



**ANNUAL
REPORT**
2023

Foreword from **The President**

ROSEMARY CARABINE

My goal for 2023 was to bring back passion and professionalism in teaching – ensuring teachers are truly proud of everything they do. And despite an incredibly challenging year, with a number of hugely significant issues on the agenda and a record number of industrial action ballots, that sense of pride in being a teacher was evidently clear across our membership.

Our members galvanised together and said **we demand better**. While the age-old phrase of “no one forgets a good teacher” still rings true, unfortunately this doesn’t appear to translate into our members’ working lives, with teachers revolting in droves on issues such as pay, long working hours, hostile working environments and pupil indiscipline.

But with governments across the UK not doing enough, quickly enough, we stepped in to support our members when they needed us the most.

All teachers deserve a competitive salary and to be treated fairly in their place of work, so we remained focused on defending, advocating and winning for our members. We secured record numbers of successful industrial action ballots in our history – backing our members across England, Scotland, Northern Ireland, Jersey, the Isle of Man and Guernsey to take action and to win a better deal.

I was proud to stand alongside members across the country – demonstrating solidarity to members in taking the ultimate step by taking industrial action. The courage and determination of members was second to none.

Meanwhile, we fought to defend our members’ rights at work, including the right to strike – making history as we defeated the UK Government by taking legal action in the High Court which declared unlawful the repeal of regulations prohibiting the use of agency workers to be used to replace striking workers. We also led through the TUC the movement-wide campaign against the draconian Strikes (Minimum Service Levels) Act 2023, which aims to remove the right to strike.

We will always defend the rights of teachers.

As a union, we will always fight to ensure teachers are free to do the job they love, and fight against policies that are a barrier to this. We are dedicated to protecting and maintaining the profession we care about.

If we are to win the battles of the future, we need to stick together.

Meet NASUWT



Rosemary Carabine
President

262,289
Members

297
Local Associations
and Federations

42
Members of the
National Executive
Committee

346
Staff



Rashida Din
Senior Vice-President



Angela Butler
Ex-President



Patrick Roach
General Secretary



Jane Peckham
Deputy General
Secretary



Wayne Broom
Junior Vice-President



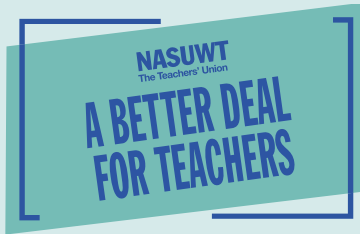
**Michelle
Codrington-
Rogers**
Honorary Treasurer



Maggie Bremner
Assistant General
Secretary



Phil Siddle
Assistant General
Secretary



STANDING STRONG ON PAY AND CONDITIONS

With real terms pay cuts, increased and excessive workload pressures, and evidence of long working hours, we continued to campaign by mobilising members throughout the year, up to and including strike action, in pursuit of a Better Deal for Teachers.

Taking our Better Deal for Teachers campaign to every corner of the UK

With strike action and action short of strike action in six national disputes, our campaigning delivered a unifying message and challenged employers and governments to make meaningful improvements to tackle the recruitment and retention crisis. Alongside national and workplace-centred industrial action, our Time for a Limit campaign to work to contract launched during the year. We applied a member-driven focus which won substantial increases to funding for schools and colleges, government-busting pay awards, and a raft of commitments to deliver improvement to working conditions.

Where governments and employers failed to respect the rights of members, we supported them to take action and win, with workplace industrial action ballots on behaviour, pensions and bullying/adverse management practices.

Our Manifesto for Teachers

After 13 years of austerity and failure to invest in our schools, colleges and public services, we took forward our assessment that fundamental change depends on making teachers a political manifesto priority at the next general election. With our Manifesto for Teachers, we called on all political parties to put teachers first and commit to delivering a New Deal for Teachers in their General Election manifestos.

Relentless pursuit of fair pay offers across all nations

England

Following months of prevarication and facing the prospect of our members taking coordinated strike action alongside other unions, the Government was forced to accept the pay review body's recommendation of a 6.5% pay award from September 2023, with a minimum starting salary of £30,000. In sixth form colleges, the staff side of the National Joint Council for Sixth Form Colleges accepted a 6.5% pay award for the majority of staff, with an 8.44% increase for those on the lowest pay point.

Our industrial action ballot in the summer brought the Government back to the table and helped win a significant package of measures, including an additional £1.4 billion fund for schools and £470 million extra for sixth form and further education colleges, to enable employers to match the pay award for school teachers.

By the end of the year, as we entered into dispute with the Education Secretary over attempts to frustrate the independent School Teachers' Review Body (STRB) process, the Government was forced to respond by issuing a remit letter exposing the absence of a commitment from Ministers to restore pay for teachers, and thereby drawing the battle lines for the year ahead.

Scotland

Our industrial action across Scotland heaped pressure onto the Scottish Government and COSLA, which had not understood the depth of anger amongst our members.

With further strike action planned, and as our action short of strike action campaign was underway, the Scottish government concocted terms for a pay offer. We sought the views of our members and a narrow majority voted to accept a pay offer that saw teachers receive a 12.3% increase in April 2023, rising to 14.6% in January 2024.

We remained in dispute with employers and the Scottish Government as we pressed our demand for real terms pay restoration, action on workload and measures to tackle the behaviour crisis in schools.

Wales

Following our ballot of members at the start of the year, the Welsh Government came forward with a 5% pay offer. We called for this figure to be revised so that there would be no detriment to teachers' pay in comparison to England, but the Government elected not to do so.

Further frustration was caused when the legislative instrument (i.e. the Pay Order) required to instruct local authorities to implement the pay award was not laid in time. This delayed the payment of the salary uplift, to which we objected strongly, and highlighted the Government's incompetence.

Unique to the pay offer in Wales was a set of workload commitments, which we initially welcomed. The offer on pay and workload resulted in members agreeing to pause plans for a further national ballot to enable negotiations with the Government on the detail of the workload package. Despite those talks, by the autumn, we were again forced back into dispute with the Minister, calling on him to agree measures that would tangibly benefit teachers in the classroom.

Northern Ireland

With no end in sight to the political deadlock at Stormont, our members in Northern Ireland continued to take action in protest over the lack of progress on pay and working conditions.

We led calls by education unions for a fully funded 12% pay award for 2023/24, in addition to the 6% pay claim for 2021/22, but by the end of the year no acceptable offer had been made due to the political paralysis.

We continued to highlight the huge pay disparity adversely impacting Northern Ireland's teachers compared to their colleagues elsewhere in the UK. Our highly successful action short of strike action campaign provided much needed relief for members, enabling them to focus on teaching and learning, while keeping a lid on excessive workload demands.

