



# MINUTES OF ANNUAL CONFERENCE 2024

## HARROGATE CONVENTION CENTRE

29 March 2024 – 31 March 2024

### Officers

<i>President:</i>	<b>Rashida Din</b>
<i>Senior Vice-President:</i>	<b>Wayne Broom</b>
<i>Junior Vice-President:</i>	<b>Mark Dickinson</b>
<i>Ex-President:</i>	<b>Rosemary Carabine</b>
<i>Honorary Treasurer:</i>	<b>Chris Holland</b>

### Members of the Executive

<b>Folasade Afolabi</b>	<b>Alan Hackett</b>	<b>Rod McCready</b>
<b>Beverley Alderson</b>	<b>John Hall</b>	<b>John McGill</b>
<b>Raymond Beggs</b>	<b>Fiona Hawksley-Cartwright</b>	<b>Katherine Moore</b>
<b>Delma Boggs</b>	<b>Chris Holland</b>	<b>Alison Morgan</b>
<b>Karen Brocklebank</b>	<b>Stephen Howells</b>	<b>Mark Morris</b>
<b>Mark Burns</b>	<b>Helen Johns</b>	<b>Kathleen Oliver</b>
<b>Caroline Clode</b>	<b>Rachel Knight</b>	<b>Wendy Shuttleworth</b>
<b>Sharron Daly</b>	<b>Mike Leigh</b>	<b>Anne Thompson</b>
<b>Kathy Duggan</b>	<b>Howard Leighton</b>	<b>Tim Toepritz</b>
<b>Ruth Duncan</b>	<b>Rowena Martin</b>	<b>Claire Ward</b>
<b>Deborah Eggleston</b>	<b>Bryan McConnell</b>	<b>Stephen Witherden</b>
<b>Wendy Exton</b>		

### General Secretary

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

### Past Presidents

<b>Joe Boone</b> (Bolton)	1985-86	<b>Paula Roe</b> (Dudley)	2012-13
<b>Mike Inman</b> (Leek)	1986-87	<b>Mick Lyons</b> (Durham City)	2013-14
<b>Graham Terrell</b> (Merton)	1989-90	<b>Geoff Branner</b> (North Oxon)	2014-15
<b>Sue Rogers</b> (Sheffield)	1991-92	<b>Kathy Wallis</b> (Cornwall)	2016-17
<b>Roger Kirk</b> (Newark)	1994-95	<b>Fred Brown</b> (Belfast)	2017-18
<b>Tony Hardman</b> (Liverpool)	2001-02	<b>Dan McCarthy</b> (South Essex)	2018-19
<b>Terry Bladen</b> (Darlington)	2003-04	<b>Dave Kitchen</b> (Trafford)	2019-20
<b>Pat Lerew</b> (NE Hants)	2004-05	<b>Michelle Codrington-Rogers</b> (Oxford City)	2020-21
<b>Peter McLoughlin</b> (Stockport)	2005-06	<b>Phil Kemp</b> (North Tyneside)	2021-22
<b>Julian Chapman</b> (Cheltenham Cotswold)	2009-10	<b>Angela Butler</b> (Powys)	2022-23
<b>Chris Lines</b> (West Suffolk)	2010-11	<b>Rosemary Carabine</b> (Mid Essex)	2023-24
<b>John Rimmer</b> (Warrington)	2011-12		

## FIRST PRIVATE SESSION

2.00pm to 2.58pm

Friday 29 March 2024

### APPOINTMENT OF CHIEF SCRUTINEER AND SCRUTINEERS

“That members of NASUWT be asked to act as scrutineers.”

The motion was

**CARRIED**

### MINUTES

*Michelle Codrington-Rogers moved;*

*Rashida Din seconded:*

“That the Minutes of the Glasgow Conference 2023 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;*

*Angela Butler 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;*

*Angela Butler seconded:*

“That Messrs Crowe UK LLP, Chartered Accountants, be, and are hereby, appointed the Union’s Membership Assurer for the year 2024/25.”

The motion was

**CARRIED**

# FIRST PUBLIC SESSION

3.01pm to 3.04pm

Friday 29 March 2024

## Official Opening

The President, Rosemary Carabine, declared open the first public session of Annual Conference.

## Induction of Rashida Din as President for 2024-25

Rosemary Carabine introduced the President-elect and installed her as President for 2024-25.

## President's Address

The General Secretary, Dr Patrick Roach, invited the President to address Conference.

The President, Rashida Din, addressed Conference.

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

The motion was

**CARRIED WITH ACCLAMATION**

## Vote of Thanks to Retiring President Rosemary Carabine

"That the best thanks of this Conference be, and are hereby, tendered to Rosemary Carabine 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, Wayne Broom, the Junior Vice-President, Mark Dickinson, and the Ex President, Rosemary Carabine, and at the conclusion of Conference Chris Holland will serve as Honorary Treasurer.

Wayne Broom, Senior Vice-President, addressed Conference.

## SECOND PUBLIC SESSION

3.30pm to 5.44pm

Friday 29 March 2024

### PUTTING TEACHERS FIRST

*Wayne Broom moved;*

*Fiona Hawksley-Cartwright seconded:*

“Conference asserts that the ability to benefit from a high-quality education is the fundamental right of every child.

