

CONFERENCE  
AGENDA



**ANNUAL**<sup>24</sup>  
**CONFERENCE**

**Rashida Din** President

**Dr Patrick Roach** General Secretary

**Michelle Codrington-Rogers** Honorary Treasurer

**NASUWT**  
The Teachers' Union

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## **CONFERENCE STANDING ORDERS COMMITTEE**

Mark Burns (Chair), Alan Hackett, Martin Hudson, Nik James (Chief Scrutineer)  
and Daniel Whitley

## PAST PRESIDENTS AND CONFERENCE VENUES

### Past Presidents and Local Association

#### NAS

A.E. WARREN ( <i>Willesden</i> )	1920-1921 Margate
S.H. HOULDSWORTH ( <i>Manchester</i> )	1921-1922 Cardiff
G.E. CORDING ( <i>Cardiff</i> )	1922-1923 Liverpool
W. WOODWARD ( <i>London</i> )	1923-1924 London
F.C. GREAVES ( <i>Leeds</i> )	1924-1925 Leeds
W.H. YOUNG BA ( <i>Liverpool</i> )	1925-1926 Nottingham
J.A. RICE ( <i>Hull</i> )	1926-1927 Hull
R. ANDERSON BA ( <i>London</i> )	1927-1928 Bristol
C.C. CARTER BA ( <i>Liverpool</i> )	1928-1929 Newcastle-upon-Tyne
C.B. DODD BA ( <i>London</i> )	1929-1930 Leicester
W.R. SHIMMIN ( <i>Liverpool</i> )	1930-1931 Manchester
A.L. SHIRES ( <i>Leeds</i> )	1931-1932 Birmingham
W.E. CRAY ( <i>London</i> )	1932-1933 Sunderland
A.H. RUSSELL BA ( <i>Bristol</i> )	1933-1934 Southampton
H. GORDON ( <i>London</i> )	1934-1935 Southport
F.C. ARKLESS ( <i>Sunderland</i> )	1935-1936 Swansea
P.E. AGAR BA ( <i>Leicester</i> )	1936-1937 Sheffield
W.L. MARSLAND ( <i>Manchester</i> )	1937-1938 Stoke-on-Trent
A.E. EVANS MA ( <i>Liverpool</i> )	1938-1939 Coventry
W. BARFORD ( <i>Leeds</i> )	1939-1943 Nottingham
E.C. MARTIN ( <i>Nottingham</i> )	1943-1944 London
E. RUSHWORTH ( <i>Calder &amp; Ryburn</i> )	1944-1945 Blackpool
J. MASON ( <i>Nottingham</i> )	1945-1946 Blackpool
G.H. SNOW ( <i>Liverpool</i> )	1946-1947 Blackpool
F.A. GIBBS ( <i>London</i> )	1947-1948 Southend-on-Sea
B. MORTON DPA ( <i>Sheffield</i> )	1948-1949 Scarborough
H. MEIGH BSc ( <i>London</i> )	1949-1950 Bournemouth
G.B. BELL MC BSc ( <i>Newcastle</i> )	1950-1951 Morecambe
W.A. TAYLOR BSc ( <i>Hull</i> )	1951-1952 Weston-super-Mare
G. LLOYD WILLIAMS ( <i>Newport</i> )	1952-1953 Harrogate
J.J. THOMAS ( <i>Liverpool</i> )	1953-1954 Margate
R.I. RAND ( <i>Sunderland</i> )	1954-1955 Porthcawl
T. SMITH BSc ( <i>London</i> )	1955-1956 Buxton
D.I. DAVIES ( <i>Walthamstow</i> )	1956-1957 Southsea
J.E. JENKINS ( <i>Cardiff</i> )	1957-1958 Edinburgh
E.W. ARNOTT ( <i>Leeds</i> )	1958-1959 Brighton
J.A.C. THOMSON MA ( <i>Scotland</i> )	1959-1960 Llandudno
A.L. JONES ( <i>Liverpool</i> )	1960-1961 Hastings
H.J. BELL ( <i>Croydon</i> )	1961-1962 Blackpool
T.A. CASEY ( <i>London</i> )	1962-1963 Plymouth
R.M. HALL BEM BCom ( <i>Newcastle-upon-Tyne</i> )	1963-1964 Southport
A.J. SMYTH ( <i>Liverpool</i> )	1964-1965 Folkestone
L.G. HARRIS ( <i>Bristol</i> )	1965-1966 Edinburgh
R.R. TUNSTALL ( <i>St Helens</i> )	1966-1967 Douglas
M.A. LANGDELL BSc ARCM ( <i>Haringey</i> )	1967-1968 Torquay
B.F. WAKEFIELD ( <i>Southend</i> )	1968-1969 Llandudno
E.J. PRETTY MA ( <i>Sunderland</i> )	1969-1970 Eastbourne
R.A. SIMONS BSc ( <i>London</i> )	1970-1971 Scarborough
R.B. COCKING ( <i>Birmingham</i> )	1971-1972 Torbay
E.R. HOLDEN ( <i>Stretford</i> )	1972-1973 Southport
H.H. THOMAS ( <i>Caernarvonshire</i> )	1973-1974 Eastbourne
J.A. SCOTT ( <i>Derry County &amp; Antrim</i> )	1974-1975 Harrogate
<b>UWT</b>	
M. WRIGHT	1965-1970 London
S. MORTEN	1971 Birmingham
M. BUGG	1972 Cambridge
M. SMYTH	1973 Liverpool
C. SKEAVINGTON	1974 Portsmouth
<b>NASUWT</b>	
J. CHALK ( <i>London</i> )	1975-1976 Brighton
L. COOPER BSc ( <i>Barkston Ash</i> )	1976-1977 Blackpool
B. FARRELL ( <i>Halton</i> )	1977-1978 Torbay
C.S. JONES ( <i>Basilidon &amp; Brentwood</i> )	1978-1979 Harrogate
C. SKEAVINGTON MEd FRSA ( <i>Jersey</i> )	1979-1980 Eastbourne
C.F. ABRAHAM ( <i>East Devon</i> )	1980-1981 Harrogate
A.M.S. POOLE ( <i>Merton</i> )	1981-1982 Brighton

