

NASUWT

The Teachers' Union

NASUWT Equality Priorities 2011-2014

A report on the Union's submission to the 2011 TUC Equality Audit and the equalities priorities for the Union towards the 2012 and 2014 audits



The largest teachers' union in the UK

Equalities and the NASUWT

The NASUWT is committed to developing and sustaining the equalities impact of its policies and practices. The Union's engagement in the process of conducting detailed and systematic equality audits is intended to deliver tangible benefits for the NASUWT and its members.

The Union has identified a comprehensive equalities strategy and action plan, which has helped to ensure that equalities issues are mainstreamed into all areas of activity and at all levels throughout the Union.

Using an approach based upon the pursuit of total equality management, the NASUWT has identified a multidimensional framework for the development and review of its equalities work. The Union's equalities framework has enabled the NASUWT to continue to identify and address equalities priorities across eight areas of the Union's organisation, which are:

- leadership;
- policy and strategy;
- people;
- processes;
- staff needs;
- members' needs;
- impact beyond the Union;
- review of results.

Achievements made by the NASUWT

The NASUWT took part in the 2011 TUC Equality Audit. This covers the period 2009-2011. The TUC Equality Audit is a survey of the work and practices of trade unions on equality issues. It covers union structures, policies and services. The first audit took place in 2003. Since then, there have been benchmark audits every two years. The NASUWT is proud to have taken part in all of the audits and has received recognition from the TUC for its pioneering work on equalities.

This report highlights the equalities achievements made by the NASUWT as identified in the 2011 audit. It also highlights the priorities identified by the Union for the period 2011-14 and details how the Union will achieve its objectives. The NASUWT Equality Officers have a vital role in helping to ensure that the Union meets its priorities.

The achievements of the Union's work on equality were highlighted throughout the audit report.

Particular mention was made of the following NASUWT initiatives:

- the Union's bursary system for Local Associations to send first-time delegates to Annual Conference;

- the Union’s equalities monitoring work;
- the increase in women members participating in the Union’s training courses;
- the new accessible NASUWT website, which includes an equalities and under-represented members’ section;
- the Union’s new casework management system, which enables equalities monitoring of casework;
- the increase in the number of Equality Officers in Local Associations;
- the establishment of the Intensive Progress Team, which has worked to recruit and involve teachers from under-represented groups;
- the Union Modernisation Fund project to support overseas trained teachers;
- the introduction of a flexible working scheme for staff members;
- increased attendance at the Union’s Consultation Conferences;
- the campaign to introduce legislation to prevent members of the British National Party (BNP) from becoming teachers or school governors;
- the Union’s work to support student teachers and newly qualified teachers (NQTs).

The future

The NASUWT has identified the following 13 priorities for its future equalities work over the next two years and looks forward to reporting on progress to the TUC.

Leadership

- Secure equalities forums/conferences across all NASUWT regions.
- Maintain and develop the Union’s national equalities consultation conferences.

Policy and Strategy

- Monitor and report on the equality impact of Government policy.
- Campaign for the full implementation of the Equality Act.

People

- Train NASUWT Representatives on the casework and bargaining implications of the Equality Act.
- Continue to develop the Union’s equalities information, advice and online resources.

Processes

- Secure comprehensive equalities data collection and monitoring in key areas of the Union's work, including: member recruitment, conferences/events, casework, staff employment, member services.

Staff Needs

- Ensure access to training for all NASUWT staff through the implementation of the Union's training and development review procedure.

Members' Needs

- Commission research into matters relating to the NASUWT's organising, bargaining and campaign priorities.
- Develop and extend the NASUWT Championing Education campaign.

Impact beyond the Union

- Continue to develop and build alliances with national and international bodies working for equality and social justice.

Review of Results

- Continue to audit the Union's equalities work and impact and report regularly on progress to members/activists, staff, National Executive, National Conference and the TUC.
- Utilise intelligence from the NASUWT casework management system to support the development of equalities policy and practice.

Measuring progress

The NASUWT will be participating in future TUC Equality Audits. As part of this work we are evaluating the Union's work and measuring progress in the following ways:

The Union has produced an **Equality Audit work plan** to ensure that the Union's priorities are met. This work plan will be regularly reviewed to support the implementation of equalities practice across all areas of the Union's work. Equalities review is now an integral part of the Union's operational and strategic activity.

The Union ensures that all **national committees** consider equalities matters and the equalities implications of their work at every meeting.

The Union's **Equal Opportunities Committee** has a key role to play in this regard, helping to ensure that the Union's strategic policy and organising agendas contribute to the advancement of improved equalities outcomes.

The **National Executive** appraises all proposed new policy developments in respect of equality impact and undertakes an annual review of progress on equalities matters in the context of the Union's Annual Report. The union's **Equality Officers** also have a key role to play in delivering the union's priorities.

The NASUWT Equalities Priorities and Equality Officers

As an Equality Officer you could consider, with other Local Association Officers, how the national priorities could be embedded into the work of the Local Association. Your Local Association could develop a plan of equalities priorities for your Local Association that links to the Union's national priorities. The following tasks link to the national priorities but could be done at a local level:

- encourage members from under-represented groups to become involved in Union activity;
- promote the Union's consultation conferences to Local Association members;
- update the Local Association on Government policy and the implications of the Equality Act;
- promote the equalities pages of the Union's website and encourage members to take part in the online social networks;
- support the recruitment and organising of members from under-represented groups;
- promote the Union's research on equalities issues and encourage members to take part in the Union's surveys;
- promote the Union's equalities campaigns in your Local Association newsletter;
- encourage members from under-represented groups to attend the Union's development courses.

Further information

Further information and resources for Equality Officers are available online:

www.nasuwat.org.uk/equalityofficers

For regular news and to sign up to the RSS equalities newsfeed:

www.nasuwat.org.uk/equalitymatters

To sign up to the Facebook equalities networks log onto:

www.facebook.com/nasuwat

Follow us on twitter:

[@nasuwatunion](https://twitter.com/nasuwatunion)

For further information on the TUC Equality Audits:

www.tuc.org.uk/equality

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