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# WELCOME TO NASUWT ANNUAL CONFERENCE AND EXHIBITION GUIDE 2025

Dear Colleagues

We welcome you to our 2025 Annual Conference and Exhibition. This guide will provide you with a wealth of information to ensure you're prepared for Conference and you can fully participate and engage throughout.

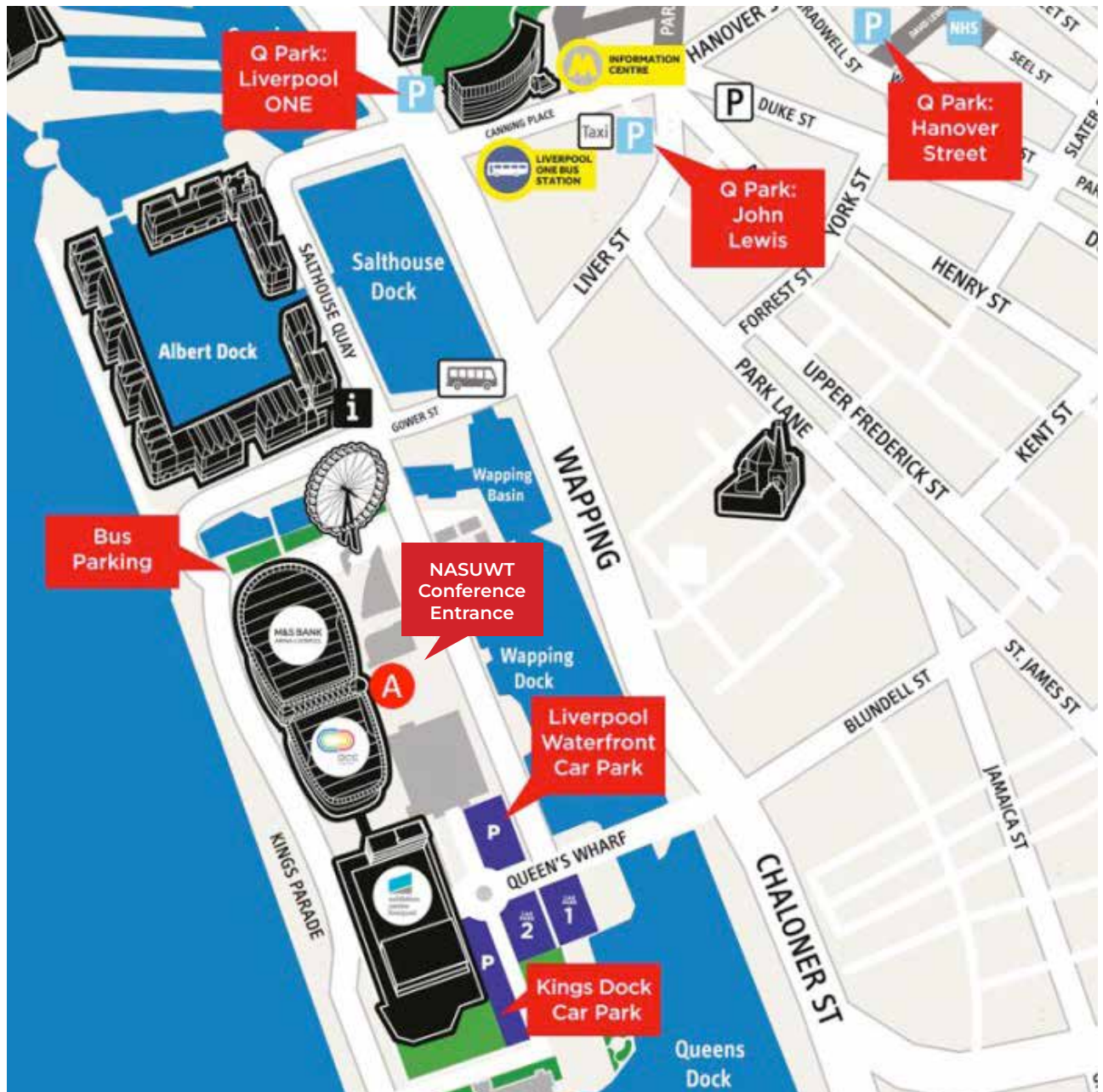
Annual Conference is the main decision-making body of the Union. Over the next few days we will debate and determine the Union's policies to address the issues that are critical to the working lives of teachers and school leaders and to the future of education.

Conference will give you the opportunity to network and meet teachers from across the UK and beyond. Do make sure that you take the time to visit our exhibitors located in Hall 2 – the Exhibition Hall.

We are delighted this year to be building on our developing reputation for hosting sustainable events and will be measuring and taking steps to reduce our carbon footprint, with the aim being to host a carbon-neutral Annual Conference.

We hope you have a productive and enjoyable Conference.

# ACC VENUE AND LOCAL AREA



## Useful telephone numbers

ACC	0151 475 8888
National Rail Enquiries	0345 748 4950
Taxis – Alpha Taxis	0151 486 3636
Blue Line Taxis	0151 709 0101

## How to get to the ACC

The postcode for your satnav for the venue is **L3 4FP**

<https://www.accliverpool.com/visiting-us/travelling-here/>

## Parking

Kings Dock Car Park

<https://www.accliverpool.com/visiting-us/travelling-here/parking/further-information/>

# VENUE INFORMATION

<b>Galleria (main entrance):</b>	Registration, information and App support
<b>Rooms 3A and 3B:</b>	Crèche
<b>Hall 2:</b>	Exhibition, soundbite sessions, wellness sessions and catering outlets
<b>Conference hall (Hall 1):</b>	Auditorium
<b>Room 6:</b>	Prayer room
<b>Room 7:</b>	Quiet and wellness room
<b>Room 11:</b>	Fringe sessions
<b>Room 11 and 12:</b>	Caucus meetings

## Registration and Conference Access and App Support

Entrance to all areas of Conference is gained via the Main Entrance, the registration and information and App support desks are in the galleria.

## Wi-Fi Services

Attendees can connect to the NASUWT dedicated Wi-Fi network – simply select the NASUWT network when searching for a connection on your device, and enter the password **NASUWT25**.

## Cloakroom

There is a cloakroom available in the galleria near registration. Please note that items cannot be left in the cloakroom overnight.

## Luggage

The cloakroom has limited room to store luggage and will be made available on a first-come, first-served basis. It may therefore be advisable to make arrangements for any necessary storage of luggage to be facilitated at your hotel.

## Smoking Policy

The ACC operates a no smoking/vaping policy within its venues and in external areas.

## Facilities for Attendees with Disabilities

NASUWT makes every effort to ensure that any venue used is accessible for members with disabilities.

The venue is easily accessible for visitors with mobility difficulties and accessibility needs.

There is Blue Badge parking in Kings Dock Car Park.

The ACC features an infrared-assisted listening service, which is available in the auditorium. Personal neck loops are available; please speak to an ACC member of staff to arrange.

In case of an emergency, trained stewards will assist any delegates with a hearing impediment to evacuate the building.

There are designated spaces for wheelchair users in the Conference hall in Row H and there are accessible toilets throughout the venue.

If you need a walking frame, wheelchair or mobility scooter and don't want to bring your own, you may be able to hire one from:

Shopmobility Liverpool – **01744 613388**

Able to Enable – **01904 690666**

Please let us know in advance if you wish to bring a guide dog so we can make sure your animal is catered for.

The stewards are always available during events should assistance be required.

Please see our accessibility document for further information and view [ACC Accessibility](#) for more information.

### **Evacuation Procedures**

In the event of an emergency situation occurring, only trained personnel should be involved in the management and co-ordination of a building evacuation. Please follow the instructions of the ACC stewards who will direct you to your nearest exit and safe assembly point. Please also follow any instructions given by the automated PA announcement, should it be activated.

