

# **NASUWT**

**The Teachers' Union**

## **ANNUAL CONFERENCE 2019**

### **PROVISIONAL AGENDA (BALLOTTED MOTIONS)**

**The first six motions will be placed on the Agenda as set business by the Standing Orders Committee when it meets on 4 March 2019.**

**The remaining 14 motions will be debated, following debate of set business in each session, in the order in which they appear in this document.**

**The titles of the motions are working titles and are therefore subject to change by the Standing Orders Committee prior to appearing on the Final Agenda.**

## **AGE DISCRIMINATION AND TEACHERS WORKING LONGER**

Conference is concerned about the large numbers of experienced teachers leaving the profession.

Conference condemns the increases to the teachers' retirement age and the fostering of a culture of 'work until you drop'.

Conference notes with concern that in a highly pressurised and stressful working environment, many teachers are being burned out physically and mentally long before they reach their normal retirement age.

Conference further notes with concern that many teachers who are being forced into early retirement experience serious financial hardship as a consequence of substantial actuarial reductions to their pensions.

Conference congratulates the work of NASUWT Benevolence Visitors and Retired Members Associations in supporting teachers experiencing financial hardship.

Conference endorses action by the National Executive to continue to campaign for:

- (i) effective and supportive employment practices in schools and colleges that value and support older teachers;
- (ii) recognition from all governments and administrations of the valuable contributions which experienced teachers make;
- (iii) action by governments and employers to prevent older teachers being forced out of their jobs;
- (iv) action to end discrimination against older teachers and
- (v) a reduction to the teachers' retirement age.

*(Executive, North Tyneside, Stockton-on-Tees)*

## **TEACHERS' MENTAL HEALTH**

Conference is deeply concerned that poor and adverse management practices are a major cause of mental health issues for teachers.

Conference notes with alarm the increased incidence of depression, anxiety and teacher suicide which is exacerbated by poor/adverse management practices and lack of support.

Conference is further concerned that training for school leaders in respect of mental health and wellbeing is sorely lacking.

Conference applauds those members in schools who have taken collective action against adverse management practices.

Conference endorses the work of the National Executive in continuing to campaign to:

- (i) challenge employers who fail to take mental health seriously;
- (ii) challenge poor and adverse management practices in schools;
- (iii) support teachers in all stages of their careers;
- (iv) challenge discriminatory employment practices and
- (v) challenge unreasonable workload demands on teachers.

Conference calls upon the National Executive to:

- (a) lobby governments, administrations and employers to improve and/or provide training for teachers and senior leaders in tackling mental health issues and campaign to have both adult and youth mental health first aid training as a statutory requirement of initial teaching training;
- (b) highlight and commend employers who take a proactive stance towards teacher mental health and continue to promote World Mental Health Day;
- (c) commission research into the underlying common factors causing mental health issues amongst members;
- (d) continue to provide support, advice and guidance to teachers who are experiencing mental health issues including regional and national wellbeing events;
- (e) develop a mental health toolkit for members and
- (f) continue to take all appropriate action including industrial action to protect members where adverse management practices exist.

Conference further calls upon the National Executive to lobby governments and administrations to introduce statutory polices that address the underlying causes of mental health issues to include making work-related stress a reportable incident.

*(Executive, Birmingham, Cardiff, Leeds, Lewisham, Walsall)*

## **PUPIL INDISCIPLINE, VIOLENCE AND ABUSE**

Conference reasserts its belief that teachers cannot teach and pupils cannot learn where there is pupil indiscipline.

Conference is alarmed at the reports that pupil indiscipline and violence are a significant and worsening problem in schools and particularly note the unacceptable attitude that being subjected to a level of violence is 'part of the job'.

Conference supports the work of the National Executive in continuing to:

- (i) challenge the culture of blaming teachers for pupil indiscipline;
- (ii) ensure leadership teams in schools are better equipped to support the work of the teacher in the classroom and fulfil their duty of care;
- (iii) secure support for the NASUWT's principles of good behaviour management in schools and
- (iv) gather appropriate data to illustrate the growing problems relating to violence and emotional abuse of staff.

Conference calls on the National Executive to continue to defend members through all legitimate means, up to and including industrial action, when their health, safety and welfare is placed at risk by pupil indiscipline.

*(Executive, North East Northern Ireland)*

## **DATA AND ASSESSMENT IN SCHOOLS**

Conference believes that effective assessment is critical to ensuring that children and young people can benefit from high-quality learning experiences.

