jane Setchfield moved,
Steve Hale seconded:

"That the stated Standing Orders be adopted for this Conference."

The motion was **CARRIED**.

Annual Financial Report

Owain Morgan-Lee moved,
Steve Hale seconded:

"That the report be adopted"

The motion was **CARRIED**.

Annual Report of CEC

Susan Martin moved,
Steve Hale seconded:

“Bod yr adroddiad yn cael ei mhabwysiadu.”

DERBYNIWYD y cynnig.

Diwygiadau i Reolau NASUWT Cymru

Bu i Mark Morris gynnig,
Bu i Steve Hale eilio:

“Bod y diwygiadau yn cael ei mabwysiadu.”

DERBYNIWYD y cynnig.

Dyddiadau Cyfarfod Y Pwyllgor Gwaith (CEC) 2021-22

Bu i Annwyn Lewis gynnig,
Bu i Steve Hale eilio:

“Bod y dyddiadau yn cael eu mabwysiadu.”

DERBYNIWYD y cynnig.

Bu i’r Llywydd ohurio Rheolau Sefydlog am 1135h

Jeremy Miles, Minister for Education and the Welsh Language addressed Conference.

Bu i’r Llywydd ail-gychwyn y Rheolau Sefydlog am 1330h.

AIL SESIWN CYHOEDDUS

1330h – 1535h

IECHYD A DIOGELWCH YN DILYN PANDEMIG

Bu i Mark Morris gynnig,
Bu i Lara Morris eilio:

Mae'r gynhadledd yn canmol yr holl gyflogwyr sydd wedi gweithio gyda'r NASUWT i sicrhau bod eu gweithwyr mor ddiogel â phosibl yn y gweithle.

Fodd bynnag, mae'r Gynhadledd yn dal i bryderu nad yw Llywodraeth Cymru, Awdurdodau Lleol nac Ysgolion wedi talu fawr o sylw o'r rheoliadau Iechyd a Diogelwch presennol.

Cred y Gynhadledd y dylai ysgolion fod wedi cael asesiadau risg cadarn ar waith cyn y pandemig ac y dylid bod wedi ymgynghori â'r rhain gyda Cynrychiolwyr Undebau.

Mae'r Gynhadledd yn galw ar y Pwyllgor Gwaith i:

"That the report be adopted"

The motion was **CARRIED**.

Amendments to NASUWT Cymru Rules

Mark Morris moved,
Steve Hale seconded:

"That the amendments be adopted"

The motion was **CARRIED**.

CEC Meeting Dates 2021-22

Annwyn Lewis moved,
Steve Hale seconded:

"That the dates be adopted"

The motion was **CARRIED**.

The President announced the suspension of Standing Orders at 1135h

Jeremy Miles, Minister for Education and the Welsh Language addressed Conference.

The President announced the resumption of Standing Orders at 1330h.

SECOND PUBLIC SESSION

1330h – 1535h

HEALTH AND SAFETY FOLLOWING PANDEMIC

Mark Morris moved,
Lara Morris seconded:

Conference commends those employers who have worked with the Union to ensure that their employees are as safe as possible in the workplace.

Conference however, remains concerned that the Welsh Government, Local Authorities and Schools have paid little notice of existing Health and Safety Regulations.

Conference believes that schools should have had robust risk assessments in place before the pandemic and that these should have been consulted upon with Union representatives.

Conference calls upon the National Executive to:

(i) Iobïo Llywodraeth Cymru ac Awdurdodau Lleol i sefydlu Partneriaeth Gymdeithasol ystyrlon gyda'r Undebau Gweithlu Addysg.

(ii) Iobïo Llywodraeth Cymru i gryfhau Canllawiau Gweithredol Iechyd a Diogelwch mewn ysgolion a sicrhau bod asiantaethau gorfodaeth yn cael eu defnyddio'n briodol, a,

(iii) Iobïo i gynyddu buddsoddiad mewn gwasanaethau cyhoeddus i gefnogi'r holl fesurau iechyd a diogelwch angenrheidiol yn well;

(iv) gefnogi aelodau lle nad yw deddfwriaeth Iechyd a Diogelwch yn cael ei dilyn, a

(v) darparu hyfforddiant i weithredwyr lleyg i'w galluogi i ddatblygu polisïau a gweithdrefnau Iechyd a Diogelwch yn y gweithle sy'n addas at y diben.

DERBYNIWYD y cynnig

CYLLID TECACH I ADDYSG YNG NGHYMRU

Bu i Craig Jenkins gynnig,
Bu i Andy Edwards eilio:

Mae'r gynhadledd yn galw ar y Pwyllgor Gwaith Cenedlaethol i Iobïo Llywodraeth Cymru am fecanwaith tecach ar gyfer ariannu ysgolion ar draws awdurdodau lleol yng Nghymru.