### **Medical Provision and Accident Reporting**

Should anyone require medical assistance, please contact an ACC steward. If you have any near misses onsite, please report this to the NASUWT registration and information desks or via the App.

### **Prayer Room**

A prayer room will be available throughout the duration of Conference and is situated in Room 6. This is for use by all religious groups. A sign is situated in the room indicating which direction is east.

### **Sustainability**

NASUWT is committed to becoming a sustainable organisation and our conferences and events are leading the way. NASUWT will work with partners to measure and reduce the carbon footprint of Annual Conference and will offset that which we can't avoid, to ensure this event is carbon neutral. Please see our Sustainability document on the App for further information.

Here are some ways in which you can make your journey to Liverpool greener:

- Find the most eco-friendly way to travel to Liverpool.
- Consider car sharing or using an electric vehicle.
- Use the recycling bins available throughout the venue.
- Go paperless (please use our Conference App and avoid printing).
- Bring your own refillable water bottle and use the venue's water stations.
- Try the vegetarian or vegan catering options available.

### **Catering**

All menus served during the Conference are available on the Conference App to allow attendees to be aware of the options available.

Catering stations can be found in Hall 2 of the ACC with a variety of catering options to suit every palate. These stations do not accept cash payments. Each catering station has a dedicated member of staff responsible for managing allergens. This person will be wearing a green apron and will assist any members with dietary requirements.

# CONFERENCE AT A GLANCE

## FRIDAY 18 APRIL

### 09:00 to 10:00

#### FIRST PRIVATE SESSION

Appointment of Chief Scrutineer

Minutes

Financial Statements

Appointment of Auditors

Appointment of Membership Assurer

### 10:00 to 12:30

#### FIRST PUBLIC SESSION

Opening Ceremony

#### SECOND PUBLIC SESSION

Set Motion 1

BEHAVIOUR AND SCHOOL SAFETY

Annual Report

Balloted Motions

Dr Patrick Roach, General Secretary

### 12:30 to 14:00

#### LUNCH BREAK

Caucus meetings

Soundbite sessions

Wellness sessions

### 14:00 to 17:45

#### THIRD PUBLIC SESSION

Set Motion 2

HEALTH CONDITIONS AND THE WORKPLACE

Report to Conference:

STATEMENT ON AI-ENABLED  
TECHNOLOGIES IN EDUCATION

2C Motion – Scotland

Balloted Motions

Paul Nowak, TUC

### 17:45 to 18:30

#### NETWORKING & REFRESHMENTS

### 18:15 to 19:00

Fringe session

## SATURDAY 19 APRIL

### 09:00 to 12:30

#### FOURTH PUBLIC SESSION

Set Motion 3

TEACHER WELLBEING

2B Motion

2C Motion – Wales

Mugwena Maluleke, Education International

Balloted Motions

#### FIFTH PUBLIC SESSION

Set Motion 4

PPA TIME

Balloted Motions

### 12:30 to 14:00

#### LUNCH BREAK

Caucus meetings

Fringe session

Soundbite sessions

Wellness sessions

### 14:00 to 17:00

#### SIXTH PUBLIC SESSION

Set Motion 5

TEACHER RETENTION IN AREAS  
OF DEPRIVATION

Balloted Motions

2C Motion – Northern Ireland

#### SEVENTH PUBLIC SESSION

Set Motion 6

GUARANTEED FACILITY TIME/TIME  
OFF FOR TRAINING

Balloted Motions

### 17:00 to 17:30

#### EIGHTH PUBLIC SESSION

President's Business

# CONFERENCE INFORMATION

## Paperless Conference and App Support

As part of the Union's commitment to increased sustainability, Annual Conference will be paperless. All Conference information will be available both via the Union's Conference App and via the NASUWT website. We would recommend accessing the materials via the App for maximum interaction with Conference and an enhanced experience.

## How to access the App

- If you're using a laptop, you will be able to open the App on your web browser.
- If you're using a tablet or smartphone, you will be required to download the App from your App stores.

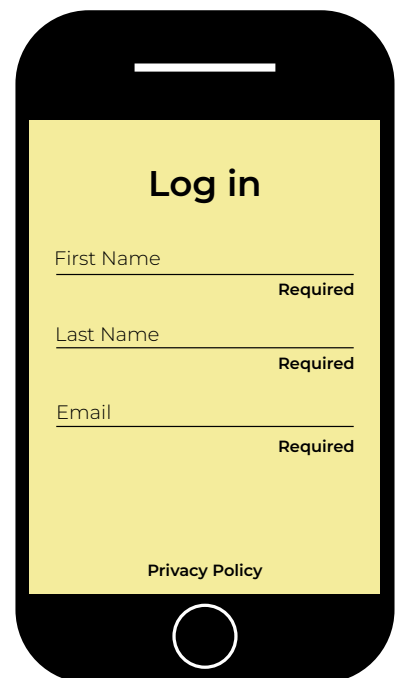
It is worth noting that you can have access to the App on multiple devices, e.g. both logged in via your smartphone and on your laptop web browser.

Only those who have registered for Conference can have access to the App.

1. When you open the App, you will be asked to complete the below fields:

You must enter the email address we have registered for you to attend Conference (the same email address to which you received your joining instructions).

2. You will be sent a six-digit verification code to this email address (please check your junk/spam inboxes). Once received, enter this.
3. You will now have access to the Conference App.



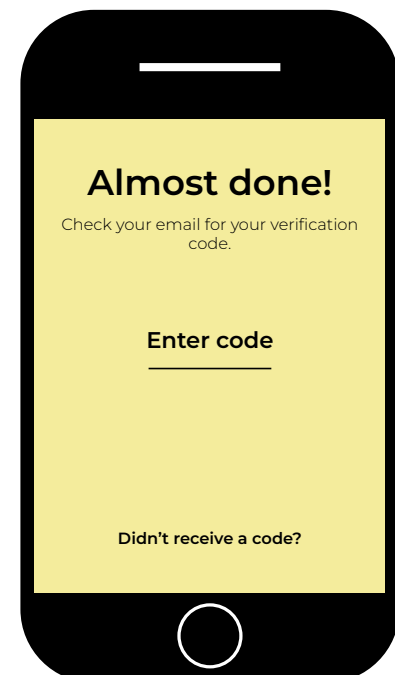
**Log in**

First Name Required

Last Name Required

Email Required

[Privacy Policy](#)



**Almost done!**

Check your email for your verification code.

**Enter code**

[Didn't receive a code?](#)



**You are encouraged to download and save the main documents to your device before attending Conference.**

If you wish to have any documents printed, you will be able to download these documents from the website or the Conference App. You can print these documents yourself at home.

**There will be no printing facilities at Conference.**

When you're at Conference, an App support desk will be open throughout which is located in the galleria. If you experience any difficulties, please do visit colleagues who will be on hand to ensure you have the maximum usability and accessibility.

#### **Download the App now**

If you haven't yet, please download the Conference App now, have a look at the functionality including the agenda, fringe sessions exhibition, and start connecting with other attendees.

#### **Mobile phone App**

- App Google Store
- App Apple Store

#### **Internet web browser**

- <https://eur.cvent.me/wNeDw>

## **APP GAME** **Competition Time!**



The in-app game is an exciting way to quickly learn how to navigate the App while uncovering new networking opportunities.

As you explore the App and unlock achievements, you'll earn points, securing your place on the leader board alongside other event attendees. While everyone benefits from playing, only a few will rise to the top.

On **Saturday 19 April**, the top players will be entered into a prize draw for a chance to win an overnight stay at the Pullman Hotel in Liverpool.

**Good luck!**

### **Getting the most out of Conference**

An in-person 'getting the most out of Conference' session will be held on Thursday 17 April from 17:30-18:30 at the ACC in Room 11.

