



COFNODION CYNHADLEDD 2022

CONFERENCE 2022 MINUTES

#NASUWTCymru23

LLYWYDD

Diane Evans

**NASUWT
CYMRU**

The Teachers' Union



Undeb yr Athrawon

**YSGRIFENNYDD
CYFFREDINOL**

Dr Patrick Roach

SESIWN GYHOEDDUS GYNTAF

0905h – 1030h

Croeso'r Llywydd

Bu i'r Llywydd, Stephen Witherden, ddatgan fod Cynhadledd NASUWT Cymru 2022 yn agored.

Arwisgo Swyddogion

Cafodd Stephen Hale ei arwisgo fel Llywydd;

Cafodd Diane Evans ei arwisgo fel Is-Lywydd Fwyaf;

Cafodd Luke Lockyer ei arwisgo fel Is-Lywydd Leiaf.

Cyfarchion y Gweinidog Dros Addysg a'r iaith Gymraeg

Bu i'r Llywydd ohurio'r Rheolau Sefydlog am 0930h.

Bu i Jeremy Miles, y Gweinidog dros Addysg a'r iaith Gymraeg annerch y Gynhadledd drwy gyfrwng fideo.

Bu i'r Llywydd ail-sefydlu'r Rheolau Sefydlog am 1000h.

SESIWN BREIFAT

1000h – 1130h

Anerchiad y Swyddog Cenedlaethol

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

Anerchiad yr Ysgrifennydd Cyffredinol

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

Mabwysiadu Rheolau Sefydlog

Bu i Diane Evans gynnig,

Bu i Steve Witherden 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 Witherden eilio:

“Bod yr adroddiad yn cael ei mhabwysiadu.”

DERBYNIWYD y cynnig.

Adroddiad Blynyddol Pwyllgor Gwaith Cymru (CEC)

Bu i Mark Morris gynnig,

Bu i Steve Witherden eilio:

“Bod yr adroddiad yn cael ei mhabwysiadu.”

DERBYNIWYD y cynnig.

Cofnodion Cynhadledd NASUWT Cymru 2021

Bu i Helen Johns gynnig,

Bu i Steve Witherden eilio:

“Bod y cofnodion yn cael ei mabwysiadu.”

DERBYNIWYD y cynnig.

Diwygiadau i Reolau NASUWT Cymru

Bu i Sharron Daly gynnig,

Bu i Steve Witherden eilio:

“Bod y diwygiadau yn cael ei mabwysiadu.”

DERBYNIWYD y cynnig.

AIL SESIWN CYHOEDDUS

1130h – 1230h

CYFLOG ATHRAWON

Bu i Diane Evans gynnig,

Bu i Annwyn Lewis eilio:

Mae'r gynhadledd yn cydnabod bod cadw athrawon profiadol yn y proffesiwn yn bwysicach nag erioed o'r blaen. Mae'r Gynhadledd yn haeru fod athrawon wedi cymryd ergyd ariannol flwyddyn ar ôl blwyddyn tra hefyd wedi gweld cynnydd sylweddol mewn Cyfraniad Pensiwn o gyflogau misol.

Mae'r gynhadledd yn galw ar y Pwyllgor Gwaith Cenedlaethol i lobïo am godiad cyflog sylweddol yng nghyflogau athrawon i wneud iawn am y golled dros gyfnod o 14 mlynedd o leiaf, ac ar gyfer recriwtio a chadw.

DERBYNIWYD y cynnig

COVID HIR

Bu i Calvin Williams gynnig,

Bu i Stephen O'Connor eilio:

Mae'r gynhadledd yn bryderus iawn bod aelodau sy'n dioddef o covid hir yn cael eu cam-drin gan ysgolion. Mae'r rhain yn cynnwys, ond nid yn gyfyngedig i:

- i. cynnal adolygiadau absenoldeb anffurfiol;
- ii. rhoi pwysau ar staff i aildechrau gweithio yn groes i gyngor gweithwyr iechyd proffesiynol;
- iii. gwadu dychweliadau graddol; a
- iv. a defnyddio materion absenoldeb i derfynu neu gwtogi ar gontractau neu hyd yn oed gyflogaeth.