Defending members' pensions

The 2020 Valuation of the Teachers' Pension Scheme (TPS) resulted in increased employer contributions commencing 1 April 2024.

While the additional employer pension contribution costs for state-funded school employers were to be met through additional funding from the Treasury, this would not be the case for independent schools. We therefore anticipated that a number of independent school employers would seek to worsen teachers' terms and conditions by leaving the TPS, and we were right. As a result, members were forced into a record number of disputes with independent school employers across the country.

We supported those taking action to oppose detrimental changes to their pensions, resisting attacks in a number of schools through members' determination and collective action.

Providing leadership in our fight against anti-trade union legislation

We directly saw the impact of the Conservatives' anti-trade union laws, which denied members their right to take part in industrial action as a result of the imposition of arbitrary ballot thresholds. However, it didn't stop us from organising in defence of our members' rights.

We defeated the Government by winning our legal case in the High Court over the unlawful decision to allow the use of agency workers to cover for striking workers. The court ruled that the Government's legislation was "unlawful, unfair and irrational".

This was an historic victory in the courts, and a massive defeat for the Government, which will protect the rights of members taking part in strike action without it being undermined, and includes an important protection from blacklisting for those supply teachers who refuse to cross picket lines in order to replace striking workers.

At this year's TUC Congress, we led the debate on workers' rights. In his speech, the General Secretary called for the repeal of all anti-trade union laws and for the right of unions to conduct industrial action ballots online. Our motion to the Congress triggered a concerted TUC campaign and the first special Congress held in December to progress our fight against the Government's Strikes (Minimum Service Levels) Act.

87% of members do not think the pay in teaching is competitive with other professions.

Just **12%** of members would recommend teaching as a career.

62% of members have cut back on food expenditure over the past 12 months.

12% of members have taken a second job over the past 12 months.



"Because of the actions we have taken, NASUWT members can now expect more money in their pockets."

Dr Patrick Roach,
NASUWT General Secretary



TAKING ACTION AND WINNING FOR OUR MEMBERS

Last year was an historic year for industrial action; not just for NASUWT, but for the profile of the trade union movement as a whole.

Whether it was staying strong to demand fair pay, taking a stand in defence of pensions, challenging unsustainable workloads, or safeguarding teachers from violent pupil behaviour, one thing was clear: 2023 was the year that members took action.

We secured more successful industrial action ballots in a single year than any other union in UK history. In 2023, we conducted 20,124 workplace ballots, with 269 days of strike action announced. But we went further, leading 12 ballots with national industrial action taking place in England, Scotland, Northern Ireland, Jersey, the Isle of Man and Guernsey.

National action secures improved pay offers

At the start of the year, members in England and Wales set the tone for our campaign to secure a better deal on pay for teachers, with more than 90% of members voting in favour of industrial action.

Due to the Government's regressive anti-trade union legislation, we were prevented from initiating national action at the time.

Following the failure of negotiations with the Westminster Government, in July we balloted members again, this time meeting thresholds in nearly 10,000 schools. Across the country, 88.5% of members balloted voted in support of strike action and 94.3% voted in support of action short of strike action. By the start of the new academic year, we stood with members to commence a programme of action short of strike action to work to contract.

It was only the prospect of widespread disruption following commitments of coordination across four unions, including NASUWT, that brought the Government back to the negotiating table, ending four months in which ministers refused to engage.

At the same time, members in sixth-form colleges in England voted

in support of strike action and action short of strike action, which forced concessions from the Government including additional funding for the sector.

Against a backdrop of ongoing action short of strike action, members in Scotland took two days of national strike action in January. After overwhelmingly rejecting the Scottish Government's pay offer tabled in February, members geared up for a further two days of strike action in February and March while maintaining pressure through action short of strike action.

Members in Northern Ireland took repeated national strike action over the year while continuing their action short of strike action. November's half day of strike action, which followed half a day in February and a full day in April in collaboration with other teaching unions, forced the closure of the vast majority of Northern Ireland's schools.

Our action short of strike action and strike action in the Isle of Man forced the Manx Government to the negotiating table, securing agreement on a landmark pay and workload package, which included contractual reforms and the introduction of a 35-hour working week limit.

The threat of national strike action and an escalation of action short of strike action in Jersey forced a government U-turn on pay, and an agreement to enter into negotiations on a multi-year pay deal from 2024 onwards.

In Guernsey, our ballot of members saw 76% voting in favour of strike action and action short of strike action. A finding from the Industrial Disputes Tribunal did nothing to settle the collective grievance of our members, nor end the dispute with the States Government.

Key victories follow a record level of local disputes

Thanks to the resolve and determination of our members, we secured wins in workplace disputes across the country – addressing collective concerns about violent and abusive pupils, the use of fire and rehire, adverse management practices and bullying employer behaviour, withdrawal from the TPS and trade union recognition rights. There really was no issue we wouldn't tackle for our members.

Supporting our members to organise

We rolled out a new range of member engagement tools to support organising activities, with the aim of growing member activism. This included the delivery of training and support to equip lay activists in using time-saving tools to connect with members.

“If ministers hope that teachers will give up the fight for a better deal on their pay, they should think again.”

Dr Patrick Roach,
NASUWT General Secretary

CASE STUDIES

Coordinated action secures justice in Swansea

We secured a major victory for teachers in every secondary school in Swansea, following attempts by the council to disregard existing collective agreements. Local members took strike action in July and September after the Director of Education sacked a colleague in relation to an intervention to break up a fight between pupils, despite the teacher being cleared of any wrongdoing by a disciplinary panel.

Our members took a stand, held their nerve and took action—even in the face of the most scurrilous public attacks from the council. Under the threat of ongoing strike action, the local authority was forced to back down and overturn the decision to dismiss our member.

Following discussions with our union, the council committed to adhering to collective agreements going forward.

Members take an historic stand on pension rights

In the autumn, we successfully fought off the threat of fire and rehire at Hutchesons' Grammar School in Glasgow, following the first teacher strikes in the school's 400-year history. Local members initiated strike action after the school proposed withdrawing teachers from the TPS and replacing it with an inferior alternative.

Members, who were preparing to escalate existing strike action, secured a package of measures including the reintroduction of a 3% pay award uplift for all teachers, a ten-year guarantee on employer pension contributions and trade union recognition.



CHALLENGING INADEQUATE EDUCATION POLICY

We spoke out against the cuts to education budgets and the damaging impact on children's education and wellbeing.