This session will explain Conference procedures, provide an overview of the Conference App, and support engagement and involvement in Annual Conference. These meetings are aimed at first-time elected representatives, but they are open to all.

### **Conference Badge**

We are encouraging members to collect their badge on Thursday from 16:30-19:00 from the ACC to ensure no delays are experienced on Friday morning with accessing the Conference. Registration will be open from 08:00 on Friday.

There will be an express registration lane for those members who are registering children for the crèche.

Members will be provided with a coloured lanyard. These will be different, depending on the type of delegate you are, e.g. elected representative, medal holder, staff member.

### **Registration and Information**

Information about any aspect of Conference organisation can be obtained from the NASUWT Conference registration and information desks on the galleria.

### **Conference Hall**

The main Conference takes place in the ACC Auditorium (Hall 1).

### **Crèche**

The crèche is based in Rooms 3A and 3B. Access will be restricted to individuals dropping off and collecting their children. Without exception, only children who have been pre-registered will be accepted by the crèche.

### **Opening Times**

Friday 18 April: 08:00-19:00

Saturday 19 April: 08:00-18:00

### **Photographs**

Photographs of speakers will be available on the Conference App. If you'd prefer not to have your photograph taken, please speak to a member of the Conference team and/or the photographer.

# NASUWT EXHIBITION – HALL 2

The exhibition in Hall 2 is an integral part of our Conference and has been designed with you in mind. Meet our partner organisations and re-connect with familiar faces and meet new friends over a brew.

There are a range of opportunities to engage with NASUWT. Short, engaging sessions will be running in the lunch breaks on our popular Soundbite Stage, in the Wellness Tipi and throughout the day on the Organise to Win Hub on the NASUWT National Stand.

Take time out to recharge your batteries in the Chill and Recharge and Health and Wellness areas and visit our onsite library.

## Welcome Reception and Networking

**Friday 18 April, 17:45-18:30 in Hall 2**

The National Stand is used in exhibitions throughout the year to promote NASUWT policy and the reception will provide an opportunity for attendees to relax and network after the first day of Conference in the stimulating environment of our Exhibition Hall, whilst enjoying some light refreshments.

## NASUWT Stand

The National Stand is used in exhibitions throughout the year to promote NASUWT policy and campaigns and to celebrate the Union's successes.

The stand will also host our Organise to Win Hub, which will provide a focal point at Annual Conference for the Union's renewed focus on organising, including the training, tools and resources available to members to assist them in this essential aspect of the work of NASUWT. Staff will be available throughout the Conference to speak to members on a one-to-one and drop-in basis. Sessions will take place each day with short presentations and Q&As on particular elements of organising or campaign technology.

## Trussell Trust Food Banks

At NASUWT, we believe in solidarity – not just in the workplace, but in our communities too. That's why at our 2025 Annual Conference in Liverpool, we are fundraising for South Liverpool Foodbank – a vital local organisation providing emergency food and support to people in crisis. South Liverpool Foodbank is part of the Trussell Trust network, supporting individuals and families across the city. By contributing to this cause, we are standing with those in need, reinforcing our commitment to social justice, and making a real difference in the local community. Your donations – whether food, money, or time – will help ensure that no one in Liverpool goes hungry. Together, we can show that teachers care beyond the classroom.

If you wish to donate food items, priority items include:

- Tinned Meat/Fish
- Fruit Juice (long life)
- Tinned Fruit
- Instant Coffee
- Tinned Custard
- Tinned Tomatoes
- Tinned Vegetables
- Instant / Pot Noodles
- Tinned Rice Pudding
- Instant Mash Potato
- Pasta Sauces
- Tea Bags
- Tinned / Instant Soup
- Jams / Spreads
- Shampoo / Toothpaste
- Toilet Rolls
- Sanitary Products

# VIRTUAL FOOD BANK



Food banks in the Trussell Trust network distributed 3.1 million emergency food parcels last year – the most ever in a single year.

## **Donate by text**

Text **TRUSSELL** plus the amount **1, 2, 3, 4, 5** or **10** to **70085** (e.g. to donate **£5**, text **TRUSSELL 5**).

Texts cost the chosen donation amount plus one standard network rate message.



We are delighted to confirm that Splashes of Hope, a non-profit organisation dedicated to transforming healthcare environments through art, will be joining us for Conference. Located in the Exhibition Hall (Hall 2), Splashes of Hope will be offering attendees a unique opportunity to get creative and paint as part of their inspiring mission.

We invite all attendees to visit them to learn more about their impactful work, participate in a live painting experience, and discover ways to get involved. Don't miss this chance to be part of something truly meaningful!

[www.splashesofhope.org](http://www.splashesofhope.org)

# INVISIBLE CITIES

EXPLORE THE CITY LIKE NEVER BEFORE WITH INVISIBLE CITIES!

Join Invisible Cities for an eye-opening guided tour on Sunday 20 April, led by trained tour guides who have experienced homelessness. Discover the city's rich history, hidden stories and unique perspectives that you won't find in any guidebook!

Limited spaces available – book your spot at the National Stand (Hall 2).

DON'T MISS THIS UNFORGETTABLE EXPERIENCE – SECURE YOUR PLACE AND SEE THE CITY THROUGH A WHOLE NEW LENS!



# DID YOU KNOW ACC LIVERPOOL IS HOME TO THREE BEEHIVES?

The ACC is bringing some excitement with a community of more than 140,000 honeybees in two brand new beehives, each with its own queen bee.

Supported by Wirral beekeepers Sunlight Bees, the hives have been installed in a newly planted wildflower meadow on the site. These bees are essential for pollinating plants, and the campus is now a thriving habitat for a variety of wildlife.



SCAN ME



## HALF THE STORY

Half the Story is a social enterprise employing people facing major barriers to work, including homelessness.

The whole team is paid the Real Living Wage, and everyone is offered holistic support and mentoring.

Every biscuit purchased brings hope, dignity and purpose back to someone's life.

The biscuits available at Conference are made from the Half the Story enterprise.

# THE VENUE – ACC LIVERPOOL

The ACC is keen to take care of their employees and offers initiatives such as:

- The ACC is committed to creating a happy workplace where people thrive and enjoy their time at work. It has a wellbeing strategy which includes a three-year plan of initiatives and activities to constantly improve employee wellbeing. The wellbeing forum with representatives from across the team supports the success of its strategy by helping embed its initiatives as well as come up with new ideas to strengthen its wellbeing culture.
- The ACC's strategy includes four pillars: physical wellbeing; social wellbeing; financial wellbeing; and psychological wellbeing. Its strategy is supported by company benefits such as a company paid medicash scheme, free annual health screening onsite, access to counselling, regular role-specific health assessments, enhanced sickness pay, ill-health pension provisions and many more.
- The ACC staff enjoy company benefits such as free onsite parking and enhanced annual leave entitlement. Given the importance of the team approach, they hold annual team-building away days where the whole company spends the day undertaking an activity with the aim of bringing people together to build and strengthen working relationships.
- The ACC is a living wage, Disability Confident and Positive Pause Menopause Conscious employer, with Fair Employment Charter status.

## **Sodexo – Catering**

Sodexo is the catering partner at the ACC, which recognises the importance of the wellbeing of its employees and adopts initiatives such as:

- **Power Hour** – It regularly holds 'Power Hour' sessions where team members can take a break from their work environment to support their mental wellbeing. During these sessions, participants can go for a walk, play board games, or simply take an hour to decompress and chat with colleagues. This initiative helps everyone relax, connect and recharge.
- **Fruit/veg baskets** – When it has leftover fruit/veg from events, the goods-in manager puts together fruit/veg boxes for our teams on site, before being donated to Liverpool Zero Waste.
- **Spring forward** – This is an initiative that happens every April, which encourages people to move for 5k (walk, run, swim, cycle), donate £5 to a Stop Hunger charity and nominate five colleagues to join them in the challenge. This initiative aligns both social impact and staff wellbeing.
- **Hidden Disabilities Sunflower Initiative** – This has recently become a pilot site within Sodexo Live! with the aim to help support those with hidden disabilities.
- **YuLife App** – This is a wellbeing app that the fixed Sodexo team has access to, with support varying from 24-hour virtual GP and healthcare, carers support, bereavement support and much more.



