

# BETTER DEAL CAMPAIGN BULLETIN

## **Pay**

There has been no further pay offer from the Convention of Scottish Local Authorities (COSLA), following the rejection by the Scottish Negotiating Committee for Teachers (SNCT) Teachers' Panel in March of the initial suggested increase of 3%.

At the full SNCT meeting in early May, there were reassurances from the Scottish Government and COSLA that they are keen to reach some kind of agreement by the pay settlement date of 1 August 2025.

Nevertheless, the NASUWT National Action Committee has agreed to seek members' views on this situation, as well as on the Class Contact Time reduction mentioned below.

The short survey on Class Contact Time can be accessed here and all members are encouraged to engage with it: [Member Survey – Class Contact Time & Pay](#)

## **Workload**

With no significant progress on Class Contact Time reduction, despite ongoing promises by Cabinet Secretary for Education and Skills Jenny Gilruth, NASUWT (as part of the SNCT Teachers' Panel) declared a dispute with the Scottish Government/COSLA. A formal letter was also sent to First Minister John Swinney by all teacher trade unions, expressing concerns about the failure to progress effectively the promised reduction of Class Contact Time. He eventually responded to this with warm words, but little in the way of concrete actions.

At a full SNCT meeting in early May, it was agreed that teacher trade unions would meet with the Scottish Government and COSLA to try and progress matters, and additional SNCT meetings were agreed for late June and mid-August.

The NASUWT National Action Committee has agreed to seek members' views on this matter, including their willingness to take any action around it (link to survey is above).

## **Behaviour**

Our Behaviour Survey results were launched in March via an exclusive arrangement with the BBC, gaining us significant media coverage, as did a subsequent press release on misogyny, the latter also becoming a central feature of a debate in the Scottish Parliament in April.

One of our key findings, that only 4% of members had been alerted to the National Action Plan on Relationships and Behaviour by their school or local authority, brought a formal response from Jenny Gilruth, acknowledging that this lack of action was unacceptable and committing to write to all Directors of Education to insist that the Action Plan be central to the ongoing work of schools (which she has since done). Meetings of the national SAGRABIS consequences sub-group and the risk assessment sub-group have continued in the meantime to develop practical advice for schools/teachers. It is expected that agreed papers on both of these (featuring significant NASUWT input) will be published before the end of this term.

All NASUWT Workplace Representatives have been sent a presentation on how the National Action Plan guidance can be embedded locally. If you would like us to visit your school to deliver the presentation, let us know at [Scotland@mail.nasuwt.org.uk](mailto:Scotland@mail.nasuwt.org.uk)

Advice on the key points of the Scottish Government's Action Plan on Relationships and Behaviour (and on its guidance on Mobile Phones in Scotland's Schools) is posted in PDF documents on this page and we would encourage you to check these out: [Better Deal for Scotland's Teachers](#)

If you are experiencing serious issues at your school around pupil behaviour, please contact your Local Secretary, National Executive Members or the Scotland Centre at [Scotland@mail.nasuwt.org.uk](mailto:Scotland@mail.nasuwt.org.uk) for support.

### **Additional Support Needs**

Our ASN Survey results were launched in the first week of June, via an exclusive report on STV, supplemented by an MSP Briefing.

Jenny Gilruth had already responded to concerns expressed at our Scotland Conference about ASN and agreed to our call to review the operation of the 'presumption of mainstream' policy.

## **Education Policy**

### **Scottish Union for Education**

Legal advice obtained by NASUWT on the Scottish Union for Education's encouragement of potentially covert filming/photography of teachers in schools has suggested that we write to employers to explain the situation and remind them of their duty to safeguard the welfare of employees, as well as alert the Scottish Government to this unwelcome development. This correspondence was issued in late May.

Any member who believes they have been subject to covert filming/photography should raise this in the first instance with their employer and, if they need further support, contact their Local Association Secretary/National Executive Member or email [Scotland@mail.nasuwt.org.uk](mailto:Scotland@mail.nasuwt.org.uk)

### **SQA**

The National Official met the new Interim Chief Executive Officer and Chief Examiner at the SQA and had a frank and open discussion about the key issues impacting our members, especially the historic failure of the SQA to engage properly with teachers and communicate effectively, as well as the increasing challenges of finding and retaining effective National Qualification markers, given current remuneration rates.

### **Curriculum Improvement Cycle**

Work continues apace on the Curriculum Improvement Cycle and, encouragingly, includes many of our own members. An announcement is expected in June from the Scottish Government of an expected timeline on this.

## Equalities

### Anti-Racism

A national workshop for local authorities was held on 23 April, to consider the recently published *Increasing and retaining minority ethnic teachers: action guide for local authorities* report.

[Increasing and retaining minority ethnic teachers: action guide for local authorities](#)

[Sponsoring for diversity in teacher progression](#)

The same day, NASUWT attended a summit with John Swinney, who noted that Scotland must be vigilant to the rise of polarisation and the deeply rooted causes which can allow mistrust, anger and extremism to fester and grow in schools. To start that process, the summit of civic and faith leaders was convened to discuss the issues and solutions.

Cohorts 5 and 6 of the Building Racial Literacy programme are concluding. We do not yet have dates or confirmations from Education Scotland for any future cohorts, but teachers can sign up to the Keep Me Informed list to receive updates in the future.

[Building Racial Literacy - Keep Me Informed 2025/2026](#)

### Gender Equality

We have established a Women's Health Champion model in Scotland and the first meeting of interested members has taken place. We have also launched our podcast with Professor Anna Glasier, National Women's Health Champion. On 8 March, to mark International Women's Day, our second Women's Conference Skills event took place. Established NASUWT women activists have been taking a lead role throughout the Union, presenting at the national webinars for 'Women who Lead' and on 'Women's Health': you can watch them on our website here:

[Managing Endometriosis, Adenomyosis and Fibroids in the Workplace](#)

NASUWT has nationally endorsed Maternity Action's mission statement to end pregnancy poverty and strengthen maternity rights at work and will be working collaboratively with Maternity Action to lobby the UK Government.

### LGBTI

The impact of the Supreme Court ruling and, in particular, the related EHRC interim guidance on trans members and young people in schools has been raised directly with the Cabinet Secretary for Education and Skills. She has invited all teacher trade unions to a meeting to discuss this later in June.

### Equalities Conference

Please mark the Scotland Equality Conference in your diary – this flagship event will be taking place on Saturday 6 September in Glasgow and we are looking forward to presentations and workshops on a range of equalities issues. You can register for this event here: [Equality Conference - Scotland](#)