Conference maintains that securing entitlements for children and young people depends upon securing the entitlements of teachers to the pay and working conditions they deserve and the need to do the jobs they are asked to do.

Conference believes that addressing the crisis of teacher recruitment, retention and morale must be a core priority for any future government if it is to fulfil its obligations to children, young people and the workforce on which their educational progress and future life chances depend.

Conference welcomes the work of the National Executive in lobbying all political parties to commit, in the run-up to the next General Election, to joint working with trade unions to secure a New Deal for Teachers that will deliver:

- (i) a programme to secure real-terms pay restoration for teachers;
- (ii) a national framework of statutory, contractual conditions of service for all teachers and headteachers, including a maximum 35-hour working time limit;
- (iii) stronger rights to tackle violence, assault or harassment of teachers from pupils and parents;
- (iv) equal rights for supply and substitute teachers and
- (v) stronger measures to tackle discrimination, including requiring all school and college employers to publish details of their gender, ethnicity and disability pay gaps.”

The motion was

**CARRIED**

### ANNUAL REPORT OF THE NATIONAL EXECUTIVE 2023

*Rosemary Carabine moved;*

*Wayne Broom seconded:*

“(i) That the report be received;”

The motion was

**CARRIED**

“(ii) That the report be adopted.”

The motion was

**CARRIED**

### MENTAL HEALTH AND INSPECTIONS

*Richard Kempa moved;*

*Andrea Welter seconded:*

Conference congratulates our national trade union for creating opportunities for mental health training, awareness and signposting.

Conference believes that all schools and colleges should have outstanding standards for wellbeing and mental health.

Conference urges the National Executive to:

- (i) work with Ofsted, providing guidance on how welfare and wellbeing can be further prioritised, and inspection can be seen as a supportive process;
- (ii) lobby the Government further over the need for Ofsted to assess mental health and wellbeing in young people and teachers;
- (iii) publish their findings in every Ofsted report and
- (iv) lobby governments and administrations to include wellbeing opportunities during the working day for all staff and pupils.”

**AMENDMENT**

*Kathy Duggan moved;*

*Mark Morris seconded:*

“In bullet (i) after ‘*work with*’ delete ‘*Ofsted, providing*’ and insert ‘*inspectories across the UK to provide*’

In bullet (ii) after ‘*lobby the*’ delete ‘*Government*’ and insert ‘*governments and administrations*’ and after ‘*the need for*’ delete ‘*Ofsted*’ and insert ‘*inspectories*’

In bullet (iii) after ‘*in every*’ delete ‘*Ofsted*’ and insert ‘*inspectory*’.”

The amendment was

**CARRIED**

The motion, as amended, was

**CARRIED**

# THIRD PUBLIC SESSION

9.01am to 12.40pm

Saturday 30 March 2024

## INCREASING MINIMUM PPA TIME

*Karen Williams moved;*

*Sandi Mulligan seconded:*

“Conference notes that teachers need to work beyond their allocated planning, preparation and assessment (PPA) time to complete their professional duties.

Conference instructs the National Executive to urge the Government to:

- (i) amend existing regulations to increase PPA time by an additional 10% of all contact time;
- (ii) allocate sufficient funding and resources to educational institutions, to support the implementation of increased PPA time;
- (iii) improve technological infrastructure to facilitate remote work (where applicable) and
- (iv) consult with NASUWT in developing comprehensive guidelines and frameworks for the effective implementation of increased PPA time.”

## AMENDMENT (1)

*John McGill moved;*

*Kathy Duggan seconded:*

“In bullet (ii) delete ‘;’ and insert ‘and’

Delete bullet (iii) and renumber (iv) as new (iii).

Insert a new final paragraph to read: ‘*Conference urges the National Executive to continue to campaign to ensure there is a reduction in overall workload in line with the NASUWT’s 35 hour per week maximum working time policy.*’”

The amendment was

**CARRIED**

## AMENDMENT (2)

*Kathryn Downs moved;*

*Becks Tebbetts seconded:*

“Add new:

- (v) *to investigate the accessibility of PPA time for disabled and neurodivergent teachers and identify the specific barriers they face.*
- (vi) *conduct equality impact assessments on any PPA legal modifications.*

*Conference urges the National Executive to produce model guidance on the use of PPA for disabled and neurodivergent colleagues.”*

The amendment was

**CARRIED**

The motion, as amended, was

**CARRIED**

## 2(c) MOTION: NORTHERN IRELAND – INVESTING IN A BETTER FUTURE

*Delma Boggs moved;*

*Raymond Beggs seconded:*

“Conference welcomes the publication of *Investing in a Better Future*, the final report of the Independent Review of Education in Northern Ireland.

Conference believes that this report has identified the main issues with education in Northern Ireland and, while not agreeing with all the recommendations, believes that it can be a basis for a programme of government for a future Executive.

Conference notes that this report has been published at a time when education is chronically underfunded and believes that this aspect of the report must receive immediate priority to ensure that schools and colleges are adequately funded, young people are supported and teachers and lecturers receive a proper level of pay.