Further underfunding damages education provision

In Northern Ireland, we campaigned against £300 million of cuts to the budget of the Education Authority, which were set to impact some of the most vulnerable children. We called for a fair funding settlement and, with the Irish Congress of Trade Unions, demanded a better deal from the Westminster Government.

As part of our evidence submitted to the inquiry into persistent absence and support for disadvantaged children, we highlighted the chronic underinvestment in attendance-related support services, such as the Child and Adolescent Mental Health Services, over the past decade. We emphasised the need for a

holistic approach to tackling the root problem, with more investment in services working alongside schools to meet the needs of children, young people and families.

Pushing for positive and constructive reform

We gave a robust response to the Department for Education (DfE) proposals for yet another overhaul of the post-16 qualifications system, highlighting the chaotic, and ultimately failed approach, taken by the UK Government since 2010.

At the heart of these reforms is a new Advanced British Standard, which would replace the current A-level and T-level qualifications. The plan to scrap T-levels before they have been rolled out fully is

the latest in a long line of broken promises from this government, and another costly and damaging policy U-turn.

We were clear that while there might be a legitimate case for reforming the post-16 qualifications framework, the fact remains that the system is in disarray because of the lack of clear and consistent policymaking, not helped by the conveyor belt of education secretaries over the last decade.

In November, the Welsh Government announced its consultation over changes to the school year. We firmly believe there is no evidence that this will benefit learners or education workers and we set about campaigning to defeat these plans.

Demanding better for SEN pupils

The Government's Special Educational Needs and Disabilities (SEND) Green Paper failed to deliver the necessary measures to meet the needs of our most vulnerable pupils and the system remains in crisis.

We expressed our disappointment that proposals from the Government appeared to be driven by cost considerations and not pupil needs. We made clear to the DfE that much-needed improvements to the support made available to children and young people with SEND, and their teachers, would fail to materialise without an increase in investment levels.

We also questioned the Government's implementation plan for its failure to identify sufficient measures to improve partnership working between the education, health and social care sectors.

Reviews bring glimmer of hope for the future

We responded to the Hayward Review of qualifications and assessments in Scotland, arguing that any proposals must be developed with the input of classroom teachers, and that schools should be given the additional time and resources to consider and apply any changes.

In Northern Ireland, the findings outlined in the Independent Review of Education report provided a

positive basis for future development of education policy and practice. We welcomed the review panel's recommendations; specifically, that all education provision, including further education, should be brought within the scope of a single department.

Attempts to improve teacher recruitment fall short

We continued to drive forward our campaign for the removal of other barriers to entering teaching, including poor wellbeing, lack of clear career progression pathways and inadequate professional development opportunities.

We made it clear to the Institute for Apprenticeships and Technical Education that it was wholly unacceptable to progress with a Level 5 'Associate Teacher' apprenticeship without meaningful consultation.

We identified genuine risks that the Government's proposals would further lead to teaching work being undertaken by non-graduate, unqualified personnel. Following our representations, those plans were withdrawn.

In Scotland, the Cabinet Secretary outlined her vision for creating a Centre for Teaching Excellence. We responded by questioning the detail of the proposals and the lack of adequate engagement with unions prior to announcements being made.

Challenging governments on their Covid recovery responses

In our evidence to the Public Accounts Committee's Inquiry into Education Recovery in Schools in England, we highlighted the Government's woefully inadequate response, the problems with the national tutoring programme, and the lack of timely and fully resourced external support for children with mental health issues and additional educational needs.

The Committee concluded that the Government lacked any meaningful plan and that it could take at least a decade to return the disadvantage gap to pre-pandemic levels.

96% of members say that the pupils they teach have mental health challenges.

79% don't believe that appropriate support is available to help address pupils' mental health issues.

59% of members say that their school is continuing to provide remote learning as a result of unplanned school closure days.



SPOTLIGHTING WELLBEING AND WORKLOAD

Teachers in the UK work the longest hours in Europe. Unsustainable workloads, real terms pay cuts, the cost-of-living crisis, poor pupil behaviour and a disregard for health, safety and welfare requirements are resulting in declining levels of wellbeing. As a result, more and more teachers are leaving the profession.

We made it our priority to push back and take forward our campaigning for decent working conditions that will ensure our members feel safe and protected at work.

We said it's Time for a Limit

In a bid to tackle stress and burnout within the profession and promote teacher wellbeing, we launched our Time for a Limit campaign, calling on the UK Government to introduce a national contractual limit of 35 hours per week on teachers' working time.

Our research found that teachers work an average of 54 hours per week, with 87% saying their workload

had increased over the previous year and 83% reporting a decline in their mental health over the same time period. Whether members were covered by ballot mandates or not, we encouraged teachers to 'work to contract' and take back control.

Our campaigning secured admission by governments of their failure to tackle teachers' workload concerns. In Wales, the Minister put forward proposals on workload

reduction, signalling the possible scrapping of the local authority consortia arrangements. While we initially applauded this commitment, we were forced to call out the Minister's failure to deliver on this promise.

While the Welsh Government made a number of workload promises, we highlighted that none of its commitments had made any impact upon teacher workload.

In England, the Government was forced to set a national target to reduce teachers' working time by five hours per week within three years, and to establish a national Teacher Workload Reduction Taskforce.

As a member of the taskforce, we have sought to press for structural changes, including statutory guidance to place a limit on working hours, scrapping performance-related pay, the restoration of the list of non-teaching tasks, and a review of the role and impact of Ofsted on the workload and wellbeing of teachers and headteachers.

We continued to press the Scottish Government on the SNP manifesto commitment to reduce teachers' working hours by 1.5 hours per week.

Tackling the ongoing recruitment and retention crisis

On World Teachers' Day (5 October), we joined global trade unions to highlight the impact of the vast teacher shortages across the world. Research by Education International, UNESCO and UNICEF shows that this is now a major concern, with an almost 70 million teacher shortage rate.

In the UK, the ongoing and worsening teacher recruitment crisis is one of governments' and administrations' own making. Across all nations,

we have documented and highlighted how a lack of proper funding, real terms pay erosion, high-stakes inspection and accountability systems, excessive workload pressures and the failure to tackle poor pupil behaviour have all contributed to the problem.

NASUWT continued to play its part to tackle the crisis. We ran a successful UK-wide New Teacher Seminars programme over the summer, with attendance returning to pre-pandemic levels for the first time. In Scotland, these seminars were supplemented by a range of NQT/Probationer Induction events and student recruitment events.

Driving fundamental change to inspection processes

In our evidence to the Education Select Committee Inquiry into the work of Ofsted, we called for an independent investigation into the school accountability regime in England and for inspections to be suspended pending the outcome of this investigation.