Mae'r gynhadledd hefyd yn cydnabod bod ysgolion ac awdurdodau lleol yn llunio polisiau 'ar y carnau' ac yn dal heb unrhyw gynlluniau cadarn i ymdrin ag absenoldebau salwch o'r fath neu staff sy'n dioddef pryder ynghylch gweithio mewn amgylcheddau covid rhemp.

Mae'r gynhadledd yn galw ar y swyddogion gweithredol i:

- I. rhoi pwysau ar Lywodraeth Cymru a Llywodraeth Leol i baratoi cynlluniau wrth gefn sy'n berthnasol i covid a choVID hir; a
- II. cynnal arolwg o aelodau i ganfod faint sydd â choVID hir, a chynnig cymorth arbenigol iddynt gan gynnwys mynediad â blaenoriaeth i gyngor cyfreithiol ac, os oes angen, cefnogaeth elusengar.

DERBYNIWYD y cynnig

TRYDYDD SESIWN GYHOEDDUS

1330h – 1530h

HAWLIAU ATHRAWON LLANW

Bu i Helen Johns gynnig,

Bu i Carol Gruffydd eilio:

Mae'r gynhadledd yn nodi â phryder y pwysau aruthrol y mae ysgolion wedi'i ddioddef wrth geisio staff cyflenwi, yn enwedig yn ystod y cyfnod diweddar, ac yn cymeradwyo'r ymdrechion a'r gwaith caled a wnaed gan ein cydweithwyr sydd yn athrawon cyflenwi yn ystod y Pandemig.

Mae'r gynhadledd hefyd yn cymeradwyo Awdurdodau Lleol y mae eu hysgolion a'u gwasanaethau addysg canolog yn cael eu hannog i gyflogi athrawon cyflenwi'n uniongyrchol gan osgoi defnyddio asiantaethau cyflenwi camfanteisiol a'r golled o arian cyhoeddus i'r sector preifat a ddaw yn ei sgil.

Mae'r Gynhadledd yn credu, er bod gwelliannau wedi'u gwneud o ran tâl ac amodau athrawon cyflenwi, fod problemau eang yn parhau, sef:

- i. methiant rhai asiantaethau cyflenwi i gydymffurfio â'r Rheoliadau Gweithwyr Asiantaeth;
- ii. methiant rhai asiantaethau i ddarparu cyflog digonol, amodau gwasanaeth a hawliau pensiwn i'w hathrawon;

- iii. diffyg cefnogaeth gyson a gwybodaeth hanfodol sylfaenol ar gyfer athrawon cyflenwi sy'n gweithio mewn ysgolion,

Fel ateb, mae'r Gynhadledd yn galw ar y Pwyllgor Gwaith Cenedlaethol i:

- I. lobio Awdurdodau Lleol yng Nghymru i ddychwelyd i'r ddarpariaeth o gronfeydd lleol o Athrawon Cyflenwi gyda chyflog, amodau gwaith a hawliau pensiwn digonol;
- II. ceisio bod Llywodraeth Cymru yn sicrhau bod cadw at reoliadau statudol yn un o amodau aelodaeth y Fframwaith Caffael Cenedlaethol; a
- III. lobio awdurdodau lleol i sefydlu Protocol Athrawon Cyflenwi cyffredin a fyddai'n amlinellu'r darpariaethau gofynnol a'r wybodaeth y mae'n rhaid i ysgolion eu darparu ar gyfer athrawon cyflenwi pan fyddant yn cael eu cyflogi.

DERBYNIWYD y cynnig

CAMDDEFNYDDIO CONTRACTAU DROS DRO

Bu i Kerrie Vernon gynnig,

Bu i Nicola Maddocks eilio:

Mae'r Gynhadledd yn pryderu bod yna gynnydd yn y defnydd o gontractau dros dro mewn ysgolion a cholegau yng Nghymru, sy'n ddiangen ac sy'n effeithio ar sicrwydd swyddi ac iechyd a lles athrawon a darlithwyr sy'n derbyn contractau o'r fath dro ar ôl tro.

Mae'r gynhadledd yn deall bod gan athro/darlithydd a gyflogir am ddwy flynedd yn ôl y gyfraith hawliau cyflogaeth penodol, a bod bod yn gyflogedig am bedair blynedd yn sicrhau hawliau cyflogaeth llawn. Fodd bynnag, mae'r Gynhadledd yn pryderu bod yr hawliau hyn i'w gweld yn cael eu hanwybyddu gan rai cyflogwyr.