Conference congratulates members across Northern Ireland for their continuing solidarity, dedication and commitment to NASUWT industrial action strategy, but believes it is regrettable that members have been put in this position and calls on the UK Government to ensure that teachers and lecturers in Northern Ireland have, at the very least, pay parity with other jurisdictions in the UK.

Conference asserts that the Northern Ireland Executive, in considering the report, needs to prioritise the establishment of a single department of education which is inclusive of further education as well as legislating for a single employer of teachers.

Conference is concerned that the report hasn't gone far enough in addressing the fragmented nature of education in Northern Ireland and is further concerned that academic selection is likely to remain a feature of the education system.

Conference notes with concern that the report recommends that a new professional body is established for teachers and lecturers where elected teachers would be in a minority.

Conference calls upon the National Executive to adopt a strategy for engagement with the Northern Ireland Executive on the report that:

- (i) ensures education is properly funded;
- (ii) establishes a single employer for teachers and one department of education;
- (iii) resists any change to academic selection that involves classroom-based assessment and
- (iv) establishes a professional body which is representative of the profession and commands its respect.”

The motion was

**CARRIED**



## 2(c) MOTION: SCOTLAND – SECLUSION AND RESTRAINT/PHYSICAL INTERVENTION

Rod McCready moved;

Wayne Broom seconded:

“Conference notes that NASUWT surveys and other research including the Scottish Government-commissioned *Behaviour in Scotland’s Schools Research* study, published in November 2023, confirm that violent incidents in schools are now more prevalent than ever.

Conference believes that, in light of increasing violence in schools and classrooms, clear national advice on seclusion and restraint/physical intervention has never been more important.

Conference notes that:

- (i) draft guidance was produced, following several meetings over 2020-21 of a National Working Group which included NASUWT;
- (ii) a formal Scottish Government Consultation followed in 2022, which NASUWT responded to in depth and
- (iii) despite the Scottish Government’s commitment to publish guidance by the end of 2023, no further progress has been made.

Conference believes there has been a clear and complete abdication of responsibility on the part of the Scottish Government in providing guidance for schools.

Conference is concerned that in the absence of clear national guidance on seclusion and restraint/physical intervention, individual employers, including local authorities, are creating their own disparate policies leading to inconsistencies in the way conflicts, such as when a teacher intervenes in a dispute between pupils, are managed across Scottish schools.

Conference calls on the National Executive to lobby the Scottish Government to complete the national advice on seclusion and restraint/physical intervention expeditiously, ensuring that national advice will:

- (a) be created in partnership with NASUWT to ensure guidance clearly reflects the views of teachers;
- (b) include clear and agreed definitions of seclusion and restraint/physical intervention;
- (c) take into account the duty of care to all, including staff and other young people, by ensuring rights are not viewed exclusively through the lens of the child who may be the subject of an intervention;
- (d) have been considered through an equality lens, taking, for example, appropriate cognisance of the impact of gender-based violence, and linking to the ongoing national work of the Gender Equality Taskforce in Education and Learning (GETEL);
- (e) consider associated workload burdens and avoid placing teachers in harm’s way, ensuring teachers will feel safe and supported at work;
- (f) be accompanied by the right for any teacher who wishes to access appropriate training;
- (g) be supported by an investment in sufficient resources for local authorities, schools, headteachers and teachers, including the provision of supervision for teachers and
- (h) include a timeframe for national review and have appropriate mechanisms built in to allow for further revision as appropriate.”

The motion was

**CARRIED**

### **DIRECTED TIME**

*Neil Fletcher moved;  
Rachel Minto seconded:*

“Conference notes that many schools do not provide their teachers with an adequate and timely directed time calendar. This is detrimental to all staff; in particular, those with caring responsibilities and part-time staff.

Conference notes with concern that the ‘Time for a Limit’ action has highlighted just how unaware our members are regarding their contractual rights.

Conference instructs the National Executive to:

- (i) create a robust, relevant, interactive and widespread campaign to inform teachers about their contractual rights around directed time and working time;
- (ii) lobby for education inspectorates to ask for the directed time calendar;
- (iii) campaign to ensure all schools and colleges consult with unions on their directed time calendar and
- (iv) collate and share good practice.”

### **AMENDMENT (1)**

*Mark Dickinson moved;  
Row Martin seconded:*

“Delete the second paragraph and replace with:

*‘Conference notes with concern that the “Time for a Limit” action has highlighted just how unaware our members and their employers are regarding contractual rights.’*

In bullet (iii) delete ‘and’ and insert ‘;’

In bullet (iv) delete ‘;’ and insert ‘and’

Add a new bullet (v) to read: *‘continue to campaign for a maximum 35 hour per week working time limit.’*”

The amendment was

**CARRIED**

### **AMENDMENT (2)**

*Nik James moved;  
Helen James seconded:*

“Add new bullet (v) to read: *‘campaign for directed time for headteachers.’*”

The amendment was

**CARRIED**

### **AMENDMENT (3)**

*Neil Jeffery moved;  
Pushpalata Chaure seconded:*

“At end of (vi) add *‘school leaders and all on the leadership spine’*”

The amendment was

**CARRIED**

The motion, as amended, was

**CARRIED**

## **RECLAIMING TEACHER AUTONOMY**

*Claire Colling moved;  
Pod Serge seconded:*

“Conference is concerned by the relentless erosion and denigration of teachers’ autonomy and professionalism in the workplace.