# RECHARGE & REBALANCE –

## WELLNESS SESSIONS IN THE WELLNESS TIPI IN HALL 2

Take a break from the conference hustle and refresh your body and mind with wellness sessions led by Sarah Hunt from Conference Wellness.

These quick, energising sessions will leave you feeling recharged and ready to dive back in.

**No booking needed – but spaces are limited!**

### Schedule of Sessions

#### Friday 18 April

##### 13:00-13:20 | Disco Yoga

Yoga moves to disco grooves! Flow through yoga poses to a dazzling disco soundtrack. Stretch, dance, and sing along. This session is packed with feel-good vibes to lift your mood and energise your afternoon.

##### 13:30-13:50 | Zen Zone

Need a moment of calm? Step into this restorative retreat with guided relaxation and de-stressing breathing techniques. You'll leave feeling refreshed, rebalanced and ready to take on the rest of the day.

#### Saturday 19 April

##### 13:00-13:20 | Stress Buster Stretches

Unwind with Chair Yoga – gentle stretches to ease tension in your neck, shoulders and back. Perfect for releasing conference stress and leaving you feeling relaxed and refreshed.

##### 13:30-13:50 | Afternoon Energiser

Say goodbye to the afternoon slump! This high-energy session blends upbeat music with invigorating breathing techniques to boost focus and power you through the rest of the day.

**Join us in Hall 2**  
**Your mind and body**  
**will thank you!**





# SOUNDBITE SESSIONS: POWERFUL LEARNING IN JUST 20 MINUTES

Join us in Hall 2 to engage with our Soundbite Sessions which are designed to give you actionable insights from experts and fellow educators. These sessions will ideally give you fresh ideas practical strategies and inspiration to take back to your classroom.

Make the most of your Conference experience and join us for a Soundbite Session and invest in your professional growth, one idea at a time.

## Schedule of Soundbite Sessions

### Friday 18 April

#### **13:00-13:20 Beating Burnout – Mental Health, Workload & Wellbeing**

##### **Key Focus**

Addressing excessive workload, stress and declining wellbeing in teaching.

##### **Core Messages:**

- 81% of teachers report negative mental health impacts – why this is a crisis.
- Workload Reduction and Wellbeing Policies: Campaigning for a 35-hour work week, protected PPA, and mandatory mental health training.
- Winning Better Support in Schools: Holding employers and governments accountable for wellbeing policies.

Member Engagement: Practical wellbeing & workload self-assessment – Identify your pressure points and solutions.

#### **13:30-13:50 Fixing the SEND Crisis – Every Child Deserves the Right Support**

##### **Key Focus**

Addressing underfunding, lack of SEND staff, and the crisis in specialist support.

##### **Core Messages:**

- Mainstream schools are struggling to support SEND pupils due to chronic underfunding.
- We need urgent investment in SEND staff, training and specialist provision.
- NASUWT's Priorities: Fair workload for teachers, proper SEND resources, and equity in education for all.

Member Engagement: Sharing real teacher and parent experiences – what needs to change?

# SOUNDBITE SESSIONS: POWERFUL LEARNING IN JUST 20 MINUTES

**Saturday 19 April**

**13:00-13:20 Addressing Behaviour – Protecting Teachers & Supporting Students**

**Key Focus**

Tackling behaviour challenges, teacher safety, and securing proper classroom support.

**Core Messages:**

- Escalating behaviour issues are driving teachers out of the profession – we need urgent action.
- NASUWT's Campaign: Calling for lower class sizes, more behaviour support staff and clearer school policies.
- Protecting Teachers from Violence & Abuse: Demanding stronger employer responsibilities and enforcement of behaviour policies.

Member Engagement: Real-world case studies – Teachers' experiences & what works.

**13:30-13:50 The Changing Situation on the Employment Rights Bill**

On 10 October 2024, the UK saw the most significant overhaul of employment law in decades with the publication of the Employment Rights Bill. This landmark legislation introduces sweeping changes designed to provide greater security and fairness in the workplace. From day-one employment protections and restrictions on zero-hours contracts to reforms on 'fire and rehire' practices and expanded flexible working rights, the bill marks a turning point for workers across the country.

For trade unions, the legislation strengthens collective rights, reinforcing the role of unions in securing fair conditions for their members. But what do these changes really mean in practice? How will they affect workers, employers, and the wider labour market?



# ORGANISE TO WIN SESSIONS HOSTED ON THE NATIONAL STAND IN HALL 2

## Friday 18 April

### 09:30-10:00 Winning the Public Narrative: Trade Union Messaging and Media

*(Neil Butler & Steve Lloyd)*

- How to frame union issues in a way that resonates with the public.
- Building positive relationships with politicians, media and communities.
- Using digital storytelling to highlight union wins and member voices.

### 10:30-11:00 Strengthening Lay Leadership: Overcoming Barriers to Activism

*(Justin McCamphill & Steve Lloyd)*

- Why strong lay leadership is vital for the future of the Union.
- Challenges: reduced facility time, overwork, under-representation of women, Black, disabled, LGBTI and young members.
- Practical steps to support and encourage new activists.

### 11:30-12:00 Workplace Organising 101: Winning on the Ground

*(Simon Kennedy & Neil Butler)*

- The fundamentals of workplace organising: mobilising members, running meetings and engaging new recruits.
- Real-life case studies of successful workplace campaigns.
- Tools and techniques for creating strong, self-sustaining workplace structures.

### 13:30-14:00 Mobilising for Action: Winning Industrial Ballots

*(Ben Cochrane & Justin McCamphill)*

- Lessons from past ballots: what worked and what didn't.
- Engaging members in workplace disputes and national campaigns.
- Addressing anti-trade union laws and ensuring ballot success.

### 14:30-15:00 Defending and Expanding Collective Bargaining Rights

*(Charlotte Metters & Debbie Watson)*

- How to strengthen union recognition and secure new agreements.
- Strategies for winning better deals with employers.
- Overcoming employer hostility and challenges to bargaining.

### 15:30-16:00 Digital Organising: Tools for Stronger Campaigns

*(Fred Grindrod & Charlotte Metters)*

- Using Movement, Canva and SurveyMonkey to motivate and mobilise members.
- Best practices for social media engagement and digital activism.
- Case studies on how digital tools have won campaigns.

### 16:30-17:00 Growing Union Activism Among Under-represented Groups

*(Andy O'Callaghan & Jennifer Moses)*

- Breaking down barriers to participation for women, Black, disabled, LGBTI and young members.
- Creating safe spaces and leadership pathways for under-represented activists.
- How to build diverse and inclusive local networks and the role of school-based Equality Champions.

# ORGANISE TO WIN SESSIONS HOSTED ON THE NATIONAL STAND IN HALL 2

**Saturday 19 April**

**09:30-10:00 Winning Better Deals: Building Workplace Campaigns**

**(Andy Nichols & Ben Cochrane)**

- How to identify key issues in the workplace.
- Developing campaign strategies that lead to real change.
- How to escalate action effectively when demands are ignored.

**10:30-11:00 Tackling Workplace Bullying and Hostile Employer Practices**

**(Simon Kennedy & Steve White)**

- Recognising signs of workplace bullying and discrimination.
- Steps to challenge toxic workplace cultures through union action.
- Supporting members facing unfair treatment and ensuring collective responses.