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

- i. Fynnu esboniad gan gyflogwyr ar y defnydd o contract dros dro;
- ii. Wneud cwyn ffurfiol i unrhyw gyflogwr sy'n defnyddio contract dros dro ailadroddus heb esboniad digonol a phriodol; a
- iii. Gychwyn pleidlais ar gyfer gweithredu diwydiannol yn erbyn unrhyw gyflogwr y canfuwyd ei fod wedi bod yn torri'r gyfraith ynghylch contractau dros dro.

Gwelliant

Bu i Owain Morgan Lee gynnig,

Bu i Steve Witherden eilio:

Ychwanegu:

“oni bai fod y cyflowr yn gallu cyfiawnhau y statws dros dro.”

Ar ôl y gosodiad “hawliau cyflogaeth llawn” yn yr ail baragraph.

DERBYNIWYD y gwelliant

DERBYNIWYD y cynnig diwygiedig

AMSEROEDD Y DIWRNOD YSGOL

Bu i Calvin Williams gynnig,

Bu i Owain Morgan Lee eilio:

Mae'r gynhadledd yn nodi y bydd newidiadau i bolisiâu, arferion ac amseriad y diwrnod ysgol, a wneir yn nyfnderoedd y Pandemig, yn sefydlu cynsail a fydd yn cael eu cadw a'u parhau am gyfnod amhenodol ar draul llesiant staff a chydbwysedd rhwng bywyd a gwaith.

Mae'r gynhadledd yn nodi bod y newidiadau hyn wedi achosi:

- i. Erydu neu golli CPA a'r posibilrwydd o golli amser a enillwyd;
- ii. Colli amser cymdeithasol a chyfarfodydd wyneb yn wyneb rhwng cydweithwyr yn ystod amser digyswllt;
- iii. Anallu i ddarparu a chynllunio'n effeithiol;
- iv. Cynnydd cyffredinol yn y llwyth gwaith.

Mae'r gynhadledd hefyd yn cydnabod bod mwyafrif y newidiadau hyn yn cael effaith andwyol ar brofiad dysgwyr, yn enwedig gan fod ymarferwyr addysg yn gweithio i atal a gwrthdroi effeithiau negyddol pandemig Covid 19.

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

- I. Sefyll yn gadarn yn erbyn ysgolion ac awdurdodau sy'n mynnu cadw newidiadau sy'n ddiangen ar ôl pandemig lle mae'r newidiadau hyn yn cael effaith andwyol ar ddiwrnodau gwaith aelodau;

- II. Lansio ymgyrch yn amlygu effeithiau negyddol y newidiadau hyn ar fyfyrwyr ac athrawon yn grymuso athrawon a rhieni i herio ysgolion; a
- III. Darparu canllawiau ar ofynion unrhyw ddeddfwriaeth gan gynnwys newid Rheoliadau Amserau Sesiynau Ysgol (Cymru).

DERBYNIWYD y cynnig

PEDWERYDD SESIWN GYHOEDDUS

1545h – 1700h

YMDDYGIAD

Bu i Owain Morgan Lee gynnig,

Bu i Steve Witherden eilio:

Mae'r gynhadledd yn nodi, yn dilyn yr aflonyddwch i'w haddysg, bod llawer o fyfyrwyr wedi dychwelyd i'w hystafelloedd dosbarth gyda phroblemau ymddygiad nad oeddent efallai wedi bod yn amlwg cyn y Pandemig.

Mae'r gynhadledd yn credu bod ffactorau megis presenoldeb gwael, agwedd at ddysgu, methu â dilyn cyfarwyddiadau neu ddangos parch at athrawon staff a dysgwyr eraill yr ysgol yn cael effaith andwyol ar iechyd meddwl a moesol staff a phawb arall o gymuned yr ysgol.

Mae'r gynhadledd yn nodi bod staff llawer o ysgolion a cholegau'n cael eu gadael yn agored i niwed ac yn cael eu siomi gan eu cyflogwyr wrth amddiffyn eu hunain rhag cam-drin o'r fath, yn enwedig ymdrechion gan gyflogwyr i ddefnyddio'r Pandemig i ryddhau eu hunain o unrhyw gyfrifoldeb tuag at les staff.