Conference asserts that the constant micro-management, scrutiny and excessive control of teachers is stifling their creativity, passion and enthusiasm for the profession.

Conference further asserts that this straitjacketed approach by employers is contributing to the current recruitment and retention crisis, while also having a catastrophic impact on the morale of the teaching profession as a whole.

Conference calls upon the National Executive to:

- (i) lobby governments and inspection bodies to ensure that teachers have a right to teach and manage their class with autonomy as a respected and valued professional;
- (ii) continue to monitor the impact of unacceptable micro-management and monitoring practices on the recruitment and retention of teachers and
- (iii) campaign for employers’ policies to acknowledge the value of a teacher’s professionalism.”

Debate suspended until the fourth Public Session on Saturday 30 March 2024.

The President announced the suspension of Standing Orders at 12.03pm.

## **GENERAL SECRETARY’S PUBLIC ADDRESS**

Dr Patrick Roach, General Secretary, addressed Conference.

The President, Rashida Din, 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 12.40pm.

## FOURTH PUBLIC SESSION

2.00pm to 4.00pm

Saturday 30 March 2024

### ANTI-TRADE UNION LAWS

*Candida Mellor moved;*

*Mick Poulton seconded:*

“The UK has some of the most restrictive anti-trade union laws in Europe. This prevents trade unions from representing their members and denies workers protections in the workplace.

Conference is appalled by the current Government’s consistent degradation of trade unions and workers’ rights.

Conference instructs the National Executive to campaign and work with the TUC to repeal the anti-trade union legislation, including, but not limited to:

- (i) the need to ballot members to take part in Action Short of Strike Action;
- (ii) the removal of minimum service levels;
- (iii) ballot thresholds;
- (iv) automatic dismissal for those who refuse to attend work during periods of strike action and
- (v) the ability to sequester trade unions’ funds.”

### AMENDMENT

*Wayne Broom moved;*

*Rosemary Carabine seconded:*

“Delete bullet (i) and replace with a new bullet (i) to read: *‘the requirement to conduct postal ballots for industrial action;’*”

The amendment was

**CARRIED**

The motion, as amended, was

**CARRIED**

### 2(b) MOTION – A NEW GOVERNMENT FOR A NEW DEAL

*Michelle Codrington-Rogers moved;*

*John McGill seconded:*

“Conference asserts that the outcome of the next UK general election must be a turning point for the future of our schools and colleges and for the future of the teaching profession.

Conference further asserts that the next Government must be one that will commit to delivering a new deal for teachers that will address:

- (i) the serious decline in teachers’ current and future living standards as a result of the deliberate and damaging policy of austerity;
- (ii) the de-funding of our public services by the UK Government since 2010;
- (iii) the spiral of decline across the UK with regard to teachers’ pay, morale, wellbeing, job satisfaction, recruitment, retention and the status of teachers;
- (iv) the decade of attacks on the trade union rights of teachers;
- (v) the undermining of the collective voice of teachers through ongoing attacks on collective bargaining rights, the interference in the work of the independent pay review bodies, and the scrapping of social partnership arrangements;
- (vi) the mounting pressures on teachers and the loss of talented and experienced teachers, particularly in areas of acute disadvantage;
- (vii) the rampant discrimination and exploitation of teachers by school and college employers, employment agencies and umbrella companies;
- (viii) the failure to attract, recruit and retain teachers and
- (ix) the widening opportunity gap based upon where children live and are educated.

Conference deplores the actions of the Conservative Government in holding the country's teachers, children and young people to ransom by failing to set a date for the general election.

Conference endorses the work of the National Executive in championing a new deal for teachers at the next general election, whenever it is called, through our Teachers Manifesto.

Conference applauds the campaigns led by members in thousands of state-funded and independent schools and colleges to demand decent working conditions and employment rights.

Conference believes that a new deal for teachers will only be secured when there is a government in Westminster that is on the side of our teachers, education and public services, and that political campaigning must now take priority over industrial action.

Conference mandates the National Executive to utilise all available political and educational resources to mobilise members, now and beyond the general election, to secure a government that is committed to delivering a new deal for teachers."

The motion was

**CARRIED**

## **2(c) MOTION: WALES – PROTECTING TEACHERS IN WALES FROM ABUSE**

*Mark Morris moved;*

*Sharron Daly seconded:*

"Conference recognises that Wales faces extreme challenges with regards to poor learner behaviour. This has contributed to:

- (i) a teacher recruitment and retention crisis in Wales and
- (ii) increased numbers of disputes that have led to strike action to protect teachers where employers have failed to do so.

Conference congratulates the National Executive for supporting industrial action in Wales to protect teachers from violence and abuse in classrooms in Wales.

Conference further congratulates the National Executive for supporting industrial action to protect teachers from adverse management practices, both at school and local authority level, which seek to put the blame for poor pupil behaviour on teachers and seek to discipline teachers for trying to ensure good discipline in schools.