We insisted on the abandonment of the current 'one word' grading system, which has had such a damaging impact on the health and wellbeing of school staff, and were pleased the Committee included this in its recommendations.

For too long, teachers and headteachers have suffered under the tyranny of a flawed and egregious inspection and accountability regime, which is contributing to the deepening crisis in teacher morale, recruitment and retention.

Demanding positive action to tackle the cost-of-living crisis

As governments and administrations have failed to restore the real terms pay of teachers lost since 2010, many of our members are experiencing serious financial hardship which has only been exacerbated by the ongoing cost-of-living crisis.

Throughout 2023, the Westminster Government appeared bereft of any ideas to tackle increasing poverty levels and widening inequality, worsened by the lack of access to affordable housing.

We campaigned to improve access to affordable housing for teachers, including for a change in government policy that ensures the creation and extension of discount schemes for renters and first-time buyers, offering prices at least 30% below market rates in areas where teachers struggle to afford suitable housing.

We also took our Conference policy demanding access to affordable housing for

teachers and other key workers to the TUC Congress, where it won support from the wider trade union movement and was adopted as TUC Congress policy.

Securing progress on flexible working rights

We welcomed new government proposals on flexible working rights; advances that would not have been possible without lobbying by NASUWT and our sister trade unions.

While plans do not go as far as we would like, it remains an important step forward, and offers the prospect of securing the right to request flexible working from day one of employment, and new rights for consultation with workers who make a flexible working request.

Challenging the use of online searches of shortlisted candidates

We called on the DfE to provide clarity over the use of online searches of shortlisted candidates for teaching posts to ensure searches are ethical, legal and non-discriminatory.

We voiced concerns about the updated DfE guidance *Keeping Children Safe in Education*, which advised schools to inform shortlisted candidates that online searches may be carried out as part of the job application process. We highlighted the legitimate fears that job applicants may be unfairly penalised or discriminated

against when applying for teaching roles, and we continued to make the case strongly for the removal of this advice.

Giving teachers a voice on anti-bullying

We played a key role in promoting anti-bullying during Anti-Bullying Week, underscoring our continued work on the Anti-Bullying Alliance (ABA) Advisory Board – the

only teachers' union represented on the board.

Our voice on the advisory board enables us to showcase our work on anti-bullying and particularly the role of teachers and school staff in preventing bullying and harassment of staff and pupils.

Our members work **52 hours** in a typical mid-term week.

52% of members say their workload has increased significantly over the past 12 months.

70% say they are spending much more time on administration and clerical tasks.

48% say they do not feel managed in a way that empowers them.

82% feel their job has adversely affected their mental health in the past 12 months.

Workload is the most cited reason causing adverse mental health, followed by poor pupil behaviour and poor management.

Just **46%** of members feel their wellbeing is viewed as important by their school.

HEALTH AND SAFETY IN SCHOOLS

As risks to the health and safety of teachers and pupils dominated the headlines, we demanded action on poor behaviour, dangerous school buildings and abuse at work.

Demanding a Better Deal on Behaviour

In the autumn, we conducted a nationwide survey of Behaviour in Schools, involving more than 6,500 members. The results were shocking and highlighted the extent of the behaviour crisis, where nine in ten teachers said they had been subject to verbal abuse or violence from pupils and 37% had suffered physical abuse or violence in the last 12 months.

We conducted webinars and provided a full range of online resources to help and support our members on this topic, as

well as backing members through collective industrial action up to and including refusal to teach violent pupils.

Following the publication of our research, we were invited to be represented at the Scottish Government's National Summit on Relationships and Behaviour.

The Scottish Government announced a package of £900,000 for measures to help tackle pupil behaviour, but we pressed for more to be done.

In England, the Education Secretary announced guidance on use of mobile phones in schools. We questioned the



Secretary of State's motives and called for measures that would be enforceable and not make the situation worse for our members.

With increasingly violent behaviour from pupils, discussions around the use of physical restraint and isolation have become all the more topical. In May, we submitted a response to the DfE public consultation on the use of physical interventions, restraint and isolation in schools, where we called for more effective guidance and support on the management of this issue. In Scotland, we have also engaged on a Bill on restraint and seclusion.

We made clear that we will not allow our members to continue to be subject to violent assault in their workplaces. We will continue to use the evidence from this research to press for a wide-reaching strategy to reduce violence and abuse, ensuring that schools are safe, calm and inclusive places for teachers to work and children to learn.

RAAC and asbestos prevalent in school buildings

Reinforced autoclaved aerated concrete (RAAC) was a major talking point for many. We highlighted the lack of investment in building safety and called for a national register of all schools containing RAAC to be published, together with a timetable for remedying the problem.

We met with Sir Stephen Timms MP, chair of the Work and Pensions Select Committee, to set out our concerns about asbestos in school buildings and to explore opportunities to work together to secure wider political commitment to a deadline for asbestos removal in every school.

Air pollution an increasing concern

We responded to research on the link between air pollution and children's growth and brain development. We called for the installation of air quality monitors and air filters in schools to help drive improvements in the health of both pupils and school staff.

Securing the removal of teacher liability in child abuse reporting

In June, the Home Office published its response to the final report of the Independent Inquiry into Child Sexual Abuse, which proposed the introduction of mandatory reporting for those responsible for children. As a result, if it was found that a teacher had failed to report suspected child abuse or neglect, they risked criminal prosecution.

We argued for the burden of responsibility on reporting suspected abuse to be a corporate duty and that individual teachers should not be penalised for systemic failings in relation to child protection and keeping children safe. The Government's proposals were revised to remove the personal liability and narrow the scope of the duty to direct evidence of sexual abuse.

"You worry about how to protect the other children when this happens."
Behaviour in Schools Report respondent

"I feel powerless and ineffective as a teacher."
Behaviour in Schools Report respondent

5% of those who experienced pupil abuse last year are leaving the profession.

90% of members experienced verbal abuse or violence from pupils.

FIGHTING FOR EQUAL OPPORTUNITIES

We continued to oppose all forms of harassment, prejudice and unfair discrimination faced by our members.

While we welcomed news from the Scottish Government that it intended to expand its gender pay gaps to include race and disability, we highlighted how Black, disabled and women teachers across the UK are still suffering the most as a result of real terms pay erosion and continue to face greater barriers to gaining promotion and higher salaries.

While our members continue to face such discrimination and animosity, we will respond in strength.

Tackling gender inequality

We led action for gender equality by changing our rulebook, adopting a new Sexual Harassment Policy and Procedure Bylaw, supporting women members to take the next step into activism and leadership at NASUWT,

and by continuing to campaign on the issues domestically and internationally.