Mae'r gynhadledd yn croesawu'r gwaith y mae NASUWT wedi'i wneud wrth amlygu'r materion hyn, ac er mwyn hybu hyn, mae'n galw ar y Pwyllgor Gwaith Cenedlaethol i gynnal ymgyrchoedd yn y dyfodol yn seiliedig ar ymddygiad dysgwyr.

Mae'r Gynhadledd yn galw ymhellach ar y Pwyllgor Gwaith Cenedlaethol i barhau i falotio i wrthod addysgu lle nad yw ysgolion a cholegau yn gwarchod iechyd a diogelwch aelodau wrth ymdrin â'r ymddygiad hwn.

DERBYNIWYD y cynnig

CYNNIG BRYD: GWELL BARGEN I ATHRAWON - CYMRU

Bu i Mark Morris gynnig,

Bu i Steve Witherden eilio:

Mae'r Gynhadledd yn cymeradwyo ac yn cefnogi Ymgyrch NASUWT – sef 'Bargen Well i Athrawon'.

Mae'r gynhadledd yn llongyfarch Swyddogion Cenedlaethol y DU a'r Ysgrifennydd Cyffredinol am y penderfyniad i symud i Bleidlais Genedlaethol ym mis Tachwedd os bydd dyfarniadau cyflog athrawon ar draws y DU yn llawer llai na 12%.

Cred y Gynhadledd, er nad yw llywodraeth Cymru wedi cymeradwyo rhewi cyflogau fel yn Lloegr mae codiadau cyflog yng Nghymru yn dal i fod yn hynod o wael ac mae'r amser wedi dod i athrawon gyda'i gilydd fynnu cau'r bwlch cyflog sydd wedi torri cyflog athrawon o 20% dros y 12 mlynedd diwethaf.

Mae'r Gynhadledd yn galw ar Swyddogion NASUWT Cymru, Aelodau o'r Pwyllgor Gwaith Cenedlaethol ac ymgyrchwyr i adeiladu ac ymgyrchu am bleidlais lwyddiannus ym mis Medi os bydd cynnig Llywodraeth Cymru yn llawer llai na chodiad cyflog o 12%.

Gwelliant

Bu i Helen Johns gynnig,

Bu i Sharron Daly seconded.

Cyfnewid "ym mis Medi" gyda "yn Nhymor yr Hydref"

DERBYNIWYD y gwelliant.

DERBYNIWYD y cynnig diwygiedig.

CYNNIG BRYD: DIWYGIO Y TYMOR / DIWRNOD YSGOL

Bu i Mark Morris gynnig,

Bu i Steve Witherden eilio:

Mae'r gynhadledd yn condemnio bwriad datganedig Llywodraeth Cymru fel y lleisiwyd gan y Prif Weinidog i ddiwygio'r flwyddyn / diwrnod ysgol heb ymgysylltu ac ymgynghori priodol â'r proffesiwn addysg.

Mae'r gynhadledd yn galw ar y Pwyllgor Gwaith Cenedlaethol i gefnogi camau gweithredu hyd at a chan gynnwys streicio i berswadio Llywodraeth Cymru i ymgysylltu'n briodol â'r proffesiwn addysg cyn cymryd un cam ymhellach yn y broses o ddiwygio'r blwyddyn/diwrnod ysgol.

DERBYNIWYD y cynnig

PUMED SESIWN GYHOEDDUS

Dydd Sul 0900h – 1200h

MENOPOS

Bu i Sharon Higgins gynnig,

Bu i Nicola Maddocks eilio:

Mae'r Gynhadledd yn croesawu'r cyhoeddiad gan Lywodraeth Cymru y bydd lles mislif yn cael ei ddysgu mewn ysgolion yng Nghymru fel rhan o'r Cwricwlwm Newydd. Fodd bynnag, mae'r Gynhadledd yn nodi bod hyn wedi bod yn orfodol yn Lloegr ers mis Medi 2020.

Mae'r gynhadledd yn credu y dylai deall lles mislif hefyd fod yn ddyletswydd ar gyflogwyr addysg yng Nghymru. Mae gormod o athrawon a darlithwyr yng Nghymru yn destun polisiau rheoli absenoldeb ymosodol wrth iddynt frwydro yn erbyn symptomau'r menapos a chyflyrau eraill sy'n ymwneud â'r mislif. Yn ei hanfod mae hwn yn arfer gwahaniaethol na ddylai gael unrhyw le mewn ysgolion a cholegau yng Nghymru.