### Past Presidents and Local Association

E.E. POWELL BA FRGS ( <i>South Glamorgan</i> )	1982-1983 Blackpool
G.W. LEE JP ( <i>London</i> )	1983-1984 Eastbourne
P. MATTHEWS ( <i>Sedgefield</i> )	1984-1985 Llandudno
J. BOONE ( <i>Bolton</i> )	1985-1986 Torquay
J.M. INMAN BA NDA Dip REd ( <i>Leek</i> )	1986-1987 Scarborough
E.R. O'KANE MA Dip Ed ( <i>Belfast</i> )	1987-1988 Bournemouth
D. BATTYE MSc ( <i>Sheffield</i> )	1988-1989 Blackpool
G. TERRELL BA (Oxon) Dip Ed JP ( <i>Merton</i> )	1989-1990 Eastbourne
M. CARNEY ( <i>Peterlee</i> )	1990-1991 Scarborough
S. ROGERS BA ( <i>Sheffield</i> )	1991-1992 Bournemouth
M. LITTLEWOOD FRSA ( <i>Middleton</i> )	1992-1993 Scarborough
J. ROWLAND BA ( <i>Jarrow, Hebburn &amp; Boldon</i> )	1993-1994 Bournemouth
R. KIRK ( <i>Newark</i> )	1994-1995 Blackpool
O. GUNN ( <i>Aycliffe</i> )	1995 Eastbourne
P. COLE ( <i>Sandwell</i> )	1995-1997 Glasgow
B. FERGUSON ( <i>York</i> )	1997-1998 Bournemouth
M. MORGAN ( <i>Devon</i> )	1998-1999 Scarborough
W. MORLEY ( <i>Sefton</i> )	1999-2000 Eastbourne
M. JOHNSON ( <i>Lewisham</i> )	2000-2001 Llandudno
T. HARDMAN ( <i>Liverpool</i> )	2001-2002 Jersey
P. BUTLER ( <i>Bedfordshire</i> )	2002-2003 Scarborough
T. BLADEN ( <i>Darlington</i> )	2003-2004 Bournemouth
P. LEREW ( <i>NE Hampshire</i> )	2004-2005 Llandudno
P. McLOUGHLIN ( <i>Stockport</i> )	2005-2006 Brighton
B. GARVEY ( <i>Wakefield</i> )	2006-2007 Birmingham
J. MAYES ( <i>Knowsley</i> )	2007-2008 Belfast
A. HAEHNER ( <i>Croydon</i> )	2008-2009 Birmingham
J. CHAPMAN ( <i>Cheltenham Cotswold</i> )	2009-2010 Bournemouth
C. LINES ( <i>West Suffolk</i> )	2010-2011 Birmingham
J. RIMMER ( <i>Warrington</i> )	2011-2012 Glasgow
P. ROE ( <i>Dudley</i> )	2012-2013 Birmingham
M. LYONS ( <i>Durham City</i> )	2013-2014 Bournemouth
G. BRANNER ( <i>North Oxon</i> )	2014-2015 Birmingham
G. DAWSON ( <i>Hexham</i> )	2015-2016 Cardiff
K. WALLIS ( <i>Cornwall</i> )	2016-2017 Birmingham
F. BROWN ( <i>Belfast</i> )	2017-2018 Manchester
D. McARTHUR ( <i>South Essex</i> )	2018-2019 Birmingham
M. KITCHEN ( <i>Trafford</i> )	2019-2020 Belfast
D. CODRINGTON-ROGERS ( <i>Oxford City</i> )	2020-2021 Virtual
P. KEMP ( <i>North Tyneside</i> )	2021-2022 Virtual
A. BUTLER ( <i>Powys</i> )	2022-2023 Birmingham
R. CARABINE ( <i>Mid Essex</i> )	2023-2024 Glasgow