We helped lead the roll-out of a TUC pilot training scheme to tackle and prevent sexual harassment across the trade union movement. We were amongst the first unions to participate in the course, which aims to help members to develop and deliver best practice on tackling and preventing sexual harassment, ensuring that our workplace culture is led by preventative approaches to sexual harassment and misogyny. NASUWT was also invited to lead the TUC's work on Black women and sexual harassment.

We were part of an Education International delegation to the UN Commission on the Status

of Women in New York. We joined the 20 women-strong trade union delegation to the event, which focused on the changing world of technology and the impact of this on education, gender equality and the empowerment of women and girls.

This theme carried through to our Women Teachers' Consultation Conference. Attracting more than 300 members, the online event focused on the theme of 'active women', honouring the women who have played a pivotal role in strengthening the Union over the years. It remained our priority to ensure that we make every effort to remove the barriers to the activism and participation of our women members.

We led key debates at the TUC and STUC Women's



Conferences on tackling sexual harassment in the workplace and trade union movement, and on endometriosis and adenomyosis, whilst also securing election to equalities committees.

We embarked on a new project in concert with five European universities to explore how teachers can better support the political engagement of female students. We are represented on the advisory board that is taking forward the project.

Advocating for LGBTI members

Repressive government legislation and a decline in liberal views towards LGBTI individuals was a prevailing theme throughout the last year, so our efforts were focused on reversing this distressing trend.

Ahead of our LGBTI Teachers' Consultation Conference, survey results showed that more than half of LGBTI teachers experience discrimination and abuse from pupils and parents. Despite it being two decades since the repeal of Section 28, a draconian Conservative measure to prohibit the so-called "promotion of homosexuality" in schools, a quarter of LGBTI teachers report abuse worsening in recent years. Meanwhile, only 14% of members said that their school or college provides training on LGBTI

equalities issues to staff and senior managers.

We voiced concern that attitudes towards people who are transgender had become markedly "less liberal" over the past three years, according to evidence from the 2023 British Social Attitudes Survey.

Once again, we participated in the work of the TUC LGBT+ Conference and led debates on 'LGBT rights are human rights' and 'protect trans and non-binary rights'.

The Union also supported the establishment of the TUC Trades Unions for Trans Rights Network.

We were once again proud to join with and support Pride rallies across the UK.

Staying strong on anti-racism

We welcomed the work of our partners, Education Support, and its study into the Mental Health and Wellbeing of Ethnic Minority Teachers, which highlighted the additional stress experienced by Black teachers working against a backdrop of everyday micro-aggression and structural racism.

Our Black Teachers' Consultation Conference attracted members from across the UK and provided an opportunity for further engagement with Black members and a continuation of the Big Conversation on Racial

Justice. The Union continued to support the development of Black Teacher Networks across the membership.

We were well represented at key events during 2023, including the UN's Anti-Racism Day, where we had speakers at rallies in Cardiff and Glasgow, and the TUC Black Workers' Conference, which focused on the work of the TUC Anti-Racism Taskforce and its manifesto. Our motion on 'tackling Islamophobia and anti-Muslim hate' was unanimously adopted and we successfully secured places on the TUC Race Relations Committee for another year.

We led debates at TUC and STUC on 'educating refugee and asylum-seeker children and young people' and on 'enslavement, redress and education'.

We continued to support the work of the TUC Anti-Racism Taskforce which also highlighted issues relating to the experiences of Black staff working for trade unions. We took these findings to our own committees to inform the development of our own anti-racism action programme. General Secretary Dr Patrick Roach is a member of the TUC's Anti-Racism Implementation and Oversight Committee, which is working to hold all unions to account for their progress on tackling

racism and creating an inclusive environment for Black workers.

Throughout the year, we also celebrated Black History Month by announcing our Development Course for Black Members, attended the TUC's event marking Windrush 75 and the 30th anniversary of the racist murder of Stephen Lawrence. We further marked Holocaust Memorial Day with a statement on our commitment to tackling anti-Semitism and to remember those murdered during the Holocaust.

Campaigning on behalf of disabled teachers

Our Disabled Teachers' Consultation Conference highlighted the outrageous and blatant examples of disability discrimination being faced by some members working for schools and supply agencies. Participants heard from representatives from Doctors in Unite, the TUC and the NASUWT Disabled Teachers' Advisory Committee.

We also remained fully committed to having Long Covid declared a disability in law and continued to lobby governments and administrations throughout the year, especially in our involvement in the UK Covid-19 Inquiry.

We continued to campaign for a Better Deal for Disabled Workers ahead of the publication of our

forthcoming *Disability Rights Action Plan*.

Supporting younger and older members

During Young Workers' Month in November, a record number of members attended our annual Young Teachers' Consultation Conference to discuss the importance of being active in NASUWT.

A pre-Conference survey showed that we have some way to go to improve the number of young activists within our union, but many in attendance at the Conference were ready and empowered to do more at the local level.

Workshops were held on wellbeing and dealing with difficult parents, and the conference also gave voice to young members' experiences and allowed us to put their issues at the heart of our campaigns and priorities.

We also remained steadfast in our campaign to dismantle ageism and ageist policies and procedures within schools and colleges. Following alarming insight from our Big Question Survey 2023, which revealed that nearly three-quarters of teachers aged over 50 have seriously considered leaving the profession during the last year, we called for urgent action to tackle the ageism resulting in older teachers being overlooked for jobs and promotions, and being disproportionately threatened with capability procedures.

“Your activism is why we are able to do what we do; it’s why we are leading the fight for disabled teachers to build a teaching profession that is recognised, rewarded and more inclusive at every level.”

“We want every member - especially our young members - to be active in the Union, because you are the Union.”

Dr Patrick Roach,
NASUWT General Secretary

5% of attendees to our Women Teachers' Consultation Conference rated it excellent or good.

23% of members have experienced discriminatory language by a pupil over the past year.

17% of members have experienced misogyny by a pupil over the past year.

DEVOLVED NATIONS

Our members and nations teams were relentless in their pursuit of meaningful measures to secure a Better Deal for Teachers in Scotland, Wales and Northern Ireland.

Members in Scotland and Northern Ireland led the way in national industrial action, alongside ongoing action short of strike action and significant wins at a local level in Wales. Multiple days of coordinated strike action forced governments and employers to take note and accept that the current state of affairs cannot continue for the profession.

Pupil behaviour and violence having devastating impact

Scotland

A significant focus of our Better Deal for Scotland's Teachers campaign was wellbeing, specifically the impact of escalating pupil indiscipline on teacher wellbeing.