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

- i. Ymgyrchu dros y menapos i gael ei gydnabod fel anabledd o dan y Ddeddf Cydraddoldeb 2010;
- ii. Ymgyrchu dros i symptomau menapos gael eu cydnabod gan arweinwyr ysgolion a cholegau trwy ofyniad gorfodol i fynychu DPP priodol; a

- iii. Herio cyflogwyr, trwy weithredu hyd at a chan gynnwys gweithredu diwydiannol, sy'n gwahaniaethu yn erbyn menywod trwy bolisiau rheoli absenoldeb ymosodol.

DERBYNIWYD y cynnig

PARTNERIAETH GYMDEITHASOL

Bu i Charlotte Whitely gynnig,

Bu yna eilio ffurfiol:

Mae'r gynhadledd yn croesawu'r cyflwyniad i'r Senedd o'r 'Bil Partneriaeth Gymdeithasol a Chaffael Cyhoeddus,' yn enwedig o ran y ddyletswydd ar gyflogwyr i:

- i. Ymgynghori ag Undebau Llafur cydnabyddedig
- ii. Gosod amcanion llesiant ar gyfer gweithwyr
- iii. Ceisio cyfaddawd a chonsensws
- iv. Cytuno yn flynyddol ar adroddiad ar bartneriaeth gymdeithasol gydag Undebau Llafur cydnabyddedig

Fodd bynnag, mae'r Gynhadledd yn ddiog bod ysgolion a cholegau wedi'u heithrio o'r Bil.

Mae'r Gynhadledd yn credu nad oes unrhyw reswm argyhoeddiadol dros eithrio ysgolion a cholegau o'r Bil a thrwy wneud hynny bydd athrawon a darlithwyr yn parhau i ddioddef o'r arddull 'gorchymyn a rheolaeth' sy'n bodoli mewn llawer o ysgolion yng Nghymru.

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

- I. Lobio i sicrhau bod ysgolion a cholegau yn cael eu cynnwys yn y Bil Partneriaeth Gymdeithasol

- II. Galw ar Lywodraeth Cymru ac Awdurdodau Lleol i gefnogi gweithredu diwydiannol NASUWT mewn ysgolion lle mae'r Undeb yn herio arferion rheoli anffafriol a ddaeth yn sgil athroniaeth rheoli 'gorchymyn a rheolaeth'

DERBYNIWYD y cynnig

ARFERION GWEITHIO ÔL-COVID

Bu i Andrew Morgan gynnig,

Bu i Calvin Williams eilio:

Mae'r gynhadledd yn ymwybodol y gall newidiadau i bolisiau ac arferion ysgol a wneir ym mherfeddion y pandemig, ac fel ymateb iddo, ddod yn arferion gwaith a fydd yn cael eu cadw am gyfnod amhenodol.

Mae'r gynhadledd yn nodi bod rhai o'r arferion gwaith a dreialwyd yn ystod y Pandemig wedi cael dylanwad cadarnhaol ar arferion gwaith dysgwyr ac ymarferwyr.

Mae'r gynhadledd hefyd yn nodi, fodd bynnag, bod rhai arferion, gan gynnwys amser cinio rhanedig, "argaeledd 24 awr" canfyddedig o athrawon a rheoli absenoldeb sy'n gysylltiedig â Covid wedi cael nifer o effeithiau andwyol ar athrawon gan gynnwys:

- i. Erydu a chamddefnyddio Amser CPA;
- ii. Colli cyfarfodydd wyneb yn wyneb rhwng cydweithwyr yn ystod amser digyswllt;
- iii. Cynnydd yn y llwyth gwaith;
- iv. Cam-ddefnyddio darpariaethau Prin Gyflenwi ar gyfer absenoldebau rhagweladwy;
- v. Diffyg ffiniau o ran rheoli cyswllt a gohebiaeth rhwng athrawon, dysgwyr a rhieni; a
- vi. Cynnydd mewn erledigaeth a bwlio gan yr UDRh

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

- I. Sefyll yn gadarn yn erbyn ysgolion ac awdurdodau sy'n cadw ac yn gorfodi arferion gwaith oes Covid heb ymgynghori â'r gweithlu;
- II. Ymgysylltu â chyflogwyr i sicrhau bod mentrau newydd yn cael eu hasesu o ran effaith llwyth gwaith ac yna'n cael eu rheoli gyda phrotocolau a gweithdrefnau y cytunwyd arnynt;
- III. Gefnogi aelodau sy'n cael eu herlid a'u bwlio o ganlyniad i fentrau newydd o'r fath.