## PAST GENERAL SECRETARIES AND TERMS OF OFFICE

### NAS

A.E. WARREN	1923-41
R. ANDERSON	1941-56
E. RUSHWORTH	1956-63
T.A. CASEY	1963-75
<b>UWT</b>	
S. ROGERS	1965-67
B. GANDY	1967-69

G. JONES	1969-70
P. YAFFE	1970-75
<b>NASUWT</b>	
T.A. CASEY	1975-83
F.A. SMITHIES	1983-90
N. de GRUCHY	1990-2002
E. O'KANE	2002-04
C. KEATES	2004-20

## PAST HONORARY TREASURERS

### NASUWT

F.G. REYNOLDS	1920-1923	R.B. COCKING	1975-1982
W.H. THODAY	1923-1926	L. COOPER	1982-1987
W. WOODWARD	1926-1929	G.W. LEE	1987-1990
R. ANDERSON	1929-1941	D. BATTYE	1990-1992
C.C. CARTER	1941-1946	M. CARNEY	1992-2002
H. GORDON	1946-1951	S. ROGERS	2002-2009
E. RUSHWORTH	1951-1956	B. COOKSON	2009-2017
G. LLOYD WILLIAMS	1956-1965	N. BUTLER	2017-2018
A.L. JONES	1965-1969	R. WALTERS	2018-2021
B.F. WAKEFIELD	1969-1970	S. TAYLOR	2021-2021
A.J. SMYTH	1970-1975	C. HOLLAND	2021-2022

# PROGRAMME

## FRIDAY 29 MARCH

2.00pm to 3.00pm

### FIRST PRIVATE SESSION

Appointment of Chief Scrutineer  
Minutes  
Financial Statements  
Appointment of Auditors  
Appointment of Membership Assurer

3.00pm to 5.45pm

### FIRST PUBLIC SESSION

Opening Ceremony

### SECOND PUBLIC SESSION

Set Motion: **Putting Teachers First**  
Annual Report  
Balloted Motions

5.45pm to 6.30pm

Welcome Reception (Level 5)

## SATURDAY 30 MARCH

9.00am to 12.30pm

### THIRD PUBLIC SESSION

Set Motion:  
**Increasing Minimum Ppa Time**  
2C Motion: Northern Ireland  
2C Motion: Scotland  
Balloted Motions  
Dr Patrick Roach, General Secretary

12.30pm to 2.00pm

### LUNCH BREAK

2.00pm to 5.45pm

### FOURTH PUBLIC SESSION

Set Motion: **Anti-Trade Union Laws**  
2B Motion  
2C Motion: Wales  
Balloted Motions

### FIFTH PUBLIC SESSION

Set Motion:  
**Post-Pandemic Impact On Teacher And Pupil Mental Health**  
Balloted Motions

## SUNDAY 31 MARCH

9.00am to 1.00pm

### SIXTH PUBLIC SESSION

Set Motion: **Suicide Prevention**  
Balloted Motions

### SEVENTH PUBLIC SESSION

Set Motion: **Miscarriage Leave**  
Balloted Motions

1.00pm to 1.30pm

### EIGHTH PUBLIC SESSION

President's Business

## **FIRST PRIVATE SESSION**

**2.00pm to 3.00pm**

**Friday 29 March 2024**

### **APPOINTMENT OF CHIEF SCRUTINEER**

In accordance with Standing Order 18(a), the Chairperson to propose to Conference the appointment of a Chief and other Scrutineers.