**11:30-12:00 Building for the Future: Developing Workplace Leaders**

**(Kim Vollerthun & Mike Corbett)**

- How to train, support and mentor the next generation of activists.
- Creating succession plans for strong lay leadership.
- Sharing best practices from successful workplace organisers.

**12:30-13:00 Defending Teachers' Rights: Political Lobbying & Community Engagement**

**(Chris Weavers & Mike Corbett)**

- How to work with MPs, councillors and community organisations to push for change.
- Effective strategies for lobbying and influencing decision-makers.
- Using community engagement to build wider public support for union campaigns.

**13:30-14:00 Strategic Planning: Strengthening Union Structures for the Future**

**(Debbie Watson & Kim Vollerthun)**

- How to build and sustain strong Local Associations.
- Reviewing and improving union governance and democratic structures.
- Ensuring long-term sustainability in activist engagement and resources.



# JOIN OUR FRINGE MEETINGS AT CONFERENCE!

## FRINGE SESSIONS

### Friday 18 April

18:15-19:00 Meeting Room 11

#### **Rights on the Brink: Fighting Back Against the Erosion of Equality**

As the rise of populism and far-right ideologies poses a growing threat to equality worldwide, the rights of women, disabled people, ethnic minorities and LGBTI people are at risk.

Yet there are also opportunities to pursue our equalities agenda at a workplace, national and international level.

This fringe meeting will examine how we can defend and extend these hard-won rights, uniting across movements to confront domestic and global challenges and will feature an international panel of trade union leaders.

- **Dr Patrick Roach**, General Secretary, NASUWT
- **Nico Leonhardt**, Head of the Department of Inclusive Education, GEW Saxony (Germany)
- **Dr Mugwena Maluleke**, President of Education International and General Secretary, South African Democratic Teachers' Union
- **Manuela Mendonça**, President, National Federation of Teachers (Portugal)
- **Sinéad Mc Brearty**, Chief Executive Officer, Education Support Partnership
- **Paul Nowak**, General Secretary, TUC

### Saturday 19 April

13:00-13:45 Meeting Room 11

#### **A New Deal for Teachers: Making Real Change Happen**

Following the change of government there has been significant progress on meeting the challenges we set out in our call for a New Deal for Teachers.

We will discuss key achievements, including pay increases, stronger employment protections, and increased investment in education. Speakers will also outline the challenges ahead and how we can continue to push for further improvements.

This session is an opportunity for members to contribute their experiences and insights, helping to shape the future of education and the teaching profession.

- National Officer (tbc)
- **Jane Peckham**, Deputy General Secretary, NASUWT
- **Chris Weavers**, National Official (Campaigns and Communications), NASUWT
- **Damien McNulty**, National Official (Salaries, Pensions and Conditions of Service), NASUWT



# JOIN OUR CAUCUS MEETINGS AT CONFERENCE!

## JOIN OUR CAUCUS MEETINGS AT CONFERENCE

We're excited to host a series of Caucus Meetings during Conference,, providing a welcoming space for Black, Young, Women, Disabled and LGBTI members to connect, share experiences and discuss key Conference topics. These informal gatherings offer an opportunity to network, support each other and explore ways to drive positive change within our profession.

### Friday 18 April

#### **13:00-13:25 | Women Teachers' Caucus (Meeting Room 11)**

An informal networking space for women members to connect and share experiences. Facilitated by members of the Union's Equal Opportunities Committee.

#### **13:30-13:55 | Disabled Teachers' Caucus (Meeting Room 11)**

An informal networking space for members who self-identify as disabled to connect and share experiences. Facilitated by members of the Union's Equal Opportunities Committee.

#### **13:30-13:55 | Young Teachers' Caucus (Meeting Room 12)**

A chance for young members to meet, network and support one another in their professional journeys.

### Saturday 19 April

#### **13:00-13:25 | Black Teachers' Caucus (Meeting Room 12)**

A dedicated space for Black teachers to network and discuss shared challenges and aspirations. NASUWT uses the term Black in a political and inclusive sense to describe those who self-identify as African, Caribbean and Asian identities and those with a common and direct history of racism, racist oppression and diminished opportunities in today's society.

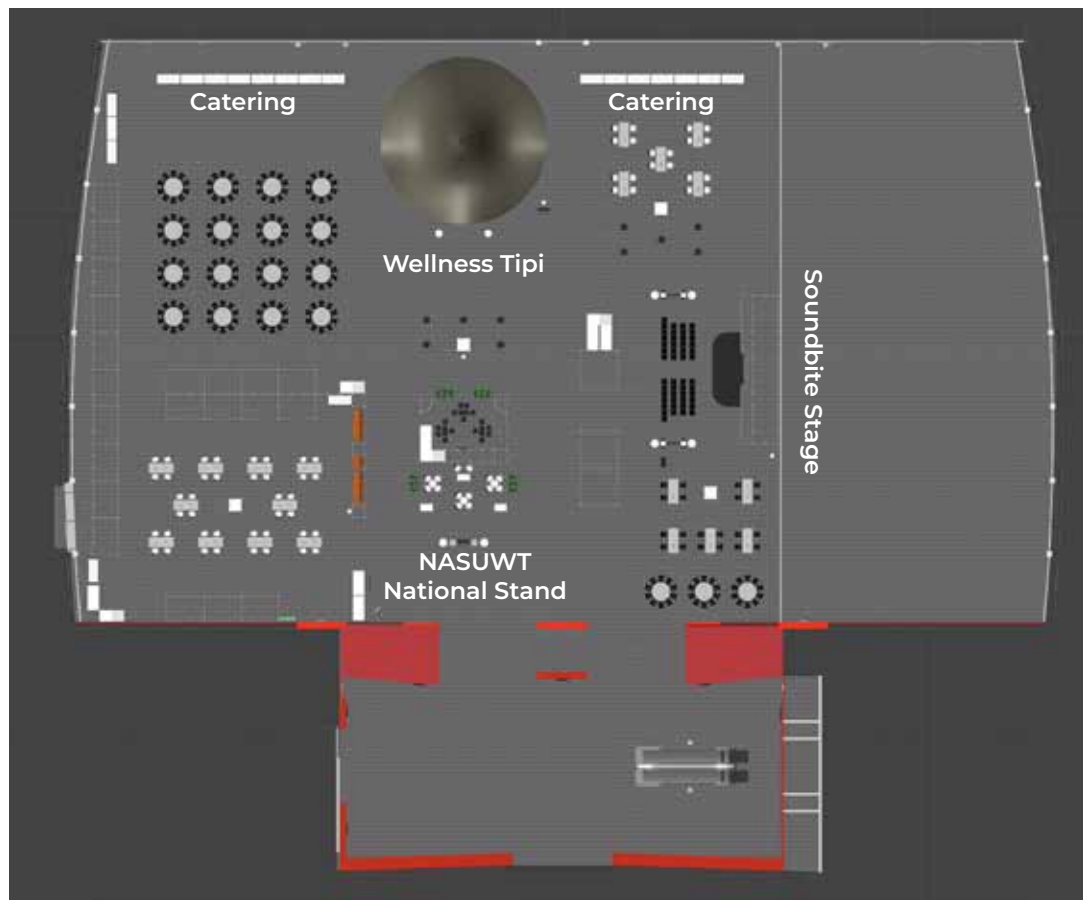
#### **13:30-13:55 | LGBTI Teachers' Caucus (Meeting Room 12)**

An opportunity for LGBTI teachers to connect, exchange ideas and foster a supportive community.

These meetings are designed as safe and inclusive spaces to empower members and build stronger networks. We look forward to seeing you there!