DERBYNIWYD y cynnig

CAU Y GYNHADLEDD

FIRST PUBLIC SESSION

0905h – 1030h

President's welcome

The President, Stephen Witherden, declared the NASUWT Cymru Annual Conference 2022 open.

Investiture of Officers

Stephen Hale was invested as President;

Diane Evans was invested as Senior Vice-President;

Luke Lockyer was invested as Junior-Vice President

Salutations of the Minister of Education and the Welsh Language

The President announced the suspension of Standing Orders at 0930h.

Jeremy Miles, the Minister of Education and the Welsh Language addressed Conference via a pre-recorded video.

The President announced the recommencement of Standing Orders at 1000h

PRIVATE SESSION

1000h – 1130h

National Official's Address

The National Official, Neil Butler, addressed Conference

General Secretary's Address

The General Secretary, Dr Patrick Roach, addressed Conference.

Adoption of Standing Orders

Diane Evans moved,

Steve Witherden seconded:

“That the stated Standing Orders be adopted for this Conference.”

The motion was **CARRIED**.

Annual Financial Report

*Owain Morgan-Lee moved,
Steve Witherden seconded:*

“That the report be adopted”

The motion was **CARRIED**.

Annual Report of CEC

*Mark Morris moved,
Steve Witherden seconded:*

“That the report be adopted”

The motion was **CARRIED**.

Minutes of NASUWT Cymru Conference 2021

*Helen John moved,
Steve Witherden seconded:*

“That the minutes be adopted”

The motion was **CARRIED**.

Amendments to NASUWT Cymru Rules

*Sharron Daly moved,
Steve Witherden seconded:*

“That the amendments be adopted”

The motion was **CARRIED**.

SECOND PUBLIC SESSION

1130h – 1230h

TEACHER PAY

Diane Evans moved,

Annwyn Lewis seconded:

Conference recognises keeping experienced teachers in the profession is more vital than ever before. Conference asserts that teachers have taken a financial hit year upon year whilst also seeing significant increases in Pension Contribution from monthly salaries.

Conference calls for the National Executive to lobby for a significant pay increase in teachers' salaries to make up for the loss over at least a 14-year period and for recruitment and retention

The motion was **CARRIED**.

LONG COVID

Calvin Williams moved,

Stephen O'Connor seconded:

Conference is extremely concerned that members suffering from long covid are being mistreated by schools. These include but are not exclusive to:

- i. holding informal absence reviews
- ii. pressurising staff to resume work against the advice of health professionals;
- iii. denying phased returns; and
- iv. using absence issues to terminate or curtail contracts or even employment.

Conference also recognises that schools and local authorities are making policies 'on the hoof' and still have no firm plans to deal with such sickness absences or staff who suffer anxiety about working in covid-rife environments.

Conference calls on the National Executive to:

- I. Pressurise the Welsh Government and Local Government to prepare contingency plans relevant to covid and long covid; and
- II. Survey members to ascertain how many have long covid and offer them specialised support including priority access to legal advice and, if necessary benevolence help.

The motion was **CARRIED**.

THIRD PUBLIC SESSION

1330h – 1530h

SUPPLY TEACHER RIGHTS

Helen John moved,

Carol Gruffydd seconded:

Conference notes with concern the huge pressures schools have had with obtaining supply staff, particularly during recent times, and applauds the efforts and hard work undertaken by our supply teacher colleagues during the Pandemic.

Conference also applauds Local Authorities whose schools and central education services are encouraged to employ supply teachers directly avoiding the use of exploitative supply agencies and the subsequent loss of public funds into the private sector.