Results from our nationwide research showed that incidents of violent pupil behaviour and abuse are higher in Scotland's schools than anywhere else in the UK. Abuse is even worse for female teachers in Scotland, with 19% having experienced physical abuse or violence from pupils several times a week in the 12 months prior to our survey, compared to just 3% of male teachers.

We met with the Scottish Liberal Democrats' spokesperson on education, Willie Rennie MSP, Scottish Labour's deputy spokesperson on community safety, Katy Clark MSP, and the Cabinet Secretary for Education & Skills, Jenny Gilruth, MSP, at various points throughout the year to discuss the crisis

of pupil behaviour in Scotland's schools.

We gave oral evidence to the Education, Children and Young People's Committee, engaged with proposals for a Bill on restraint and seclusion and ensured our members were represented at the Scottish Government's National Summit on Relationships and Behaviour.

We led the debate on the issue of teachers' mental health, giving a key presentation to the Scottish Parliament cross-party group on mental health.

Northern Ireland

Thirty-seven per cent of teachers in Northern Ireland who responded to our *Behaviour in Schools* report experienced physical abuse or violence in the previous 12 months. Of these, 33% of teachers were shoved or barged, 14% were hit or punched, 13% were kicked, 9% were spat at, and 6% had been headbutted.

“NASUWT will continue to take all steps possible to protect our members from violence and abuse at work.”

Justin McCamphill,
NASUWT National Official
Northern Ireland



83% of Northern Ireland's teachers said that pupil abuse had affected their morale and enthusiasm for their job.



At our Northern Ireland Conference, we heard how special educational needs (SEN) teachers were at breaking point. We made clear to officials that no teacher should be expected to put up with violence and abuse, wherever they work.

Ensuring a voice on education reform

Wales

Poor pupil behaviour continued to be an issue affecting our members in Wales. When responding to our Behaviour in Schools survey, 95% of members in Wales said they had experienced verbal abuse or violence from pupils in the previous 12 months, with 38% experiencing physical abuse or violence. Both these figures were higher than the UK average.

Pupil indiscipline and its devastating impact on our members' wellbeing remained a key focus in our organising and action throughout the year.

At our Cymru Conference in June, members called for those senior officials in local authorities who are making potentially career-ending decisions about the use of reasonable force to be required to have classroom experience before passing judgement on others.

Scotland

In addition to our formal response to the Hayward Review of qualifications and assessments, we met with the Director of Education Reform to reinforce concerns about the lack of practitioner involvement in the various strands of Scottish education reform.

Our concerns were acknowledged as valid and we secured a commitment to improved communications and engagement with NASUWT. This commitment gave us the opportunity to contribute to the process of forming replacement bodies for the SQA and Education Scotland, as well as the founding of a new inspectorate.

Wales

As part of our engagement with, and calls for greater clarity on, education reform in Wales, we remained committed to our position that the Welsh Government's plans to change the school day and year were not grounded in evidence.

We also argued strongly for education to be included in the provisions of the Wales Social Partnership and Public Procurement Bill in the Senedd and lobbied hard on the Government's plans to reform supply teaching provision.

Northern Ireland

In the absence of a functioning administration, we continue to speak out for and on behalf of teachers in Northern Ireland. We led a coordinated response from across the wider trade union movement, calling for a better deal for public sector workers and the return of the Stormont Executive.

Standing up to unscrupulous inspections and employer practices

Scotland

We entered into a stand-off with Glasgow City Council in the face of an increasing number of employers challenging the lawfulness of ballots, refusing to respect our members' commitment to action short of strike action and docking members' pay. We remained resolute in our approach when resisting these tactics.

Wales

We welcomed Education Minister Jeremy Miles to our Cymru Conference and noted his willingness to engage with us on the issues of key concern to members. Members expressed their concerns on the inspectorate system, with many voicing that Estyn has perpetuated a culture of

bullying and intimidation to the detriment of both teachers and pupils.

We continued to highlight the damaging impact of Estyn's inspection regime on the mental and physical health of teachers throughout the year, and made it clear to the Welsh Government that if it was unwilling to act, we would not hesitate to do so.

Northern Ireland

In the summer, with the teacher recruitment crisis spiralling out of control, we asked the Equality Commission to investigate schools exploiting the Northern Ireland Supply Teachers' Register.

We raised the issue of schools employing teachers for temporary positions in excess of six months, and condemned the misuse of the system which was depriving temporary teachers of security and the right to sick pay.

Political upheaval continued

Northern Ireland

We intensified our campaign in Northern Ireland in the face of the ongoing turmoil in Stormont and immense cuts to the education budget.

Among the many challenges facing the education sector was the provision of special education. Demand for SEN places were forecast to be up by 18-20% on the previous school year.

In response to the ongoing crisis, the Education Authority (EA) attempted to establish 60 new learning support units in mainstream schools and around 140 classes for children with severe learning, almost overnight.

The funding cuts came into play, and rather than employ fully qualified members of staff, the EA sought volunteers from its own children's services department to run these new provisions. Following this announcement, the EA warned that if not enough volunteers came forward, much needed support services, such as the behaviour support team and autism team, may be forced to close. While immediate disaster has been averted, the Union continues to campaign on this critical issue.

“Teachers need and deserve protection and to know that they will be supported when they report violence and abuse.”

Mike Corbett,
NASUWT National
Official Scotland

CASE STUDY

Ronan Sharkey becomes youngest NASUWT Northern Ireland President

Ronan Sharkey, 30, a music teacher from Newry, became the youngest president in NASUWT Northern Ireland's history when he was elected last year.

The head of year at St Ronan's College, Lurgan, said he would work hard for positive change for teachers and “strive for equality, fair treatment and justice” for NASUWT members.

Mr Sharkey began teaching in 2015 and, since then, has shown his commitment to ensuring quality education and positive learning environments for all staff and students. In 2021, he was the recipient of the NASUWT Young Activist of the Year Award.

On his election, Ronan said: “As I take up this role, I reflect deeply on the conditions we are currently in, both as a consequence of the pandemic, current industrial action and our current working conditions, and how the voice of the profession is in need of strength moving forward.

“I want to celebrate our members and all their personal and professional achievements. I take this opportunity to pay tribute to NASUWT members for the important work they do each and every day, to make a world of difference to the lives of children and young people.”

TAKING ACTION ACROSS ALL JURISDICTIONS

We're committed to ensuring that NASUWT gives a voice to all our members, no matter where they work.

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That's why we continued to play an active role in providing strong representation on behalf of our membership overseas in the Channel Islands, Isle of Man, Gibraltar, and Defence Children's Services across the globe — whether it was through support of national industrial action or lobbying governments for pay restoration and improved working conditions.