For more information or to confirm attendance, email [annconf@mail.nasuwt.org.uk](mailto:annconf@mail.nasuwt.org.uk)

# EXHIBITION FLOOR PLAN



# MEET OUR EXHIBITORS

- Burma Campaign UK
- Allergy School/Natasha Allergy Research Foundation
- British Educational Research Association
- Care4Calais
- CND Peace Education
- Dove Self-Esteem Project
- Education Support
- Federation of Retired Members
- FiLiA
- Institute of Employment Rights
- Just Like Us
- Labour Research Department
- NASUWT National Stand
- National Education Nature Park
- Otto Holiday Club
- Palestine Solidarity Campaign
- Politics for the Many (Campaign Collective)
- Safiyyah Umar (Author) – The Heart Crusher
- Show Racism the Red Card
- SINCE 9/11
- Slater and Gordon
- Splashes of Hope
- Stand Up to Racism
- Stop the War Coalition
- Students Organising for Sustainability UK (SOS)
- Thompsons Solicitors

## Virtual exhibitors

- ACLT (African Caribbean Leukaemia Trust)
- Cuba Solidarity Campaign
- Liverpool Lighthouse Choir
- Mission 44
- Invisible Cities



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# Legal services for trade union members with Slater and Gordon

**Our experts at Slater and Gordon have been representing Trade unions and their members for over 90 years. We offer a range of bespoke legal services to trade unions and their members to meet their needs at whichever stage of their life that they might need us, both in and outside of the workplace.**

## Personal injury:

If you've been injured in an accident at work, or a non-work-related incident, then you could be eligible for compensation. All our services are provided by a specialist personal injury team and cover:

- Accidents at work
- Stress claims including harassment and sexual assault
- Disease claims e.g. deafness, dermatitis or repetitive strain injury
- Catastrophic injury, compensation and support for life altering injuries
- Medical negligence including substances treatment or misdiagnosis
- Road traffic accident as a passenger or driver
- Accidents in a public place

If you're a trade union member and have suffered injuries in any of these ways, our personal injury specialists are here to help you achieve the compensation that you deserve.

## Employment law:

If you experience a problem of any kind at work, whether it be discrimination, bullying, or issues with your pension, then our expert employment team are here to help. Having been repeatedly acknowledged as leading practitioners in the field of employment law, our specialists understand how important it is to help keep our clients' careers on track while seeking to ensure that justice is done.

## Family law:

Our team of expert family lawyers offer bespoke legal services to trade union members to help handle the issues that arise following the breakdown of a relationship. We know that every family is unique, and that you need tailored advice to meet you and your family's needs. From breaking down the legal jargon involved in the process, to offering help with matrimonial finances, property and children issues during your divorce, we work at your pace to resolve your family issues.

## Wills, trusts and estate planning:

Our team of specialist lawyers take the time to understand your needs and suggest innovative, tailored solutions to safeguard your assets.

Our wills and probate solicitors are here to make the process stress-free and provide you with the peace of mind that everything is in place for your wishes to be met.

## Why Slater and Gordon?

As part of our bespoke trade union service, you and your immediate family will have the support of a long established and respected law firm, who have a positive approach to resolving your legal issues. Providing exceptional customer service is at the heart of everything we do, and we strive to provide world-class, tailored legal support to union members. The complete union law service from Slater and Gordon is here for you during all of life's events.

**The complete trade union law service from Slater and Gordon is here for you during all of life's events. For more details, and to learn how we can help you today, call us on 0800 916 9084.**

**Tel: 0800 916 9084**

**Website: [slatergordon.co.uk](https://www.slatergordon.co.uk)**

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Gordon**  
Lawyers

# SEATING AND VOTING ARRANGEMENTS

**Conference Hall Seating** – the Conference hall is fixed theatre-style seating.

**Speakers Seating** – Reserved seating for speakers is in row H and J.

**Wheelchair Users** – Row H in the centre is the reserved area for representatives using wheelchairs. The speaker's rostrum can be adjusted in height and is at the front of the hall and has an accessible route.

**Limited Mobility** – Anyone who has difficulties negotiating stairs or any distances should speak to an ACC steward or an NASUWT staff member who will make appropriate arrangements.

**Hearing Impairment** – The ACC features an infrared-assisted listening service, which is available throughout the auditorium. A personal neck loop can be collected from a member of ACC staff. Please enquire for more details if you require this service. In the case of an emergency, trained stewards will assist any delegates with a hearing impediment to evacuate the building.

**Observers, Visitors, Guests and the Press** – will only be allowed in 1C which is signposted.

**Elected Representatives Seating** – The President will only take into account votes cast by representatives seated in all other sections of the Conference hall, apart from section 1C.

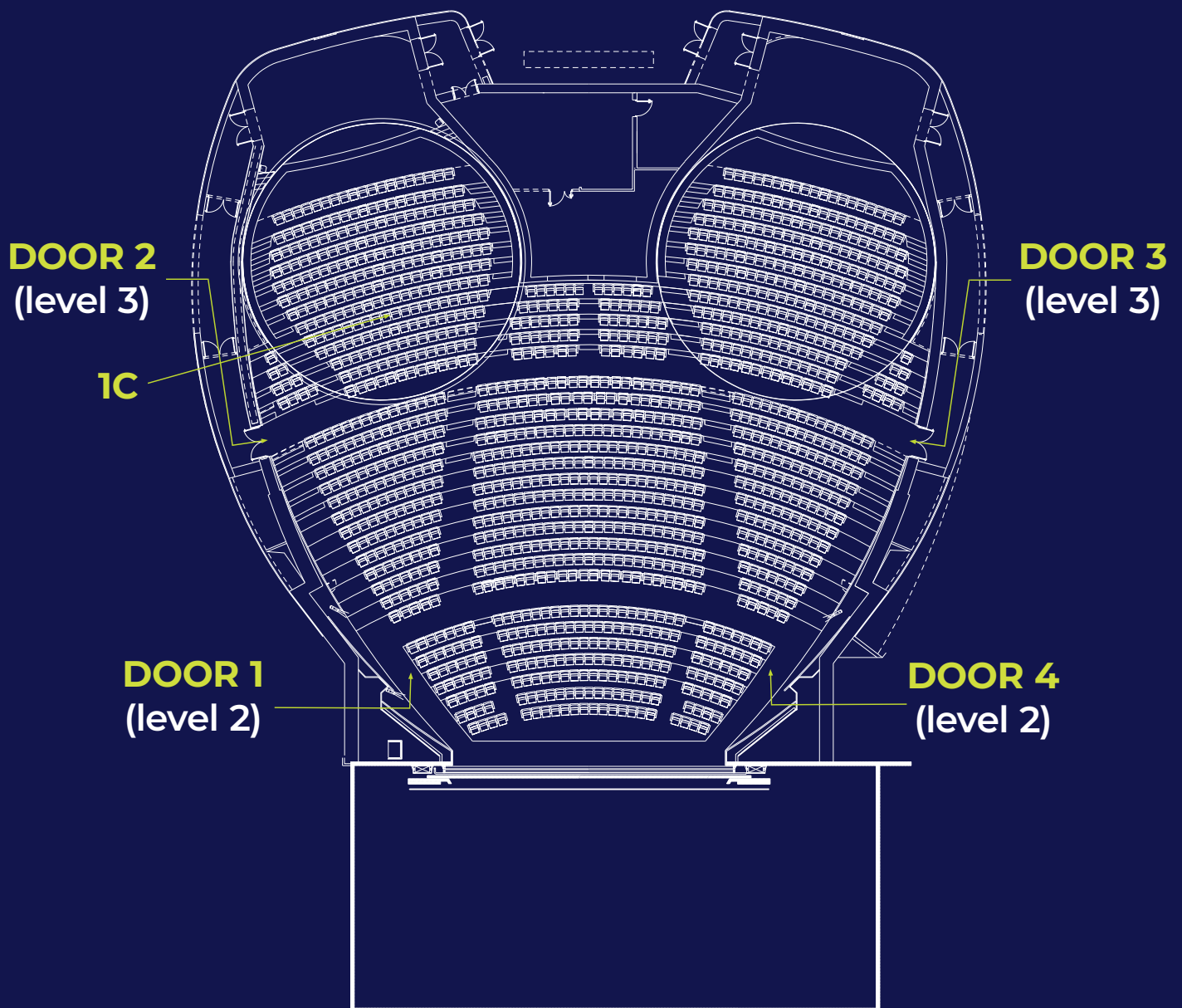
## **Hand-voting Cards**

All elected representatives will vote with a show of hands and must be in the correct voting area of the hall. The President will not count any other votes in non-voting areas, so it is vital that elected representatives sit in the correct area.