Conference believes that whilst improvements have been reached regarding the pay and conditions for supply teachers, there remain widespread problems, namely:

- i. the failure by some supply agencies to comply with the Agency Workers Regulations;
- ii. the failure by some agencies to provide their teachers with adequate pay, conditions of service and pension entitlements;
- iii. the lack of consistent support and basic vital information for supply teachers working in schools,

As a remedy, Conference calls upon the National Executive to:

- I. lobby Local Authorities in Wales for a return to the provision of local pools of Supply Teachers with adequate pay, conditions of service and pension entitlements;
- II. seek that the Welsh Government ensure that adherence to statutory regulations is a condition of membership of the National Procurement Framework; and

lobby local authorities into setting up a standard Supply Teacher Protocol that would outline the minimum provisions and information that schools must provide for supply teachers upon employment

The motion was **CARRIED**.

THE ABUSE OF TEMPORARY CONTRACTS

Kerrie Vernon moved,

Nicola Maddocks seconded:

Conference is concerned that there is an increase in the use of temporary contracts in schools and colleges in Wales which are unnecessary and impact on job security and the health and wellbeing of teachers and lecturers who are subjected to the repeated use of temporary contracts.

Conference understands that in law a teacher/lecturer employed for two years has employment rights and employed for four years must be made permanent but is concerned that these rights seem to be widely ignored by some employers.

Conference calls upon the National Executive to:

- I. Require an explanation from employers on the use of a temporary contract
- II. Make a formal complaint to any employer who uses a repeat temporary contract without adequate and appropriate explanation
- III. Initiate a ballot for industrial action against any employer who has found to have been flouting the law regarding temporary contracts.

Amendment

Owain Morgan Lee moved,

Steve Witherden seconded.

Insert:

“unless the employer can justify the temporary status.”

After the phrase “employment rights” in the 2nd paragraph

The amendment was **CARRIED**

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

THE TIMING OF THE SCHOOL DAY

Calvin Williams moved,

Owain Morgan Lee seconded:

Conference notes that changes to policies, practices and the chronology of the school day, made in the depths of the pandemic, will become precedents that will be retained and continued indefinitely at the expense of staff well-being and work life balance.

Conference notes that these changes have caused:

- i. The eroding or loss of PPA and the potential loss of gained time;

- i. The loss of social time and face to face meetings between colleagues during non-contact time;
- ii. The inability to provide and plan effectively;
- iii. An overall increase in workload.

Conference also acknowledges that a majority of these changes have a detrimental effect on learners’ school experience, particularly as education practitioners are working to stem and reverse the negative effects of Covid 19 pandemic.

Conference calls upon the National Executive to:

- I. Stand firmly against schools and authorities who insist on retaining changes that are unnecessary post pandemic where these changes have a detrimental effect on members’ working days;
- II. Launch a campaign highlighting the negative effects of these changes on students and teachers empowering teachers and parents to challenge schools; and

Provide guidance on the requirements of any legislation including the changing of School Session Times Regulations (Wales).

The motion was **CARRIED**.

FOURTH PUBLIC SESSION

1545h – 1700h

BEHAVIOUR

Owain Morgan Lee moved,

Steve Witherden seconded:

Conference notes that following the disruption to their education, many students have returned to their classrooms with behaviour problems that might not have been evident prior to the Pandemic.

Conference believes factors such as poor attendance, attitude to learning, failure to follow instructions or demonstrate respect for teachers and other school staff is having a detrimental impact on staff moral and mental health.

Conference notes that in many schools and colleges' staff are left feeling vulnerable and let down by their employers in defending themselves against such abuse, especially attempts by employers to use the Pandemic to absolve themselves of any responsibility towards staff welfare.

Conference welcomes the work NASUWT have done in highlighting these issues, and in furtherance, calls upon the National Executive to undertake future campaigns based on learner behaviour.

Conference further calls upon the National Executive to continue to ballot to refuse to teach where schools and colleges do not uphold the health and safety of members when dealing with this behaviour.

The motion was **CARRIED**.

URGENCY MOTION: A BETTER DEAL FOR TEACHERS – WALES

Mark Morris moved,

Steve Witherden seconded:

Conference applauds and supports the NASUWT Campaign ‘*A Better Deal for Teachers*’.

Conference congratulates the UK National Officers and the General Secretary for the decision to move to a National Ballot in November if teachers’ pay awards across the UK fall far short of 12%.