DERBYNIWYD y cynnig

DATBLYGU CYMWYSTERAU

Bu i CraIg Jenkins gynnig,
Bu i Jemma Paull eilio:

Mae'r Gynhadledd yn nodi datblygiad diweddar cymhwyster mewn Technoleg Ddigidol, a bod y Rheoleiddiwr wedi cynhyrchu meini prawf cymeradwyo ar gyfer y cymhwyster fel bod y cymhwyster:

(i) wedi ei ddylunio ar y cyd ag 'Athrawon Arweiniol' a enwebwyd gan gonsortia yn hytrach nag Athrawon Dosbarth;
(ii) bod maint yr asesiad athrawon wedi cynyddu llwyth gwaith athrawon; a
(iii) yn diffinio gofynion mympwyol ar gyfer meddalwedd ddrud sydd, hyd yn oed gyda chymhorthdal Llywodraeth Cymru, yn atal mynediad i'r cymhwyster hwn mewn ysgolion tlawd.

Mae'r Gynhadledd yn galw ar y Pwyllgor Gwaith i Iobïo Cymhwysterau Cymru fel, wrth ddatblygu cymwysterau yn y dyfodol:

a) bod ymgysylltiad ystyrlon â'r proffesiwn;
b) bod Asesiadau Effaith Llwyth Gwaith bob amser yn cael eu cynnal; a
c) fod pob cymhwyster yn hygyrch i bob dysgwr.

DERBYNIWYD y cynnig

ADDYSG AR-LEIN

Bu i Glynis Meredydd gynnig,
Bu i Steve Hale eilio:

(i) lobby the Welsh Government and Local Authorities to establish meaningful Social Partnership with the Education Workforce Unions.
(ii) lobby the Welsh Government to strengthen Health and Safety Operational Guidance in schools and that ensure that enforcement agencies are appropriately deployed, and,
(iii) lobby to increase investment in public services to better support all necessary health and safety measures
(iv) support members where Health and Safety legislation isn't being followed, and
(v) provide training for lay activists to enable them to develop workplace Health and Safety polices and procedures that are fit for purpose.

The motion was **CARRIED**.

FAIRER FUNDING OF EDUCATION IN WALES

Craig Jenkins moved,
Andy Edwards seconded:

Conference calls upon the National Executive to lobby the Welsh Government for a fairer mechanism for the funding schools across local authorities in Wales.

The motion was **CARRIED**.

DEVELOPMENT OF QUALIFICATIONS

CraIg Jenkins moved,
Jemma Paull seconded:

Conference notes the recent development of a qualification in Digital Technology and that Qualifications Wales produced approval criteria for the qualification, such that the qualification:

(i) was designed in conjunction with consortia-nominated 'Lead Teachers' rather than Classroom Teachers;
(ii) the volume of teacher assessment increased the workload for teachers; and
(iii) defines arbitrary requirements for expensive software that, even with Welsh Government subsidy, bars access to the qualification in cash-strapped schools.

Conference calls upon the National Executive to lobby Qualification Wales so that, when developing future qualifications:

a) there is meaningful engagement with the profession;
b) that Workload Impact Assessments are always carried out; and
c) they are accessible to all learners.

The motion was **CARRIED**.

ONLINE EDUCATION

Glynis Meredydd moved,
Steve Hale seconded:

Mae'r Gynhadledd yn nodi'r defnydd cynyddol o wersi ffrydio byw ac addysgu ar-lein. Mae'r Gynhadledd yn galw ar y Pwyllgor Gwaith i weithio gyda rhanddeiliaid perthnasol i:

(i) gytuno ar bolisi cenedlaethol ar gyfer defnydd diogel a chyfreithiol o ffrydio byw ac addysgu ar-lein;
(ii) sicrhau bod gan athrawon yr amser, hyfforddiant ac adnoddau i'w cefnogi i ddatblygu adnoddau dysgu sy'n bodloni'r gofynion addysgu newydd hyn, gan gynnwys sylw ar adnoddau i ddisgyblion ag anghenion dysgu ychwanegol; a
(iii) gwella caledwedd cyfrifiadurol, meddalwedd a darpariaeth rhyngrwyd i roi isafswm safonol o fynediad i adnoddau ar-lein i bob disgybl.

DERBYNIWYD y cynnig

IECHYD MEDDWL ATHRAWON

Bu i Steve Hale gynnig,
Bu i Glynis Meredydd eilio:

Mae'r Gynhadledd yn credu bod cysylltiad rhwng cam-drin athrawon a'r dirywiad yn eu hiechyd meddwl.
Mae'r Gynhadledd yn galw ar y Pwyllgor Gwaith i gydweithio gyda rhanddeiliaid perthnasol i:

(i) ddatblygu strategaethau i ddelio â cham-drin geiriol a gyfeirir at staff ysgol gan ddisgyblion; a
(ii) chytuno ar bolisi cenedlaethol i ddarparu gweithwyr iechyd meddwl proffesiynol penodol sydd ar gael i gefnogi staff ysgolion.