JERSEY

We were in dispute with the Government of Jersey (GoJ) over pay, workload and working conditions throughout 2023.

Members were balloted and secured a mandate to initiate action short of strike action and full strike action to demand better. The threat of strikes forced the GoJ to come back to the negotiating table and resulted in a new pay award of 7.9%, backdated to 1 January 2023.

Despite accepting the new pay offer, we remained in dispute with the GoJ and agreed to commence negotiations over a multi-year deal before the end of the year.

We consulted members over an 8% plus £1,000 non-consolidated pay offer, effective from 1 January 2024, and an RPI increase for 2025 and 2026, both with a 2% base-level. This offer was narrowly accepted by members.

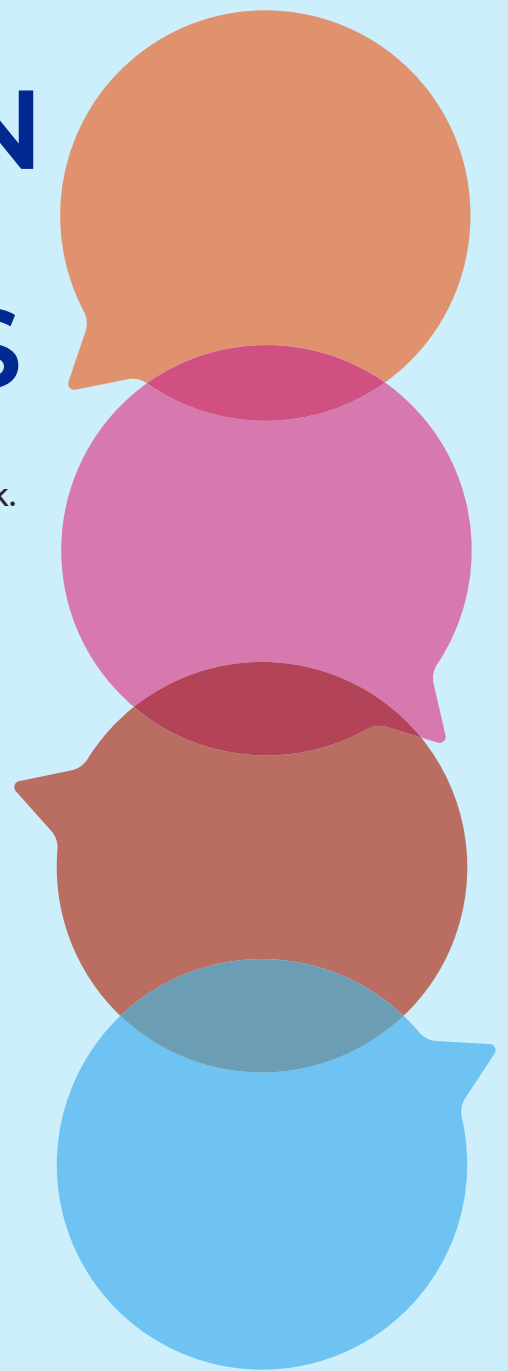
In addition to our action to demand better pay, the long-awaited review of teachers' terms and conditions began in the autumn.

GUERNSEY

While we continued to challenge the States of Guernsey over the 2022, 2023 and 2024 pay offer, the Government imposed a tribunal to resolve our longstanding dispute. Inexplicably, the tribunal decided to ignore the clear evidence put before them and took, at face value, the flawed data submitted by the States to rule in favour of the employer.

As a result, the tribunal imposed a pay award of 5% plus a sum of £500 for 2022, an RPI increase for 2023 and RPI minus 1% for 2024.

The States' Policy and Resources Committee (PRC) signalled its intention



to close the current public sector pension scheme to new entrants, replacing it with a defined contribution scheme, initially from January 2024. We engaged in a number of meetings throughout the year, which saw the PRC softening its stance and pushing back the expected implementation date. By the end of 2023, following a vote of no confidence in the PRC and its subsequent replacement, it was unclear whether the closure proposal would continue.

In the autumn term, the States voted to push ahead with secondary education reform without providing any funding for implementation. We strongly condemned the Government's plans, stating the decision amounted to negligence and a failure to Guernsey's children, young people and teachers.

ISLE OF MAN

Our national dispute over pay and working conditions remained throughout the year and members continued to put pressure on the Manx Government through a programme of strike and action short of strike.

As a result of this pressure, we achieved a number of wins for members, securing contractual reforms to limit workload demands on teachers, a revised pay negotiation process and a 4% enhancement to the STRB offer of 6.5% in England. This built on previous gains of higher starting salaries through the removal of the bottom three points of the pay scale-meaning Manx teachers now start on almost £39,000, as well as the removal of all performance-related pay, including the threshold assessment.

In addition, a new, landmark, contractual 35-hour working week for teachers (similar to that in Scotland) began to be implemented in September. We are engaging in continual review of the new arrangements as we support members through the transition phase.

We remain in dispute as we continue to press for pay restoration and other improvements to the working lives of our members in the Isle of Man.

GIBRALTAR

We had regular engagement with the Minister and Department in Gibraltar, but were frustrated by the lack of opportunity to make much progress on substantive issues, including pay, primarily due to a lack of capacity in the Gibraltar Department of Education.

In the autumn, the Government did implement a differentiated non-consolidated award, which was weighted towards teachers on lower salaries. However, in the absence of a real terms pay uplift since 2019, which has resulted in significant pay erosion due to spiralling inflation, the fight for pay restoration for members in Gibraltar continues.

DEFENCE CHILDREN'S SERVICES

Our relationship with Defence Children's Services (DCS) can be complex due to DCS's refusal to recognise teacher trade unions. However, we have continued to provide support to our members at DCS schools, particularly in relation to restructures.

A face-to-face meeting between DCS and the teacher trade unions did take place in the autumn, marking the first such meeting in several years; however, substantive issues remain unresolved.

We remain committed to working with DCS to secure improved working conditions for all of our DCS members across the globe.

INTERNATIONAL ACTION

When addressing members at our Annual Conference, David Edwards, General Secretary of Education International, shared that more than 9,000 students, teachers and academics were harmed, injured or killed in attacks on education during armed conflict over a two-year period. There were also more than 5,000 separate attacks on education facilities.

We refused to stand by and, throughout 2023, continued to be at the forefront of international action to ensure every child has the chance to receive an education, defend the rights of trade unionists and protect the interests of teachers around the globe.

Through our continued work with the Global Campaign for Education UK and our partnership with Education International (EI), we advocated for governments both domestically and internationally to honour and promote the right to quality public education for all.