Conference believes that whilst the Welsh government has not sanctioned a pay freeze as in England pay rises in Wales are still extremely poor and the time has come for teachers to collectively demand the closure of the pay gap that has cut teachers’ pay by 20% over the last 12 years.

Conference calls upon NASUWT Cymru Officers, National Executive Members and activists to build and campaign for a successful ballot in September if the Welsh Government falls short of a 12% pay uplift.

Amendment

Helen John moved,

Sharron Daly seconded.

Replace “September” with “the autumn term”.

The amendment was **CARRIED**

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

URGENCY MOTION: REFORM OF THE SCHOOL TERM / DAY

Mark Morris moved,

Steve Witherden seconded:

Conference condemns the stated intention of the Welsh Government as voiced by the First Minister to reform the school year / day without an appropriate engagement and consultation with the education profession.

Conference calls upon the National Executive to support action up to and including strike action to persuade the Welsh Government to appropriately engage with the education profession before taking one step further in the reform of the school year / day process.

The motion was **CARRIED**.

FIFTH PUBLIC SESSION

Sunday 0900h – 1200h

MENOPAUSE

Sharon Higgins moved,

Nicola Maddocks seconded:

Conference welcomes the announcement by the Welsh Government that menstrual wellbeing will be taught in schools in Wales as part of the New Curriculum. However, Conference notes that this has been compulsory in England since September 2020. Conference believes that understanding menstrual wellbeing should also be a duty of education employers in Wales. Too many teachers and lecturers in Wales are subjected to aggressive absence management policies as they battle the symptoms of menopause and other menstrual related conditions. By its very nature this is discriminatory practice that should have no place in schools and colleges in Wales.

Conference calls upon the National Executive to:

- i. Campaign for menopause to be recognised as a disability under the Equalities Act 2010;
- ii. Campaign for menopause symptoms to be recognised by school and college leaders through a compulsory requirement to attend appropriate CPD; and Challenge employers, through action up to and including industrial action, who discriminate against women through aggressive absence management policies.

The motion was **CARRIED**.

SOCIAL PARTNERSHIP

Charlotte Whitely moved,

Formally seconded:

Conference welcomes the introduction to the Senedd of the 'Social Partnership and Public Procurement Bill,' especially with regard to the duty on employers to:

- i. Consult with recognised Trade Unions
- ii. Set wellbeing objectives for employees
- iii. Seek compromise and consensus
- iv. Annually agree a report on social partnership with recognised Trade Unions
- v.

However, Conference is outraged that schools and colleges are excluded from the Bill. Conference believes that there is no persuasive reason to exclude schools and colleges from the Bill and by so doing teachers and lecturers will continue to suffer from the 'command and control' management style that exists in many schools in Wales.

Conference calls upon the National Executive to:

- I. Lobby to ensure that schools and colleges are included in the Social Partnership Bill

Call upon the Welsh Government and Local Authorities to support NASUWT industrial action in schools where the Union challenges adverse management practice which has been brought about through a 'command and control' management philosophy.

The motion was **CARRIED**.

POST-COVID WORKING PRACTICES

Andrew Morgan moved,

Calvin Williams seconded:

Conference is mindful that changes to school policies and practices made in the depths of, and as a response to, the pandemic may become working practices that will be retained indefinitely.

Conference notes that some of the working practices trialled during the Pandemic has had a positive influence on the working practices of learners and practitioners.

Conference also notes, however, that there are some practices, including split lunchtimes, perceived “24-hour availability” of teachers and Covid-related absence management have had a number of detrimental effects on teachers including:

- i. The eroding and misuse of PPA Time;
- ii. The loss of face to face meetings between colleagues during non-contact time;
- iii. An increase in workload;
- iv. Abuse of Rarely Cover provisions so as to cover for foreseeable absences;
- v. A lack of boundaries in the management of contact and correspondence between teachers, learners and parents; and
- vi. An increase in victimisation and bullying by SLT

Conference calls upon the National Executive to:

- I. Stand firmly against schools and authorities who retain and impose Covid-era working practices without consultation with the workforce;
- II. Engage with employers to ensure that new initiatives are workload impact assessed and are then managed with agreed protocols and procedures;

support members who are victimised and bullied as a consequence of such new initiatives.

The motion was **CARRIED**.

CLOSE OF CONFERENCE

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