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

- (a) set up a Behaviour Summit so that all stakeholders can discuss and seek solutions to increased challenges from learner behaviour;
- (b) increase funding in local authorities and schools to create more capacity in alternative provision and increased support for teachers in the classroom;
- (c) support increased awareness at local authority level to ensure that education directorates have a full understanding of safeguarding legislation and procedures, to ensure that they do not undermine the important frontline work being done in schools;
- (d) make a positive impact on teacher workload so that teachers have more time for behaviour management and
- (e) reduce class sizes to increase teacher behaviour management capacity.

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

- (1) protect teachers where employers have failed to do so;
- (2) challenge ineffective behaviour management policies;
- (3) challenge the failure to implement existing behaviour management policies and
- (4) ballot members where schools and/or local authorities attack teachers for trying to bring discipline into schools in extremely difficult circumstances."

The motion was

**CARRIED**

## RECLAIMING TEACHER AUTONOMY

Debate continued from the Third Public Session on Saturday 30 March 2024.

### AMENDMENT

*Tim Toepritz moved;*

*Katherine Moore seconded:*

In bullet (i) between 'to ensure that' and 'teachers' insert 'schools, academy trusts and colleges allow' and between 'teachers' and 'have a right' insert 'to'

In bullet (ii) between 'monitoring practices' and 'on the recruitment' insert ', such as quality assurance, mock inspections and deep dives,' and between 'recruitment' and 'retention' delete 'and' and insert ';' and between 'retention' and 'of teachers' insert 'and workload'."

The amendment was

**CARRIED**

The motion, as amended, was

**CARRIED**

## WORKLOAD OF TEACHING CHILDREN WITH SPECIAL EDUCATIONAL NEEDS AND DISABILITIES

*Javay Welter moved;*

*Karen Sewell-Morris seconded:*

"Conference is concerned that many children identified with an Education, Health and Care Plan (EHCP) in mainstream schools are not supported or given equal access to a high-quality curriculum to suit their needs. The opportunity and time to work with any additional support staff is minimal. Teachers are not specialists in special educational needs (SEN) EHCPs; they require additional support and funding to expand the facilities for teachers, support staff and pupils with SEN.

Conference calls upon the National Executive to explore the potential for joint research with education unions, all while supporting staff unions to collate and evaluate data on the accessibility of education for all."

Debate suspended until the Fifth Public Session on Saturday 30 March 2024.

# FIFTH PUBLIC SESSION

4.00pm to 5.42pm

Saturday 30 March 2024

## POST-PANDEMIC IMPACT ON TEACHER AND PUPIL MENTAL HEALTH

*Andrea Welter moved;*

*Simon Pitfield seconded:*

“Conference continues to be alarmed by the issue of teacher and pupil mental health, which continues to be adversely affected by unmanageable workloads and adverse demands.

Conference is further concerned about the mounting signs of negative mental health, wellbeing issues and those impacted from Long Covid, which show that teachers, pupils and their families are increasingly stressed and have limited resources to support them.

Conference believes that the wellbeing/mental health of teachers and pupils is paramount in order for a school/college to thrive.

Conference calls upon the National Executive to:

- (i) highlight positive mental health for all teachers post-pandemic through advice, development, support, training and showcasing good practice;
- (ii) join with the relevant trade union centres in lobbying for the RIDDOR reporting system to be changed so work-related stress absence is reportable;
- (iii) hold national, regional and local wellbeing events for members;
- (iv) organise wellbeing training for Local Association Executive Members which can then be cascaded;
- (v) ensure wellbeing continues to be on the agenda at all NASUWT Consultation Conferences;
- (vi) produce specific wellbeing/mental health data after surveying members and
- (vii) maintain the Long Covid campaign.”

### AMENDMENT (1)

*Kathryn Downs moved;*

*Celia Foote seconded:*

“After (vii) insert:

- ‘(viii) continue to promote Mental Health First Aid courses and the role they play in supporting teacher wellbeing and*
- (ix) campaign for a reduction in waiting times for all those seeking a diagnostic outcome for neurodivergent or mental health conditions and appropriate fully funded NHS support pathways for them.’”*

The amendment was

**CARRIED**

### AMENDMENT (2)

*Andrew Dunkley moved;*

*Neil Jeffery seconded:*

“At the end of (vii) add *‘and call for government to implement a national curriculum and pastoral strategy for mental health and resilience across schools to mitigate the pandemic’s social effects’”*

The amendment was

**CARRIED**

The motion, as amended, was

**CARRIED**

## WORKLOAD OF TEACHING CHILDREN WITH SPECIAL EDUCATIONAL NEEDS AND DISABILITIES

Debate continued from the Fourth Public Session on Saturday 30 March 2024.