#### **Minutes**

*Michelle Codrington-Rogers to move,  
Rashida Din to second:*

That the Minutes of the Annual Conference 2023 be signed by the Chairperson as a correct record of the proceedings.

#### **Financial Statements**

*Michelle Codrington-Rogers to move,  
Chris Holland to second:*

- (i) that the financial statements be received;*
  - (ii) that the financial statements be adopted.*
- (Executive)*

#### **Appointment of Auditors**

*Michelle Codrington-Rogers to move,  
Angela Butler to second:*

*That Messrs Crowe UK LLP, Chartered Accountants, be, and are hereby, appointed auditors of the Union's accounts for the year 2024.*

*(Executive)*

#### **Appointment of Membership Assurer**

*Michelle Codrington-Rogers to move,  
Angela Butler to second:*

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

*(Executive)*

## **FIRST PUBLIC SESSION**

**3.00pm to 3.30pm**

**Friday 29 March 2024**

### **(1) OFFICIAL OPENING**

The President, Rosemary Carabine, to declare open the Annual Conference.

### **(2) INDUCTION OF RASHIDA DIN AS PRESIDENT FOR 2024-25**

### **(3) PRESIDENT'S ADDRESS**

The President, Rashida Din, to deliver her Presidential Address.

### **(4) INTRODUCTION OF NEW OFFICERS**

## SECOND PUBLIC SESSION

3.30pm to 5.45pm

Friday 29 March 2024

### PUTTING TEACHERS FIRST

*Wayne Broom to move,*

*Jac Casson to second:*

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.

*(Executive)*

### ANNUAL REPORT OF THE NATIONAL EXECUTIVE

*Rosemary Carabine to move,*

*Wayne Broom to second:*

- (i) That the report be received;
- (ii) That the report be adopted.

*(Executive)*

At the conclusion of debate of the above motion(s), the session will continue with the debate of motions taken from the balloted list.

## THIRD PUBLIC SESSION

9.00am to 12.30pm

Saturday 30 March 2024

### INCREASING MINIMUM PPA TIME

*Karen Williams to move*

*Sandie Mulligan to second*

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.

*(North Bedfordshire)*

### AMENDMENT

*John McGill to move,*

*Kathy Duggan to second:*

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.*’

*(Executive)*

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

*Delma Boggs to move,*

*Raymond Beggs to second:*

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 teacher 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.

*(Executive)*

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

*Rod McCready to move,*

*Wayne Broom to second:*

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.

*(Executive)*

## **GENERAL SECRETARY'S PUBLIC ADDRESS**

At the conclusion of debate of the above motion(s), the session will continue with the debate of motions taken from the balloted list.

## FOURTH PUBLIC SESSION

2.00pm to 4.00pm

Saturday 30 March 2024

### ANTI-TRADE UNION LAWS

*Candida Mellor to move,  
Mick Poulton to second:*

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.

*(North Tyneside and Sunderland)*

### AMENDMENT

*Wayne Broom to move,  
Rosemary Carabine to second:*

Delete bullet (i) and replace with a new bullet (i) to read '*the requirement to conduct postal ballots for industrial action;*'

*(Executive)*

### 2(b) MOTION

*Michelle Codrington-Rogers to move,  
John McGill to second:*

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

*Mark Morris to move,  
Sharron Daly to second:*

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.

*(Executive)*

At the conclusion of debate of the above motion(s), the session will continue with the debate of motions taken from the balloted list.

## FIFTH PUBLIC SESSION

4.00pm to 5.45pm

Saturday 30 March 2024

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

*Andrea Welter to move,  
Simon Pitfield to second:*

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.

*(Birmingham)*

At the conclusion of debate of the above motion(s), the session will continue with the debate of motions taken from the balloted list.

## SIXTH PUBLIC SESSION

9.00am to 11.00am

Sunday 31 March 2024

### SUICIDE PREVENTION

*Row Martin to move,*

*Claire Ward to second:*

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.

*(Executive)*

**At the conclusion of debate of the above motion(s), the session will continue with the debate of motions taken from the balloted list.**

## SEVENTH PUBLIC SESSION

11.00am to 1.00pm

Sunday 31 March 2024

### MISCARRIAGE LEAVE

*Julie Parkin to move,*

*Claire MacLeod to second:*

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.

*(Newcastle upon Tyne, North Tyneside)*

At the conclusion of debate of the above motion(s), the session will continue with the debate of motions taken from the balloted list.