Conference further believes that pupil achievement data can play a useful role in informing professional dialogue about pupil progress and attainment.

Conference, however, is concerned that in many schools, assessment, tracking and data practices are not fit for purpose and are driven by the high-stakes accountability system.

Conference calls on the National Executive to continue to challenge data and assessment practices that:

- (i) make use of pupil assessment data to deny legitimate pay progression to teachers and call their competence into question;
- (ii) over-emphasise assessment at the expense of teaching and learning;
- (iii) place unacceptable workload burdens on teachers and school leaders and
- (iv) involve purchasing overpriced commercial packages that are of limited educational value and fail to provide effective support for learning.

Conference further calls upon the National Executive to:

- (a) investigate education systems which do not have this accountability culture;
- (b) investigate the impact of the high-stakes accountability system on the health and wellbeing of teachers and children and young people and
- (c) lobby the Government to provide an alternative system conducive to the health and wellbeing of all educational stakeholders.

Conference continues to endorse the work of the National Executive in protecting members, including through the use of industrial action where necessary, from the adverse consequences of poor assessment practices.

*(Executive, Birmingham)*

## **VALUING TEACHERS**

Conference notes that it is well documented and widely acknowledged that the teaching profession is suffering a major recruitment crisis.

Conference urges the National Executive to lobby governments and administrations to:

- (i) recognise the need to recruit and retain high valued, qualified and dedicated professionals;
- (ii) provide a wage that is commensurate with other graduate-led professions and

(iii) cut bureaucracy to allow teachers to focus on teaching.

*(Durham and North Northumberland)*

## **PENSION REFORM**

Conference deplores the imposition of detrimental pension reforms on teachers across the UK from 2011 onwards, including swingeing increases in pension contributions and the unacceptable equalisation of the state pension age and teachers' pension age.

Conference is appalled that the Government's justification for increases to the retirement age for teachers was predicated on a flawed prediction of improving life expectancy of teachers which has not proved to be accurate.

Conference is opposed to any further increases in pension contributions from 2019 onwards.

Conference urges the National Executive to continue to seek in the UK Teachers' Pension Schemes:

- (i) benefits improvements for teachers to include access to full entitlement without actuarial reduction;
- (ii) further measures to eliminate discriminatory pension provisions and
- (iii) an end to the link between the state pension age and the normal pension age for teachers.

*(Executive, Chester West and Chester)*

## **EDUCATION FUNDING AND AUSTERITY**

Conference deplores the wholly unnecessary UK Government austerity measures that have severely reduced public spending and profoundly exacerbated social divisions and equality.

Conference condemns the continued cuts to education funding but is further concerned by the fact that many schools and colleges still prioritise spending on non-essential consultants, software, service level agreements and excessive salaries for senior leaders, whilst job security, pay and classroom provision are cut.

Conference notes that school and college finances are complex and lack transparency which means that poor practice goes unnoticed.

Conference therefore calls upon the National Executive to:

- (i) introduce a new training course that is focused on understanding and challenging school, college, and academy finances and
- (ii) enable the sharing of information on school, college and academy finances across the Union's networks.

Conference urges the National Executive to continue to campaign to:

- (a) secure substantial, additional year-on-year per pupil funding throughout the Comprehensive Spending Review period for schools and colleges, together with increased funding to offset additional pension costs;
- (b) increase per pupil funding through the operation of the Barnett formula and the Block Grants for devolved governments;
- (c) secure far greater transparency, including annual external audits in relation to the funding levels of all schools and colleges;
- (d) use all appropriate legislation including Freedom of Information requests, to challenge education providers over the misuse of public money;
- (e) ensure that education funding is used to support education, teaching and learning and is not siphoned off for other purposes and
- (f) collate and publicise the impact of government cuts in the classroom.

*(Executive, Birmingham, Cheshire West and Chester, Leeds, Salford)*

## **BULLYING AND ADVERSE MANAGEMENT PRACTICES**

Conference is deeply concerned by the management style and culture in many schools that is damaging the professional status and mental health of teachers.

Conference applauds those teachers who have recognised such adverse management practices and taken industrial action to challenge them.

Conference asserts that such management approaches include:

- (i) excessive use of, and threats to use, formal policies and procedures;
- (ii) accusations of not caring or being unprofessional for not undertaking additional tasks;

- (iii) inappropriate use of support plans;
- (iv) openly discouraging and attacking any engagement with a trade union;
- (v) manipulation and misuse of data;
- (vi) imposition of a 'no excuses' regime and
- (vii) attacking any professional challenge as being negative and unsupportive.