### AMENDMENT (1)

*Karen Wells moved;*

*Neil Jeffrey seconded:*

“Insert after paragraph 1: *‘Conference instructs the National Executive to:*

- (i) lobby the government and devolved administrations to increase funding to ensure both mainstream and SEND/ALN/ASN teachers have training to ensure they have knowledge and skills to teach pupils and students in their workplace so they can reach their full potential;*
- (ii) lobby the government and devolved administrations to increase funding to provide those pupils and students with educational, health, care and additional needs, as well as the staffing support and other resources needed for them to reach their full potential.’*

Replace final paragraph with:

*‘(iii) to explore the potential for joint research, all the while supporting the union to collate and evaluate data on the accessibility of education for all.’”*

The amendment was

**CARRIED**

### AMENDMENT (2)

*Daniel Whitley moved;*

*Linda Gibson seconded:*

“In the first paragraph:

Replace *‘an Education, Health and Care Plan (EHCP)’* with *‘educational, health, care and additional needs’*

Replace *‘Teachers are not specialists’* with *‘Not all teachers are specialists’*

Replace *‘(SEN) EHCPs; they require additional support and funding’* with *‘; additional support and funding is required’*

Replace *‘SEN’* with *‘SEND/ALN/ASN’*”

The amendment was

**CARRIED**

The motion as amended was

**CARRIED**

### EROSION OF THE CURRICULUM

*John Ludlow moved;*

*Karen Williams seconded:*

“Conference is concerned that schools are limiting the scope of their curriculum due to pressure from the Government financially and the bias toward more academic courses in league tables.

Conference asserts that less funding to employ teaching staff in non-core subjects reduces the breadth of the curriculum. Because of this, many young people are seeing their choices significantly limited.

Conference is aware that:

- (i) the reduction in vocational courses is having an impact on teacher employment and*
- (ii) many students whose learning styles or skills are more suited to practical coursework and assessment are being disadvantaged.*

Conference urges the National Executive to:

- (a) continue to lobby governments and administrations to set out plans to grow vocational courses and ensure specialist teacher recruitment and retention is improved;*
- (b) meet with governments and administrations to share evidence of students being failed due to a lack of educational options which suit their learning and assessment strengths and*



- (c) continue to pursue the development of the whole curriculum in conjunction with governments and employers, to ensure that every subject area is able to offer courses that suit all learning styles.”

**AMENDMENT**

*Sade Afalobi moved;*

*Michelle Codrington-Rogers seconded:*

“In bullet (i) between ‘vocational’ and ‘courses’ insert ‘and creative.’

In bullet (ii) between ‘whose’ and ‘skills’ delete ‘learning styles or.’

In bullet (a) between ‘vocational’ and ‘courses’ insert ‘and creative.’

In bullet (c) after ‘that suit all’ delete ‘learning styles’ and insert ‘learners.’”

The amendment was

**CARRIED**

The motion as amended was

**CARRIED**

## SIXTH PUBLIC SESSION

9.00am to 11.00am

Sunday 31 March 2024

The President announced that as the '2b motion – A New Government for a New Deal' was carried, the balloted motion entitled 'Pay Restoration & Membership Consultation' fell.

### SUICIDE PREVENTION

*Row Martin moved;*

*Claire Ward seconded:*

"Conference notes with alarm the rise in suicide, suicide attempts and suicidal thoughts within the teaching profession. The Union is also concerned that the number will only increase.

Conference further notes that in the latest NASUWT Big Question Survey, 81% of its members stated that the job had adversely affected their mental health in the previous 12 months.

Conference believes that the pressures of the job are leading to a mental health emergency within the teaching profession and that members' health is reaching a crisis point.

Conference calls upon the National Executive to:

- (i) campaign for fully funded mandatory mental health training in all schools and colleges;
- (ii) campaign for suicide prevention training for all school leaders and
- (iii) implement suicide prevention and awareness training for all caseworkers and Workplace Representatives within its national training programme."

### AMENDMENT

*Daniel Whitley moved;*

*Neil Jeffries seconded:*

Insert new (ii) to read: '*campaign for Mental Health First Aid trained colleagues in all schools and colleges;*'

The amendment was

**CARRIED**

The motion, as amended, was

**CARRIED**

### ENTITLEMENT TO CPD

*Luke Akhurst moved;*

*Harjinder Lally seconded:*

"Conference notes that every teacher has a contractual right to CPD suitable to their individual needs.

Conference is concerned that CPD in many schools is often a 'one-size-fits-all' approach, with no consideration of individual need or career stage.

Conference further notes limit to funding of CPD by many schools. Conference calls on the National Executive to campaign for:

- (i) better funding for CPD;
- (ii) teachers to receive their entitlement for CPD that is suitable to their individual needs and
- (iii) greater teacher input to shape their own CPD as professionals."

### AMENDMENT (1)

*Claire Ward moved;*

*Tim Toepritz seconded:*

"In the second paragraph between '*in many schools*' and '*is often*' insert '*and colleges.*'

In the third paragraph after '*many schools*' insert '*and colleges.*'"

The amendment was

**CARRIED**

## AMENDMENT (2)

Annelies Taylor moved;  
John Greenwood seconded:

“Insert new (iv) to read: ‘entitlement to CPD for supply and substitute teachers.’”

The amendment was

**CARRIED**

The motion, as amended, was

**CARRIED**

## LACK OF SPECIALIST TEACHERS

Alex Moscrop-Brown moved;  
Donna Timmiss seconded:

“Conference deplores the growing tendency of coercing teachers to instruct outside of their specialism.

Conference asserts that this is detrimental to both teachers with specialist expertise in these areas and to students who are deprived of the skills of trained and talented professionals.