## **Voting Cards**

Local Association Voting Cards will be available to collect from the registration and information desks in the galleria. We ask for you to organise a member from your delegation to collect these on Friday morning. **REPLACEMENT VOTING CARDS WILL NOT BE AVAILABLE AT CONFERENCE.**

# AUDITORIUM LAYOUT



**OBSERVERS, VISITORS, GUESTS** and the **PRESS** will only be allowed in **1C** which is signposted (this is the round drum by **DOOR 2**). **Row H** is reserved for wheelchair users.

# IMPORTANT INFORMATION ON THE CONDUCT OF CONFERENCE

## ADMISSION TO PRIVATE SESSIONS

Access to these sessions is restricted to NASUWT members only. Proof of membership must be shown to enter the auditorium. Elected representatives will only be allowed access to these sessions with their elected representative or observer badge, membership card or other proof of NASUWT membership.

## ADMISSION TO PUBLIC SESSIONS

Public Sessions of the NASUWT Annual Conference are open for all NASUWT members and members of the public to observe. Nobody will reasonably be denied access, but all observers and visitors will need to collect credentials from the registration and information desks. NASUWT will record the name and address of every visitor issued with a badge. Observers and visitors are not allowed on the floor of Conference and must sit in the section 1C.

## CODE OF CONDUCT

NASUWT is committed to ensuring that all members, representatives, staff, visitors, contractors and other third parties behave in a courteous manner at all times when engaged in work for, and on behalf of, the Union.

### **Aggressive, offensive, intimidatory or unacceptable behaviour will not be tolerated**

NASUWT has zero tolerance for any type of harassment. This supports the commitment set out in NASUWT's rules to promote equality and inclusion for all and to eliminate all forms of harassment, including sexual harassment, prejudice and unfair discrimination.

It is crucial that everyone can participate in NASUWT activities in an inclusive, respectful and safe environment.

At NASUWT meetings and events, you agree to:

- interact with colleagues and visitors in a respectful, considerate and inclusive manner. This includes refraining from behaviour that could be considered intimidation, harassment, abuse, discrimination or inappropriate conduct;
- recognise and adhere to the structures and decision-making processes set out in NASUWT's rules;
- let an official or NASUWT member of staff know, straight away, if you notice a potentially dangerous, or concerning, situation or someone in distress;
- comply with health and safety guidelines to avoid placing yourself or others at risk;
- treat all NASUWT staff with dignity and respect and in line with this code of conduct;

## THE USE OF SOCIAL MEDIA

Please remember that all social networking sites are public spaces and that any content you post, such as comments or photos, can be used by the media. Consequently, please refrain from posting any content from private sessions.

NASUWT does encourage representatives to share and comment on posts from our Facebook, Instagram and TikTok accounts, and to tag our accounts in their posts. You can find us on Facebook at **@NASUWT – The Teachers' Union**, on Instagram as **@nasuwt**, and on TikTok as **@nasuwt**.

## IMPORTANT NOTE TO SPEAKERS

Representatives need to be aware that the press will be present during all Public Sessions. In order to ensure that there is no comeback on the individual speaker or the Union, they should not name their school, any other school, individual pupils or a colleague without the express permission of the individual concerned or the headteacher. The press may want to interview a speaker after



their contribution to Conference; if approached by the press, representatives are advised to go to the National Stand in the Exhibition Hall to seek advice. The press often asks for a copy of speeches, so it is advisable to write down your speech in the event that this may happen.

#### **SEATS RESERVED FOR SPEAKERS**

Seats have been reserved in Rows H and J for representatives wishing to speak. Representatives intending to speak should move to these seats at the commencement of the relevant debate. Please note: any representative not waiting to speak but occupying these reserved seats will be asked to move.

#### **SPEAKER CARDS**

All speaker cards are now electronic and accessible via the Conference App. If you experience any issues with the Conference App, there are iPads on the floor of Conference (Row H) where you can put in a speaker card and an NASUWT staff member will be on hand to support you.

Representatives wishing to speak in any debate must complete an electronic speaker card which includes details of their name and Local Association, stating whether they are speaking FOR, AGAINST or TO the motion or amendment. Representatives will also be asked to indicate whether they are a first-time representative and/or a first-time speaker at Conference. This information is to enable the President to preserve a balance in debate and include representatives with a breadth of experience.

Once representatives have submitted a speaker card, they're to move to the front of the Hall and sit in Row H. They are also to monitor their email inbox for any correspondence from the Standing Orders Committee. This is in case there are any queries with the request.

# TEN TOPS TIPS FOR SPEAKING AT ANNUAL CONFERENCE

Here are ten top tips for speaking for or against a motion at a trade union conference, including how to wind up succinctly when running out of time:

## 1. Understand the Motion and its Implications

- Know exactly what the motion calls for and how it will impact members.
- Be prepared with facts, statistics, or real-world examples to back up your position – whether in favour or against.

## 2. Stick to the Time Limit

- Speeches are time limited, so time yourself in practice to avoid overrunning.
  - Mover: eight minutes
  - Seconder: five minutes
  - All other speakers: four minutes
- Aim to finish slightly early to allow for flexibility in case of interruptions.

## 3. Start Strongly

- Grab attention in the first ten seconds with a powerful statement, rhetorical question or personal anecdote.
- If for the motion: “This motion is about protecting our rights – rights that are under threat.”
- If against the motion: “We all want fairness, but this motion doesn’t deliver it.”

## 4. Have a Clear Structure

- Introduction: State your position clearly.
- Main Argument: Focus on two-three key points, backed by examples.
- Conclusion: Reinforce why delegates should support or reject the motion.

## 5. Keep Language Simple and Punchy

- Avoid jargon – speak plainly and persuasively.
- Use short, impactful sentences to keep your argument sharp.
- “This is about fairness.” → Stronger than → “This is an issue which revolves around fundamental principles of equity.”

## 6. Engage the Audience

- Use rhetorical questions: “Do we really want to risk this?”
- Acknowledge members' concerns: “I understand why some support this, but here’s why I disagree.”
- Make eye contact and vary your tone – don't just read from a script.

## 7. Balance Passion with Professionalism

- Speak with conviction, but stay composed.
- Passion makes you believable, but an aggressive or emotional tone can alienate listeners.

## 8. Adapt to the Debate

- If a previous speaker made a strong point, briefly reference it:
  - For the motion: “As we just heard, the evidence is overwhelming – this motion must pass.”
  - Against the motion: “The previous speaker made a passionate argument, but let’s look at the facts.”
- Be prepared for unexpected challenges – have a backup argument ready.

## 9. Have a Plan for Running Out of Time

- If you hear the time warning, skip straight to your conclusion.
- Phrases to wrap up quickly:
  - “To sum up, this motion is the right way forward – please support it.”
  - “I urge you to reject this motion because it does not serve our members.”