Conference calls upon the National Executive to:

- (a) continue to support members by challenging such adverse practices through all means necessary, including industrial action;
- (b) issue guidance that identifies typical behaviours of adverse management and outlines what members can do to challenge it;
- (c) update the assertiveness training courses to include a specific focus on dealing with adverse management practices
- (d) identify and share examples of supportive leadership and management practice and
- (e) continue to promote the Valued Worker Scheme

*(North Northumberland, North Tyneside, Redcar and Cleveland, Salford, Stockton-on-Tees, Walsall)*

## **PERFORMANCE MANAGEMENT AND TEACHER RETENTION**

Conference notes that teacher retention is in crisis and believes that the use of raw data-driven targets to withhold teacher pay rises is a major contributing factor.

Conference recognises that the awarding of performance-related pay rises is often predetermined by budgetary constraints rather than the performance of the teacher.

Conference urges the National Executive to campaign for:

- (i) the setting up of an independent panel to adjudicate performance management pay appeals for teachers who are paid on the Upper Pay Range or the Leadership Pay Scale or who are in receipt of a Teaching and Learning Responsibility payment and
- (ii) the reinstatement of automatic pay awards for the first six years of teaching.

Conference instructs the National Executive to bring forward proposals for the reform of performance-related pay and to lobby governments, administrations and employers to implement these reforms.

*(Redcar & Cleveland, Warrington)*

## **CONTINUING PROFESSIONAL DEVELOPMENT AND TIME OFF FOR TRAINING**

Conference asserts that the statutory right to time off for training for trade union representatives is a fundamental workplace right that must be protected.

Conference is deeply concerned that the right to time off for trade union training is under attack by governments, administrations and employers.

Conference is further deeply concerned by the lack of guaranteed access for members to continuing professional development (CPD).

Conference supports the National Executive in campaigning for:

- (i) a statutory contractual entitlement to CPD for all teachers and school leaders and
- (ii) action against those employers that attempt to breach elected representatives' rights to time off for training.

*(Executive)*

## **REINSTATING A NATIONAL PAY FRAMEWORK**

Conference is appalled by the on-going erosion of the national pay framework and the refusal of the DfE to implement the recommendations of the 28<sup>th</sup> Report of the School Teachers' Review Body

Conference calls on the National Executive to campaign for:

- (i) the reinstatement of the national pay framework;
- (ii) fully funded pay increases in pay awards and
- (iii) the outcome of the STRB to be binding.

Conference further calls upon the National Executive to consider balloting members for industrial action up to and including strike action.

*(Birmingham, Leeds, North Tyneside)*

## **FUNDING FOR AN INCLUSIVE EDUCATION SYSTEM**

Conference deplores the deeply damaging cuts to funding and resources for special and additional education needs and provision.

Conference supports the work of the National Executive in continuing to campaign for necessary resources to support inclusive education provision and appropriate funding for high needs pupils.

*(Executive)*

## **STAFF WELLBEING OFSTED INSPECTOR**

Conference notes that in spite of the DfE publishing clarification on OFSTED requirements, schools are still forcing teachers to adhere to unnecessary policies, and inspectors pay little attention to the wellbeing of teachers.

Conference instructs the National Executive to campaign for a trade union-agreed staff wellbeing inspector to be part of every Ofsted team who will check whether schools are complying with their obligations to staff for their work/life balance and wellbeing.

*(Durham)*

## **PAY FOR ADDITIONAL RESPONSIBILITIES**

Conference notes that the School Teachers Pay and Conditions Document is clear that additional responsibilities and accountability should be remunerated and either be paid a Teaching and Learning Responsibility (TLR) payment or be paid on the leadership scale.

Conference therefore condemns those school leaders who expect teachers to take on additional responsibilities and accountability when they move to the Upper Pay Range.

Conference calls upon the National Executive to:

- (i) issue clear guidance to members on this issue;
- (ii) continue to support members who are subject to adverse management practice and are expected to undertake TLR duties without payment and

- (iii) ensure that any pay structures developed are clear in the distinction between classroom teacher pay ranges and responsibility payments.

Conference further calls upon the National Executive to commission research into:

- (a) the number of teachers undertaking subject responsibilities without remuneration and how this has affected career and pay progression;
- (b) the proportion of TLR payments that have been awarded for subjects other than English and maths and
- (c) the impact of the reduction of non-core subjects.