Conference calls upon the National Executive to engage with governments and administrations to reinstate funding for teachers in order to support expert and optimum provision for students.”

## AMENDMENT

Daniel Whitley proposed;  
Parisa Khalili Nejad seconded:

“After the second paragraph insert a new paragraph to read: ‘Conference acknowledges that some teachers welcome the opportunity to develop new areas of expertise outside of their initial specialism and recognises that these teachers must be provided with the time and training necessary to acquire specialist knowledge and pedagogy.’”

The amendment was

**CARRIED**

The motion, as amended, was

**CARRIED**

## PRIVACY RIGHTS AND DIGITAL SECURITY

Rosemary Carabine moved;  
Stephen Howells seconded:

“Conference notes that in this digital age where data has increasing value and technology is presenting ever more opportunities for the Union to become more effective, connected and better able to serve members, there are those who seek to exploit that technology in order to undermine and attack teachers.

Conference further notes that in this age of trackers and hackers, it is of paramount importance that the Union take all steps to ensure the digital and data security of all members and the Union itself.

Conference deplores the Westminster Government’s continued attacks on trade union rights, including the pernicious Strikes (Minimum Service Levels) Act which seeks to remove the right to privacy of trade union members and lay representatives.

Conference urges the National Executive to campaign for employers to adopt policies which require that the consent of each individual member of staff must be obtained before they are recorded in staff meetings, telephone calls, INSET and delivering lessons online.

Conference endorses the following ongoing action by the National Executive:

- (i) campaign for stronger protection of the privacy rights of teachers at work;
- (ii) provide training, advice and information to members and representatives to secure the data protection rights of members;
- (iii) oppose and resist the deployment of union-busting practices by employers and governments;
- (iv) demand the repeal of anti-trade union legislation and
- (v) use appropriate technology to assist in protecting members’ privacy rights.”

The motion was

**CARRIED**

## **WORKPLACE-RELATED BULLYING**

*Mike Molloy moved;*

*Richard Kempa seconded:*

“Conference believes that workplace-related bullying has reached unprecedented levels.

Conference asserts that all forms of bullying are unacceptable and contribute to the poor mental health of our members. Every member has the right to work in a safe environment. Conference calls upon the National Executive to:

- (i) undertake a survey into the extent of all types of bullying within the workplace and
- (ii) develop an action plan to address the findings.”

Debate suspended until the Seventh Public Session on Sunday 31 March 2024.

# SEVENTH PUBLIC SESSION

11.00am to 12.51pm

Sunday 31 March 2024

## MISCARRIAGE LEAVE

Julie Parkin moved;

Claire MacLeod seconded:

“Conference is concerned that members experiencing a miscarriage before the end of their 24th week of pregnancy are not entitled to maternity leave or pay, so any time off would be at the discretion of the employer.

Conference believes that this is both upsetting and triggering for women. Conference calls on the National Executive to:

- (i) campaign for a change in the law with regards to miscarriage and have it included within maternity rights;
- (ii) write to all employers, urging them to make miscarriage exempt from their sickness absence policy;
- (iii) inform and educate all reps on how to tackle miscarriage and sickness absence with employers;
- (iv) work across the TUC(s) with affiliated unions to develop a model policy and training for our reps and
- (v) seek to ensure that supply teachers are covered by the model policy.”

## AMENDMENT (1)

Becks Tebbett proposed;

Kathryn Downs seconded:

“In the second paragraph delete ‘*triggering for women*’ and replace with ‘*traumatic for members*”

The amendment was

**CARRIED**

## AMENDMENT (2)

Lucy Charlton proposed;

Helen Russell seconded:

“In the first paragraph insert ‘*statutory*’ between ‘*to*’ and ‘*maternity*’, insert ‘*paternity or parental bereavement*’ between ‘*maternity*’ and ‘*leave*’

In bullet (i) add ‘*and paternity*’ between ‘*maternity*’ and ‘*rights*’

In bullet (ii) replace ‘*make*’ with ‘*remove*’, delete ‘*exempt*’ and after ‘*policy*’ add ‘*and treat it as an independent condition deserving its own policy*”

The amendment was

**CARRIED**

The motion, as amended, was

**CARRIED**

## WORKPLACE-RELATED BULLYING

Debate continued from the Sixth Public Session on Sunday 31 March 2024.

## AMENDMENT

Kathryn Downs proposed;

Becks Tebbett seconded:

At the end of bullet (i) add: ‘*the role that unconscious bias and prejudice plays in increasing the vulnerability of our members to workplace bullying and*”

The amendment was

**CARRIED**

The motion, as amended, was

**CARRIED**

### VALUED WORKER SCHEME

*Mark Morris moved;*

*Ruth Duncan seconded:*

“Conference applauds employers who treat their employees fairly, engage with trade unions and provide good terms and conditions.

Conference commends the Valued Worker Scheme for highlighting and recognising such employers.

Conference calls upon the National Executive to continue to work with other trade unions to promote and develop the Valued Worker Scheme.”

The motion was

**CARRIED**

### COLLECTIVE ACTION

*Simon Pitfield moved;*

*Ava Verrier seconded:*

“Conference applauds the work of lay activists and paid officials in providing exceptional support to members.