DERBYNIWYD y cynnig

TRYDYDD SESIWN GYHOEDDUS

1545h – 1725h

RHEOLAETH LEOL AR YSGOLION

Bu i Angela Butler gynnig,
Bu i Annwyn Lewis eilio:

Mae'r gynhadledd yn nodi bod Rheolaeth Leol Ysgolion wedi'i chyflwyno ym 1988 ar adeg cyn datganoli pan oedd yr athroniaeth wleidyddol ar addysg yn gwbl groes i werthoedd Cymru fodern.
Mae'r Gynhadledd yn nodi ymhellach bod Cyrff Llywodraethu wedi'u heithrio o Fil Partneriaeth Gymdeithasol Llywodraeth Cymru.
Cred y Gynhadledd fod LMS ynghyd ag eithrio Cyrff Llywodraethu o'r Bil yn gadael gweithwyr addysg yn agored i ragfarn a gwahaniaethu y byddai gweithwyr eraill yn cael eu hamddiffyn yn eu herbyn trwy bartneriaeth gymdeithasol.
Mae'r Gynhadledd yn galw ar y Pwyllgor Gwaith i:

(i) lobïo i gynnwys Cyrff Llywodraethu yn y Mesur Partneriaeth Gymdeithasol, ac
(ii) ymgyrchu i roi diwedd ar LMS yng Nghymru

Conference notes the increasing use of live streaming lessons and online teaching.
Conference calls on the National Executive to work with relevant stakeholders to:

(i) agree a national policy for the safe and legal use of live streaming and on-line teaching;
(ii) ensure teachers have the time, training and resources to support them in developing learning resources to meet these new teaching requirements, to include a focus on resources for pupils with additional learning needs; and
(iii) to improve the computer hardware, software and Internet provision to give all pupils a minimum standard of access to online resources.

The motion was **CARRIED**.

TEACHERS' MENTAL HEALTH

Steve Hale moved,
Glynis Meredydd seconded:

Conference believes there is a link between the abuse of teachers and the decline in their mental health.
Conference calls on the National Executive to work with relevant stakeholders to:

(i) develop strategies to deal with verbal abuse directed towards school staff by pupils; and
(ii) agree a national policy to provide dedicated mental health professionals available to support school staff.

The motion was **CARRIED**.

THIRD PUBLIC SESSION

1545h – 1725h

LOCAL MANAGEMENT OF SCHOOLS

Angela Butler moved,
Annwyn Lewis seconded:

Conference notes that Local Management of Schools (LMS) was introduced in 1988 at a time before devolution when the political philosophy relating to education was diametrically opposed to the values of modern Wales.
Conference further notes that Governing Bodies have been excluded from the Welsh Government Social Partnership Bill.
Conference believes that LMS and the exclusion of Governing Bodies from the Bill leaves education workers vulnerable to prejudice and discrimination that other workers would be protected against through social partnership.
Conference calls upon the National Executive to:

(i) lobby for the inclusion of Governing Bodies in the Social Partnership Bill, and
(ii) campaign for an end to LMS in Wales

DERBYNIWYD y cynnig

Y CWRICWLWM NEWYDD

Bu i Angela Butler gynnig,
Bu i Annwyn Lewis eilio:

Mae'r gynhadledd yn nodi bod y llynedd wedi canolbwyntio ar ymateb i bandemig Covid-19 ac felly ychydig o amser a roddwyd i ddatblygu'r cwricwlwm newydd.

Mae'r Gynhadledd yn nodi ymhellach bod ysgolion uwchradd bellach yn canolbwyntio ar gyflawni Cymwysterau ac yn parhau i fethu â blaenoriaethu'r Cwricwlwm Newydd.

Cred y Gynhadledd fod y Cwricwlwm Newydd yn ddiffygiol a bod angen ei ddatblygu'n helaeth ar lefel ysgol i'w wneud yn addas.

Mae'r gynhadledd yn galw ar y Pwyllgor Gwaith i:

- *(i)* weithio gyda rhanddeiliaid eraill i lunio ymgyrch i ohirio gweithrediad y Cwricwlwm Newydd am o leiaf blwyddyn; a
- *(ii)* lobïo Llywodraeth Cymru i ddiwygio'r Cwricwlwm Newydd fel ei fod yn adlewyrchu gwerthoedd Cymru fodern yn well.

Gwelliant

Bu i Charlie Meredydd gynnig,
Bu i Janet Rowberry seconded.