We also made representations concerning various other international issues:

- The introduction of the Illegal Migration Bill.
- The ongoing distressing events in Ukraine and Israel and Palestine.
- The continuing persecution of trade unionists in Iran.
- The devastating impact of the earthquake in Turkey and Syria.
- Efforts to tackle far-right initiatives in schools in Italy and Germany.

Championing women's and girls' education at the UN

In March, representatives from NASUWT joined a delegation led by EI at the UN Commission on the Status of Women (CSW) in New York. The delegation included the then Senior Vice-President and National Official for Equality and Training, along with 20 other women.

This marked the first in-person event in four years.

The annual CSW presents a crucial opportunity to shape global policies on gender equality. The 2023 event focused on the impact of technology on education, gender equality, and the empowerment of women and girls.

As part of the EI delegation, our representatives actively contributed to discussions, emphasising the importance of incorporating the perspectives of trade unions in global policymaking for women and girls. The EI delegation was tasked to ensure that the outcomes of the CSW meeting made for a well-funded, quality public education system that equips all women and girls with the necessary skills and confidence for the digital age.

Giving members a voice at the EI World Congress

A delegation of NASUWT Representatives joined more than 600 other EI affiliates at the 9th EI World Congress. The 2023 EI Congress, the final virtual congress before returning to an in-person event in 2024, approved new constitutional changes.

These changes will enable revisions to operational regulations to allow for adaptations in response to the Covid pandemic and other emergencies. The congress also agreed to a new resolution to allow for an extension to the term of office of the EI Board.

Taking our anti-racism campaign worldwide

We were warmly welcomed by the National Education Association (NEA) at its annual congress in Orlando, Florida. We were proud to build on our long and strong relationship with the NEA, which is the largest labour union in the United States.

Our representatives played a full part in the congress, including a pre-congress event on racial and social justice. They also provided solidarity, support and contributions to the NEA's discussions on actions for challenging the current attacks on social justice and equity in Florida.

The aims and objectives of the NEA in tackling deep-rooted racism and other forms of injustices are closely linked to the values and principles of NASUWT. It was therefore timely and fitting for us to be present at the congress and share our experiences of actions for securing trade union and social justice rights, alongside other global unions.

Campaigning against the Illegal Migration Bill

In July, despite robust campaigning in collaboration with the TUC and humanitarian organisations such as the Joint Council for the Welfare of Immigrants, we were saddened to see the Illegal Migration Bill become law. The new legislation will have a devastating impact on the lives of many desperate people seeking safety and sanctuary in the UK.

In a letter to the then Home Secretary, Suella Braverman, we expressed our grave concerns about elements contained within the Bill, which will undermine our work and that of the wider trade union movement in protecting refugees and young asylum seekers.

We emphasised that such measures will only exacerbate the problems with exploitation in the labour market, and relayed our fears that the implementation of the Bill would see modern-day slavery victims denied refuge and sent back to the criminal gangs who trafficked them in the first place.

We will continue to stand in solidarity with the most vulnerable people in our society and continue our campaign of challenging the government's ongoing hostile environment agenda.

Ukraine

In concert with EI and the TUC, we marked the first anniversary of the Russian invasion and war in Ukraine. We endorsed a joint EI and European Trade Union Committee for Education (ETUCE) statement demanding an end to Russia's military aggression and continued to show support for teachers and trade union representatives in Ukraine.

We also showed solidarity with the Ukrainian teachers' unions as a unifying force for ordinary people across the country. The unions have been protecting the safety of teachers and pupils and endeavouring to provide education to young people during the invasion.

We continue to stand with the people of Ukraine and Russia as they strive for peace, democracy and security.

Israel and Palestine

We united with the TUC, EI, the ETUCE and the Irish Congress of Trade Unions to denounce the escalating violence and terrorism in Israel and Palestine, which reached distressing levels in late 2023. We continued to stand in solidarity with our fellow EI-affiliated unions and reaffirmed our unwavering support for peace and stability in the region.

Regrettably, we've witnessed a surge in anti-Semitic and Islamophobic attacks, a disturbing trend that deeply concerns us all. We encourage members to reach out to the Union for any support, should they need it. Schools and colleges should serve as sanctuaries, fostering safety for both pupils and staff alike.

“NASUWT, you never let our fellow [trade] unionists feel alone.”

David Edwards,
General Secretary of EI

We remain committed to combatting all forms of hatred, promoting environments where diversity is celebrated and respected.

Iran

Following our participation in an online meeting convened by EI regarding the ongoing persecution of trade unionists in Iran, we wrote to the authorities of the Islamic Republic of Iran, calling for the immediate and unconditional release of imprisoned Iranian teacher unionists and to respect trade union rights.

More broadly, we continued to call on the Iranian government to abide by its international commitments to respect the human rights and freedoms of all Iranian workers and citizens.

Turkey and Syria

In February, following the most severe earthquake Turkey had experienced in nearly 100 years, which also sent shockwaves across Northern Syria, we endorsed EI's commitment to support

member organisations in the affected areas.

The disaster impacted at least 15.73 million people in Turkey and Syria, with more than 55,000 lives lost and around 130,000 injured. Millions were displaced from their homes. The devastation caused by the 7.8 magnitude earthquake had huge ramifications for education infrastructure and the trade union movement in both countries, with many schools and union offices destroyed.

We stood in solidarity with our colleagues in Turkey and Syria and supported the humanitarian efforts in the affected countries through the work of EI and the TUC.

Germany and Italy

We remained steadfast in our work with sister unions in Germany (GEW) and Italy (FLC CGIL) on developing effective strategies for global action on tackling the impact of far-right initiatives on schools and trade union democratic rights.

CASE STUDY

Fazel Ahmed wins International Solidarity Award

The 2023 International Solidarity Award was presented to Fazel Ahmad of the National Teachers Elected Council (NTEC), Afghanistan.

The award was presented to Mr Fazel in recognition of his commitment to fighting for the rights of teachers and for quality education in Afghanistan.

In the most difficult of circumstances over the past year, Mr Fazel has led the NTEC in continuing to defend teachers' rights in Afghanistan and advocate for the reinstatement of education access for girls, often at great cost to its activists and members.

The NTEC worked to ensure that all teachers received the emergency funding from UNICEF, made available due to the failure of the Taliban government to pay teachers' salaries over a five-month period.

It has continued to mobilise and pressure the Taliban government to allow secondary girls to go to school, following the March 2022 announcement that women and girls would be barred from secondary and higher education.

The NTEC has also worked with EI to create the Afghanistan Teachers' Rights Observatory, which will monitor, document, assess and report on the situation on the ground in Afghanistan, including building the capacity to defend the rights of teachers and the right to education.