## 10. End with a Clear Call to Action

- For the motion: “Colleagues, let’s stand together and pass this motion.”
- Against the motion: “I urge you to vote against this motion – it is not the right approach.”
- Leave a strong final impression – people often remember the last thing you say.

By following these tips, you’ll deliver a confident, compelling speech – whether you’re arguing for or against the motion. And if you run out of time, you’ll know how to finish powerfully without losing your key message!



### **RULING FROM THE CHAIR**

Conference shall be chaired by the President, or failing him/her the Ex-President, or failing him/her the Senior Vice-President, or failing him/her such other person as may be elected by Conference. The decision of the Chair on any question concerning Conference business and/or the interpretation of Standing Orders shall be final.

### **POINTS OF ORDER**

A point of order may be raised in the online form of an inquiry as to whether something being said or done is in order. Any member, whether they have spoken or not, can raise a point of order at the discretion of the Chair.

### **PROCEDURAL MOTIONS**

The following and only the following Procedural Motions may be moved and only at the discretion of the Chairperson:

- i. that the speaker be further heard;
- ii. that the speaker be not further heard;
- iii. that the question be now put;
- iv. that the question be not put;
- v. that the Motion be referred to the National Executive for further consideration;
- vi. that the time for speakers provided by Standing Order 15 be reduced to a specified time for the remainder of the session or for the remainder of Conference;
- vii. that a Motion allocated to Private Session be debated in public;
- viii. that a Motion allocated to Public Session be debated in private;
- ix. that an Urgency Motion submitted in accordance with Standing Order 8 be called for debate; and
- x. that a Standing Order be suspended for a specified purpose.

### **AMENDMENTS**

There is no provision in the Rules or Standing Orders to accept amendments to proposed changes to the Rules or Standing Orders. The Chair will not be accepting any amendments to this effect.

The President will call amendments to motions in the order shown on the Agenda. In order to submit an amendment of which prior notice has not been given in the Agenda, representatives must complete an electronic amendment card which includes details of their amendment, name, Local Association, seat name. The names and Local Associations of the mover and seconder must be included on the electronic form.

The National Executive and Local Associations are allowed to submit motions to Conference. Consequently, amendments may be submitted only by members of the National Executive or representatives of Local Associations. An amendment must not be a direct negative of the motion. An amendment must be relevant and not simply obstructive. It should seek to modify or amplify the original motion by deletion, addition or substitution of certain words. An amendment may only be moved or seconded by representatives who have not already spoken to the motion.

The mover of an amendment has no right of reply to the discussion thereon. If an amendment is carried, the original motion as amended becomes the substantive motion; if it is lost, the original motion is again put before the meeting. In either case, discussion may proceed or a further amendment may be moved, unless the substantive motion is voted upon. Only one amendment may be considered at a time.

### **HAND-VOTING CARD**

All elected representatives will vote by a show of hands in the correct voting areas. This will be the only thing that the Chair will count when a hand vote is called.

### CARD VOTE

A card vote will be called if, following the result of a vote being announced, representatives of no fewer than 40 Local Associations whose combined membership is 8,000 or more rise from their places and claim a card vote. A representative of each Local Association will be able to collect their book of card votes from registration, please collect these before the start of Conference.

Should a card vote be called, the President will announce the number of the card to be used. The stewards will collect first those cards FOR the motion or amendment. They will then collect those AGAINST.

Finally, they will collect those cards where a Local Association is divided on the issue and has split the vote. If a Local Association decides to split their vote, the number of votes FOR and AGAINST must be recorded on the card. The number of votes must not exceed the total number of votes that is preprinted on the card. The use of, for example, '60% FOR, 40% AGAINST' is NOT acceptable; actual numbers are required. Any breach of this guidance will result in the card being treated as spoiled.

### END OF SESSION

At the end of the penultimate Public Session and at the end of the last Private Session, any motion or amendment under discussion and any remaining motions not called for debate will be put to the vote without debate unless 75 members stand to oppose the putting, in which event the motions subject to the proposed vote shall be deemed withdrawn.

This does not necessarily imply opposition to the motion. It may be that insufficient time is left for all the relevant facts to be presented and this procedure will prevent a decision being made without the full facts being known.

### PLEASE BE CONSIDERATE

Members entering or leaving the while a debate is in progress are asked to do so as inconspicuously as possible and between speeches whenever they can.

## RESPECT LIVERPOOL'S HOSPITALITY WORKERS

### Your Kindness Matters

As you enjoy your evenings in Liverpool during the conference, please remember the hospitality staff who make your experience possible. Many in this industry are on zero-hour contracts, facing low wages, long shifts and job insecurity. The sector still hasn't fully recovered since COVID-19, and workers continue to struggle.

A little respect goes a long way. Please book reservations in advance, be patient, tip where you can, and treat every worker with the dignity they deserve and enjoy exploring the wonderful city of Liverpool.

# UPCOMING EVENTS

**NASUWT** THE  
TEACHERS'  
UNION

## BLACK TEACHERS' CONSULTATION CONFERENCE

**Saturday 10 May 2025**  
Hilton Metropole, Birmingham



To book, please email:  
[conferences.events@mail.nasuwat.org.uk](mailto:conferences.events@mail.nasuwat.org.uk)

**NASUWT** THE  
TEACHERS'  
UNION

## DISABLED TEACHERS' CONSULTATION CONFERENCE

**Saturday 14 June 2025**  
Hilton Metropole, Birmingham



To book, please email:  
[conferences.events@mail.nasuwat.org.uk](mailto:conferences.events@mail.nasuwat.org.uk)

**NASUWT** THE  
TEACHERS'  
UNION

## EQUALITIES TRAINING AND DEVELOPMENT DAY

**Tuesday 17 June 2025**  
Webinar

To book, please email:  
[conferences.events@mail.nasuwat.org.uk](mailto:conferences.events@mail.nasuwat.org.uk)

**NASUWT** THE  
TEACHERS'  
UNION

## YOUNG TEACHERS' CONSULTATION CONFERENCE

**Saturday 28 June 2025**  
Hillscourt Conference Centre, Birmingham



To book, please email:  
[conferences.events@mail.nasuwat.org.uk](mailto:conferences.events@mail.nasuwat.org.uk)

# CHAINMAKERS' FESTIVAL

**Saturday 28 June 2025**

Cradley Heath



For further information, email:

[conferences.events@mail.nasuwat.org.uk](mailto:conferences.events@mail.nasuwat.org.uk)

# DURHAM MINERS' GALA

**Saturday 12 July 2025**

Durham



For further information, email:

[conferences.events@mail.nasuwat.org.uk](mailto:conferences.events@mail.nasuwat.org.uk)

# TOLPUDDLE MARTYRS' FESTIVAL

**Friday 18 – Sunday 20 July 2025**

Dorset



For further information, email:

[conferences.events@mail.nasuwat.org.uk](mailto:conferences.events@mail.nasuwat.org.uk)

# WOMEN TEACHERS' CONSULTATION CONFERENCE

**Saturday 27 September 2025**

The Vox Conference Centre, Birmingham



To book, please email:

[conferences.events@mail.nasuwat.org.uk](mailto:conferences.events@mail.nasuwat.org.uk)

# SUPPLY TEACHERS' SEMINAR

**Saturday 11 October 2025**  
Hillscourt Conference Centre



To book, please email:  
**[conferences.events@mail.nasuwat.org.uk](mailto:conferences.events@mail.nasuwat.org.uk)**

# LGBTI TEACHERS' CONSULTATION CONFERENCE

**Saturday 22 November 2025**  
Edgbaston Park Hotel & Conference Centre, Birmingham



To book, please email:  
**[conferences.events@mail.nasuwat.org.uk](mailto:conferences.events@mail.nasuwat.org.uk)**

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