

# MEMBERS' BULLETIN

## **NASUWT Better Deal for Teachers in Scotland campaign**

Our Better Deal for Teachers in Scotland campaign continues this term:

### **Behaviour**

The Scottish Government finally published its National Action Plan on Relationships & Behaviour and, while NASUWT was frustrated with the length of time taken to produce this, we are encouraged by the recognition that a range of approaches and consequences are required in response to poor pupil behaviour, given that restorative approaches do not work for all pupils and cannot be the only tool available to schools when responding to incidents of abuse and violence.

We particularly welcome the fact that the principle of serious consequences for serious misbehaviour, up to and including exclusion, has been accepted. This fundamental message from the Scottish Government should be referenced by members wherever necessary, as it is essential in securing a safe and orderly environment for teachers and students.

Given the recent riots in other parts of the UK, the acknowledgement that more work is needed to support schools in addressing racism and racist incidents, along with other forms of discrimination such as misogyny, is also a welcome feature of the plan.

It is disappointing that the Scottish Government has not yet committed any additional funding, time or resources to schools to support the Action Plan. Implementing its recommendations is too important a task to be simply added to the already lengthy 'to do' lists schools have. Ring-fenced time and funding is needed.

Members are reminded that NASUWT will support schools whenever they need it in addressing poor pupil behaviour (for example, we have already lodged a trade dispute this term with a Council which failed to respond effectively to a significant violent incident at the end of last term).

If your school has significant behavioural issues that are not being addressed, contact your NASUWT Workplace Representative or Local Secretary, or get in touch with us at [scotland@mail.nasuwt.org.uk](mailto:scotland@mail.nasuwt.org.uk)

The full National Action Plan can be accessed here:

<https://www.gov.scot/publications/national-action-plan-relationships-behaviour-schools-2024-2027/pages/7/>

### **Mobile phones**

On the same day as the Behaviour Action Plan was announced, the Scottish Government also issued its *Mobile phone guidance for Scotland's schools*. We know that mobile phones can be used as a tool to bully and harass some pupils and

teachers, as well as distract pupils from their learning. We therefore welcome the guidance from the Scottish Government to the effect that school leaders can take steps to limit or ban the use of mobile phones in their schools if they see fit.

However, to be effective, addressing the use of mobile phones should form part of joined-up and whole-school strategies on managing pupil behaviour.

The full guidance on mobile phones can be accessed here:

**<https://www.gov.scot/publications/mobile-phone-guidance-scotlands-schools/>**

### **Pay**

Following the unanimous rejection by the SNCT Teachers' Panel on 5 June of the pay offer tabled by COSLA the previous day, we were assured that a revised offer would be tabled. This has not yet occurred, though some movement on this is anticipated.

As a reminder, the original offer was for a single year, with no reopener clause, and amounted to a 2% increase on 1 August 2024, followed by a 1% increase on 1 May 2025.

### **Workload**

NASUWT continues to pressurise the Scottish Government and COSLA to progress the promised reduction in class contact time, which was part of the SNP manifesto for the last Scottish Parliament elections and was included in the Programme for Government for this Parliament.

We met with the Cabinet Secretary earlier this year and outlined some of the unnecessary bureaucracy in schools around forward planning, assessment, monitoring/tracking and school improvement plans. We also sought her support in encouraging local authorities and schools to address this. We have since had backing from opposition politicians in the Scottish Parliament in pushing for action.

Further advice and guidance for members on workload is available here:

**[www.nasuwt.org.uk/TacklingExcessiveTeacherWorkloadScotland](http://www.nasuwt.org.uk/TacklingExcessiveTeacherWorkloadScotland)**

### **Education policy**

#### **Education Bill – Qualifications Scotland/New Inspectorate**

The Scottish Government has issued a Call for Views on its Education (Scotland) Bill, published in June, which proposes to establish a new qualifications agency, Qualifications Scotland, and an independent inspectorate. NASUWT will be formally responding soon. Members who wish to share their views can submit comments to **[scotland@mail.nasuwt.org.uk](mailto:scotland@mail.nasuwt.org.uk)** as soon as possible. The deadline for submission of our response is 30 August 2024.

#### **Thematic Inspection – Local Authorities: School Improvement**

HMIe plans a series of 'thematic inspections' of local authorities and how they support their schools with school improvement plans. NASUWT has requested that such inspections also be focused on how local authorities have supported their schools with Education Recovery and insisted that a mechanism be added to try

and capture the views of classroom teachers. These inspections are scheduled to commence in September and NASUWT Local Secretaries should engage with their own local authorities to establish if/when they are to be given an opportunity to contribute to the process.

### **Events**

#### **Stand Up to Racism demonstration – Saturday 7 September, Glasgow**

Members are encouraged to attend the Stand Up to Racism demonstration on Saturday 7 September in George Square, Glasgow, to unite against the far right.

NASUWT will be in attendance and should have a speaker on the platform. If you are interested in joining our group on the day, please contact [scotland@mail.nasuwt.org.uk](mailto:scotland@mail.nasuwt.org.uk) for details of our assembly point.

#### **NASUWT Scotland Equalities Conference – Saturday 28 September, Glasgow**

Places are still available for members who wish to attend the NASUWT Scotland Equalities Conference on Saturday 28 September in Glasgow. A range of speakers and workshops will be included, as well as discussion on a number of topics such as endometriosis, gender-based violence and LGBT-inclusive education.

The Conference is free to members and overnight accommodation and travel expenses are provided.

Secure your place now: [www.nasuwt.org.uk/EqualitiesConferences](http://www.nasuwt.org.uk/EqualitiesConferences)

#### **STUC Disabled Workers' Conference – Saturday/Sunday 23/24 November, Clydebank**

Places are available to attend the STUC Disabled Workers' Conference in Clydebank on 23/24 November 2024 as an NASUWT delegate. If you are interested in finding out more, please email [scotland@mail.nasuwt.org.uk](mailto:scotland@mail.nasuwt.org.uk)

### **Casework**

As the new session starts, members are reminded of the procedure for new enquiries: in the first instance, members can contact their NASUWT Workplace Representative or Local Secretary. Otherwise, any new enquiries should be sent to [scotland@mail.nasuwt.org.uk](mailto:scotland@mail.nasuwt.org.uk) or called in on **0131 226 8480**. Members are discouraged from emailing or calling caseworkers directly with new enquiries as this can cause unnecessary delays if they are on leave or in hearings, which could result in further enquiries being missed.

### **Contact details**

If you have moved to a new workplace or have changed any of your contact details, please let us know so you don't miss out on important updates:

[www.nasuwt.org.uk/UpdateContactDetails](http://www.nasuwt.org.uk/UpdateContactDetails)