*(Birmingham, Cardiff)*

### **NATIONAL PAY FRAMEWORK**

Conference is appalled by the erosion of the national pay framework and the refusal of the Department for Education to implement the recommendations of the School Teachers' Review Body in full.

Conference instructs the National Executive to campaign for the restoration of national pay frameworks and, if necessary, to consider a ballot for strike action during 2019.

*(Durham)*

### **QUALIFICATIONS REFORM**

Conference notes that significant changes are being implemented, or contemplated, to curriculum, assessment and qualification frameworks by all governments and administrations.

Conference is concerned that many of these reforms are being taken forward without adequate recognition of the implications for the workforce.

Conference pays tribute to the professionalism and dedication of teachers and school leaders who, where such proposals have been implemented, have maintained high-quality educational provision for learners despite the substantial challenges they have encountered.

Conference supports the continuing work of the National Executive in pressing governments and administrations to ensure that teachers and school leaders are guaranteed access to information, advice and support whenever reforms to qualifications are to be implemented.

Conference further supports the National Executive in using all legitimate means, up to and including industrial action, to protect teachers and school leaders from the adverse consequences of reforms to the qualifications system.

*(Executive)*

### **EXTENDED SCHOOL DAYS**

Conference instructs the National Executive to lobby for a standardised start and finish time across all academy and local authority schools.

Conference calls upon the National Executive to lobby the DfE to bring working hours well below 1,265 hours per year to allow teachers to better support their own families.

*(Stockton-on-Tees)*

### **EDUCATION RIGHTS AND ENTITLEMENTS**

Conference asserts that every child and young person has a fundamental right to free, quality public education.

Conference is outraged that the right to education, as enshrined in international law, is, in many countries including the UK, no longer guaranteed as a consequence of:

- (i) privatisation and marketisation of schools and colleges;
- (ii) the impact of the teacher recruitment and retention crisis;
- (iii) deregulation of the curriculum;
- (iv) removing the right of children to be taught by qualified teachers;
- (v) cuts and under-funding of schools, colleges and services for children and families;
- (vi) reforms to special and additional learning needs provision;
- (vii) an emphasis on rote learning above the social and emotional aspects of learning and
- (viii) the use of narrow, restrictive assessment and examination procedures rather than assessments that are creative, social and immersive.

Conference is appalled that the right to education has been undermined by education providers putting profit before children's education.

Conference is further outraged by the actions by the UK Government in pursuing policies that limit access to education on the basis of parents' ability to pay and creating selection by wealth.

Conference calls on the National Executive to continue to:

- (a) expose those policies and practices which undermine the right to education for children and young people;
- (b) commission and publish research into the impact of the narrow curricula across the UK;
- (c) campaign for a statutory entitlement to access the arts and humanities;
- (d) lobby governments and administrations to ensure there are suitable pathways and qualifications for all students;
- (e) promote the importance of personal, social and health education and careers guidance;
- (f) investigate the merits of a legal challenge against providers who fail an individual pupil or pupils and
- (g) demand urgent action by governments and administrations to guarantee the right to free, quality public education for all children and young people.

*(Executive, Birmingham, Durham, North Northumberland, North Tyneside)*

## **RIGHTS AT WORK**

Conference deplores the failure of governments and administrations to take effective action to enforce the statutory entitlements of teachers.

Conference calls upon the National Executive to continue to campaign for effective regulation and enforcement of rights at work.

Conference further calls on the National Executive to name and shame those school and college employers and employment agencies which flout statutory provisions.

*(Executive)*

## **TEACHERS WITHOUT A PERMANENT CLASSROOM BASE**

Conference is concerned that the poor and overcrowded conditions of many school buildings are resulting in more teachers being without a permanent classroom base.

Conference is further concerned that unacceptable and inappropriate workload demands are being placed on these teachers, including:

- (i) significant expectations for manual handling;
- (ii) lack of planning, preparation and assessment time and
- (iii) requirements to travel between school sites at break and lunch times.

Conference calls on the National Executive to:

- (a) promote to employers the NASUWT guidance for teachers without a permanent classroom base, including those who move between school sites;
- (b) highlight and commend employers who employ best practice and
- (c) continue to take all appropriate action including industrial action to protect members where they are subject to unacceptable demands and/or health and safety risks.

*(Executive)*