Ychwanegu cymal newydd:

(iii) lobïo Llywodraeth Cymru i ddarparu hyfforddiant, amser ac adnoddau ychwanegol i athrawon fedru ddatblygu adnoddau dysgu i gyfarch gofynion y cwricwlwm newydd, i gynnwys ffocws ar adnoddau i ddisgyblion ag anghenion dysgu ychwanegol.
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DERBYNIWYD y gwelliant.
DERBYNIWYD y cynnig diwygiedig.

CYNGOR Y GWEITHLU ADDYSG

Bu i Angela Butler gynnig,
Bu i Annwyn Lewis eilio:

Cred y Gynhadledd fod Cyngor y Gweithlu Addysg yn parhau i arfer grym a dylanwad mawr ar addysg yng Nghymru.
Mae'r Gynhadledd yn nodi ei bod yn gwneud hyn tra yn anatebol i'r rhai sy'n talu amdano Felly, mae'r Gynhadledd yn galw ar y Pwyllgor Gwaith i ymgyrchu i'r CGA ddod o dan gyfrifoldeb yr Ombwdsmon Gwasanaethau Cyhoeddus i sicrhau ei fod yn atebol i bobl Cymru.

DERBYNIWYD y cynnig

The motion was **CARRIED**.

THE NEW CURRICULUM

Angela Butler moved,
Annwyn Lewis seconded:

Conference notes that last year has been focussed upon responding to the Covid-19 pandemic and therefore little time has been given to developing the new curriculum.
Conference further notes that secondary schools are now concentrating on qualifications and are still unable to prioritise the new curriculum.
Conference believes that the new curriculum is flawed and needs extensive development at a school level to make it fit for purpose.
Conference calls upon the National Executive to:

(i) work with other stakeholders to build a campaign to postpone the implementation of the new curriculum for at least one year, and
(ii) lobby the Welsh Government to amend the new curriculum so that it better reflects the values of modern Wales

Amendment

Charlie Meredydd moved,
Janet Rowberry seconded.

Add a new point:

(iii) lobby the Welsh Government to provide training, additional time and resources for teachers to develop learning resources to meet the requirements of the New Curriculum, to include a focus on resources for pupils with additional learning needs.

The amendment was **CARRIED**
The motion, as amended, was **CARRIED**.

THE EDUCATION WORKFORCE COUNCIL

Angela Butler moved,
Annwyn Lewis seconded:

Conference believes that the Education Workforce Council continues to wield great power and influence on education in Wales.
Conference notes that it does this whilst being unaccountable to those who pay for it
Conference therefore calls upon the National Executive to campaign for the EWC to come under the responsibility of the Public Service Ombudsman to ensure that it is accountable to the people of Wales

The motion was **CARRIED**.

ESTYN

Bu i Angela Butler gynnig,
Bu i Annwyn Lewis eilio:

Mae'r Gynhadledd yn cymeradwyo Estyn am atal arolygiadau yn ystod Pandemig Covid 19. Fodd bynnag, mae'r Gynhadledd yn pryderu bod arolygiadau 'ffug' wedi cael eu cynnal lle mae arweinwyr ysgol wedi gwahodd Estyn i mewn gyda'r gred anghywir y byddai hyn yn arwain at eu tynnu allan o gategori Mesurau Arbennig
Mae'r Gynhadledd yn pryderu ymhellach bod Estyn yn gwrthod ystyried y gwaith rhagorol a wneir gan ysgolion yn ystod y pandemig ac yn dal i ofyn am ymweliadau ysgolion i lunio barnau arolygu.
Mae'r Gynhadledd yn galw ar y Pwyllgor Gwaith i lobïo Llywodraeth Cymru i geisio diwygio Estyn i sicrhau bod atebolrwydd mewn addysg yng Nghymru yn addas ar gyfer y newidiadau a wnaed gan y pandemig, ac a fydd yn cael ei wneud gan y Cwricwlwm Newydd.

DERBYNIWYD y cynnig

CAU Y GYNHADLEDD

ESTYN

Angela Butler moved,
Annwyn Lewis seconded:

Conference applauds Estyn for suspending Inspections during the Covid 19 Pandemic.
Conference however, is concerned that 'pseudo' inspections have taken place where school leaders have invited Estyn in with the mistaken belief that this would lead to them being removed from the Special Measures category
Conference is further concerned that Estyn refuses to take into consideration the evidence of the outstanding work done by schools during the pandemic and is still requiring school visits to make inspection judgements.
Conference calls upon the National Executive to lobby the Welsh Government to reform Estyn to ensure that accountability in education in Wales is fit for the changes that have been made by the pandemic and will be made by the new curriculum.

The motion was **CARRIED**.

CLOSE OF CONFERENCE

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NASUWT CYMRU

The Teachers' Union

Undeb yr Athrawon