**EIGHTH PUBLIC SESSION**  
**1.00pm to 1.30pm**  
**Sunday 31 March 2024**

**PRESIDENT'S BUSINESS**

- (1) Members leaving National Executive
- (2) Vote of thanks to Conference Organisers
- (3) Vote of thanks to President



# MOTIONS TO BE DEBATED AFTER SET MOTIONS

## MENTAL HEALTH AND INSPECTIONS

*Richard Kempa to move,  
Andrea Welter to second:*

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.

*(Birmingham, North Northamptonshire)*

## AMENDMENT

*Kathy Duggan to move,  
Mark Morris to second:*

In bullet (i) after 'work with' delete 'Ofsted, providing' and insert 'inspectorates 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 'inspectorates'

In bullet (iii) after 'in every' delete 'Ofsted' and insert 'inspectorate'

*(Executive)*

## RECLAIMING TEACHER AUTONOMY

*Claire Colling to move,  
Pod Serge to second:*

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.

*(Birmingham)*

### **AMENDMENT**

*Tim Toepritz to move,*

*Katherine Moore to second:*

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'.

*(Executive)*

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

*Javay Welter to move,*

*Karen Sewell-Morris to second:*

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.

*(Birmingham)*

### **EROSION OF THE CURRICULUM**

*John Ludlow to move,*

*Daniel Veal to second:*

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.

*(North Bedfordshire)*

### **AMENDMENT**

*Sade Afalobi to move,*

*Michelle Codrington-Rogers to second:*

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.'

*(Executive)*

### **DIRECTED TIME**

*Neil Fletcher to move,*

*Rachel Minto to second:*

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.

*(Barnsley, North Tyneside)*

### **AMENDMENT**

*Mark Dickinson to move,*

*Jac Casson to second:*

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.'

*(Executive)*

## **PAY RESTORATION & MEMBERSHIP CONSULTATION**

*Donna Timmiss to move,  
Martin Hudson to second:*

Conference applauds members of NASUWT who have campaigned tirelessly to achieve a pay increase.

Conference asserts that pay restoration has not yet been achieved.

Conference believes that until such pay restoration is achieved, the teaching profession will continue to be in crisis.

Conference calls upon the National Executive to:

- (i) continue to campaign for a restorative pay award;
- (ii) consider a further national ballot for industrial action on pay and
- (iii) work and co-ordinate with other education unions on the issue of pay and then lobby politicians on this issue.

Conference further calls upon the National Executive to:

- (a) provide information on inflation, cost-of-living pressures and funding arrangements to inform and consult members on pay offers and
- (b) use the results of this survey transparently to recommend, accept or reject pay offers.

*(Birmingham, Durham, Newcastle Upon Tyne)*

## **AMENDMENT**

*Deborah Egglestone to move,  
Ruth Duncan to second:*

In bullet (b) between 'results of this' and 'to recommend' delete 'survey transparently' and insert 'consultation'

*(Executive)*

## **ENTITLEMENT TO CPD**

*Luke Akhurst to move,  
Harjinder Lally to second:*

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.

*(Leicestershire)*

## AMENDMENT

*Claire Ward to move,  
Tim Toepritz to second:*

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

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

*(Executive)*

## LACK OF SPECIALIST TEACHERS

*Alex Moscrop-Brown to move,  
Donna Timmiss to second:*

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.

*(Durham)*

## PRIVACY RIGHTS AND DIGITAL SECURITY

*Rosemary Carabine to move,  
Stephen Howells to second:*

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 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.

*(Executive)*

## **WORKPLACE-RELATED BULLYING**

*Mike Molloy to move,  
Richard Kempa to second:*

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.

*(North Northamptonshire)*

## **VALUED WORKER SCHEME**

*Mark Morris to move,  
Ruth Duncan to second:*

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.

*(Executive)*

## **COLLECTIVE ACTION**

*Ava Verrier to move,  
Javay Welter to second:*

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.

*(Birmingham)*

## AMENDMENT

*Alison Morgan to move,  
Mark Morris to second:*

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'

*(Executive)*

## MATERNITY PAY

*Louise Fielding to move,  
Jacqui Walker to second:*

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.

*(Newcastle upon Tyne, North Tyneside, Sunderland)*

## RETENTION OF TEACHERS WITH UNDERLYING HEALTH CONDITIONS

*Chris Holland to move,  
Tim Toepritz to second:*

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.

*(Executive)*