Conference has previously committed the Union to a renewed organising agenda.

Conference is concerned by the aggressive attitude that some employers take towards Workplace Representatives. This position needs to be challenged quickly and decisively whenever it occurs to help protect our reps.

Conference calls upon the National Executive to:

- (i) educate members on the importance of getting involved in the Union and acting collectively;
- (ii) continue to work with the TUC to promote the importance of collective action in workplaces and
- (iii) continue to pursue the objective of securing a rep in every workplace.”

### AMENDMENT

*Alison Morgan moved;*

*Mark Morris seconded:*

“In bullet (ii) between ‘TUC’ and ‘to promote’ insert ‘, WTUC, STUC and ICTU’

In bullet (iii) between ‘securing’ and ‘in every’ delete ‘a rep’ and insert ‘elected representatives’”

The amendment was

**CARRIED**

The motion, as amended, was

**CARRIED**

### MATERNITY PAY

*Louise Fielding moved;*

*Jacqui Walker seconded:*

“Conference is appalled that there has been no progress with occupational maternity pay in the teaching profession. It is not equitable with other professions in the public sector. Members suffer real hardship within a short space of time under the current system.

Conference instructs the National Executive to:

- (i) survey, analyse and report on the occupational maternity pay rights in schools and other public sector areas;
- (ii) lobby governments and administrations to increase the pay of teachers on maternity leave and
- (iii) lobby governments and administrations to improve maternity rights, including portability of maternity rights and removing the requirement to repay.”

The motion was

**CARRIED**

## RETENTION OF TEACHERS WITH UNDERLYING HEALTH CONDITIONS

*Chris Holland moved;*  
*Tim Toepritz seconded:*

“Conference confirms that many teachers who suffer from issues to do with their physical health or mental wellbeing are more than capable of performing their roles to a high standard, with additional support from employers where appropriate.

Conference is concerned that it is too often the case that employers are unwilling to provide the necessary support to such teachers, resulting in job loss or even teachers leaving the profession altogether.

Conference asserts that teachers from ethnic minority backgrounds, disabled teachers and older teachers are more likely to report higher levels of work-related stress and wellbeing concerns stemming from insufficient support being provided by employers.

Conference notes with concern an apparent increase in the number of cases of teachers with underlying health conditions having their employment terminated for reasons connected to their conditions.

Conference calls upon the National Executive to campaign to ensure employers are fully aware of their legal and moral obligations towards staff that may require any additional support in order to fulfil their role.”

### AMENDMENT (1)

*Kathryn Downs moved;*  
*Adele Lynas seconded:*

“Add new paragraph at the end to read: *‘Conference also calls on the National Executive to take serious action to tackle ableism in the workplace faced by those with underlying conditions, as well as by disabled and neurodivergent teachers, and report back to Annual Conference 2025.’*”

The amendment was

**CARRIED**

### AMENDMENT (2)

*Karen Alexander moved;*  
*Ava Verrier seconded:*

“Delete the last paragraph and replace with: *‘Conference calls upon the National Executive to campaign to ensure:*

- (i) employers are fully aware of their legal and moral obligations towards staff that may require any additional support in order to fulfil their role and*
- (j) teachers are made fully aware of their specific legal workplace rights.’*”

The amendment was

**CARRIED**

The motion, as amended, was

**CARRIED**

## EIGHTH PUBLIC SESSION

12.56pm to 1.07pm

Sunday 31 March 2024

### PRESIDENT'S BUSINESS

#### (i) Members leaving National Executive

The President reported that the following members were leaving Executive: Sharon Calvert, Robert Dowey, Nuala Lavery-Noon, Scott McGimpsey, Dinsdale Shaw, Anne Simmons, Dona Vickers, Nigel Williams.

*The President moved:*

"That this Conference places on record its appreciation of the services rendered by Sharon Calvert, Robert Dowey, Nuala Lavery-Noon, Scott McGimpsey, Dinsdale Shaw, Anne Simmons, Dona Vickers, Nigel Williams."

The motion was

**CARRIED WITH ACCLAMATION**

#### (ii) Honorary Treasurer, Michelle Codrington-Rogers

The President reported that the Honorary Treasurer, Michelle Codrington-Rogers, will be stepping down from her role as Honorary Treasurer at the end of Conference.

*The President moved:*

"That this Conference places on record its appreciation of the services rendered by Michelle Codrington-Rogers."

The motion was

**CARRIED WITH ACCLAMATION**

#### (iii) Vote of thanks to Conference Organisers

*The President moved:*

"That the best vote of thanks be, and are hereby, tendered to all those involved in the smooth running of Conference including Scrutineers, NASUWT Staff, Standing Orders Committee, HCC Staff, Nipperbout and Cue Media."

The motion was

**CARRIED WITH ACCLAMATION**

#### (iv) Vote of thanks to President

*Sandie Mulligan moved;*

*Karen Williams seconded:*

"That the best thanks of Conference be, and are hereby, tendered to the President, Rashida Din, for her excellent conduct in the Chair."

The motion was

**CARRIED WITH ACCLAMATION**

The President declared Annual Conference 2024 closed at 1.07pm.





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TEACHERS'  
UNION

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