

SCOTLAND

**NASUWT** THE  
TEACHERS'  
UNION

# ANNUAL REPORT

Scotland Conference 2025

# SECURING FAIR PAY AND BETTER CONDITIONS

Teachers secured a pay uplift of 4.27% across all pay points for the 2024/25 pay year. This outcome was achieved as a result of mounting political pressure on the Scottish Government and the threat of dispute within the Scottish Negotiating Committee for Teachers (SNCT) negotiating machinery. Nevertheless, NASUWT remained concerned over the failure of the negotiating machinery to deliver a timely pay award once again.

*“The commitment to expanding funding for teacher numbers is welcome. However, recruiting and retaining teachers also depends on tackling excessive workloads and violence and abuse from pupils in order to make teaching an attractive and sustainable career for the long term.”*

**Dr Patrick Roach,  
NASUWT General Secretary**

## **Leading the charge against anti-trade union legislation**

In a major victory for workers' rights, we successfully opposed the previous Westminster Government's plans to extend the Minimum Service Levels (MSL) legislation into education. Through steadfast action and collaboration, we prevented this restrictive, anti-trade union measure, protecting the right to strike and promoting meaningful negotiations.

We also presented vital Motions at both the STUC and TUC Congress, focusing on repealing anti-trade union laws, enabling online industrial action ballots and safeguarding collective bargaining rights. Our motions galvanised the broader trade union movement, ensuring that the voice of teachers remained central to national policy debates.

Our union played a critical role in advancing the Employment Rights Bill, securing key advancements under the new Labour Government within their first 100 days in office. Key provisions in the draft legislation include banning zero-hours contracts, ending

fire-and-rehire practices and prohibiting the use of agency workers to replace striking staff. These legislative changes represent a victory for workplace fairness and security – not just for teachers, but for all workers across the UK.

## **Protecting members' pensions**

We continued to defend the Scottish Teachers' Pension Scheme (STPS) from challenges posed by independent schools seeking to exit the Scheme, most notably at Fettes College in Edinburgh, where action taken by NASUWT alone helped to secure an improved offer around pension provision, highlighting the collective strength of our members in addressing threats to retirement security.

A decent pension remains a cornerstone of financial security for teachers and our efforts to ensure that this critical benefit remains protected have continued through late 2024 into 2025 at a variety of independent schools across Scotland.

## **Maintaining teacher numbers**

After direct lobbying of the Cabinet Secretary for Education and Skills by NASUWT in late November, the Scottish Government budget was announced in early December and had points in it on Additional Support Needs (ASN) funding, reducing the poverty-related attainment gap and wider public sector pay policy. This was followed later in December with an announcement by the Cabinet Secretary for Education and Skills signalling a further £41m which would be available for teacher employment, leading to a Convention of Scottish Local Authorities (COSLA) commitment for Councils to maintain or return to 2023 teacher numbers.

**80%** of members in Scotland are worried about their finances.

**64%** of members do not think that teaching is currently competitive with other occupations in terms of the salaries and rewards on offer.

**63%** of members have had to stop saving in the last 12 months.



## TAKING ACTION FOR OUR MEMBERS

As well as stepping up to defend their pensions, our members in Scotland took action to address unsafe conditions, excessive workloads and violent pupil behaviour. Sustained pressure through workplace ballots led to significant employer concessions, including improved working conditions and stronger policies to protect staff from harm.

### **Case study:** **Tackling pupil violence through member solidarity**

Through standing together for their right to work in safety, NASUWT members in North Lanarkshire secured an important victory over pupil violence.

Members at Buchanan High School, which caters for pupils with ASN, contacted the Union for support after the Depute Head was seriously assaulted by a pupil after she and a colleague had confiscated a ball-bearing gun which the pupil was using to shoot at other pupils.

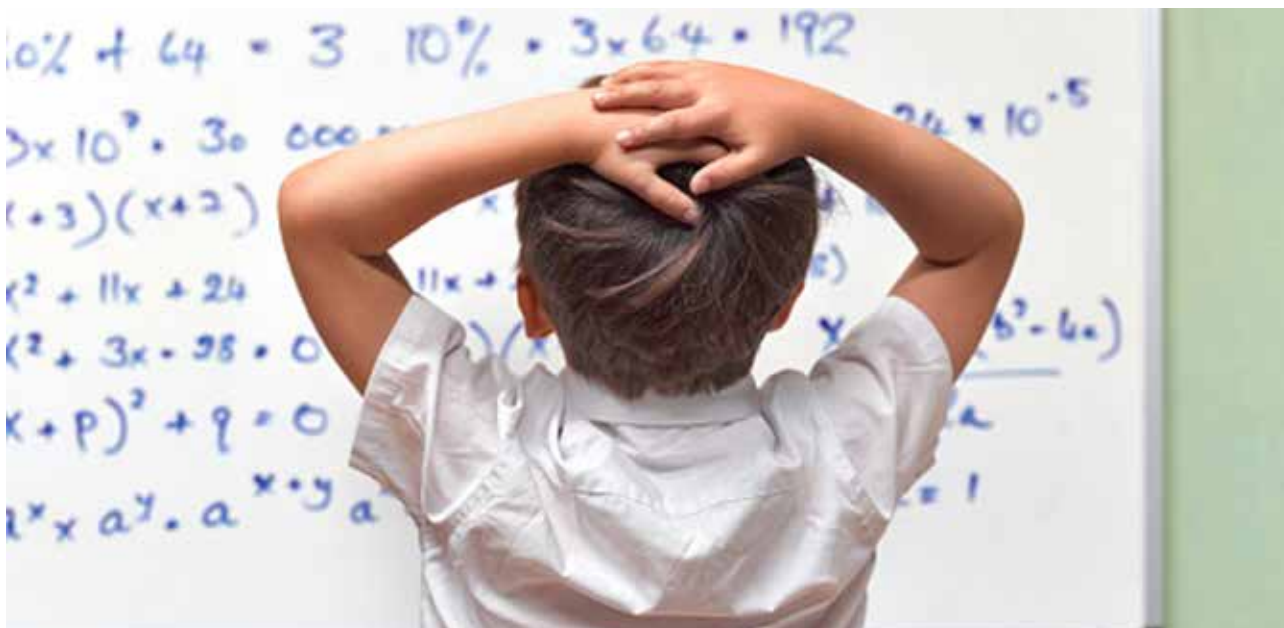
It took four police officers to restrain the pupil and the Depute Head sustained permanent injuries to her arm in the attack, as well as psychological trauma.

Despite the severity of the assault and the fact that the pupil had assaulted multiple staff members and pupils previously, the school and local authority were ready to readmit the pupil at the beginning of the new term in August, on the basis of a seriously flawed risk assessment.

The NASUWT Representative at the school said she and colleagues decided to contact the Union after being left horrified at the prospect of the pupil being allowed to return and agreeing that 'enough was enough'.

We lodged a trade dispute with the local Council and began negotiations over the return of the student. On the verge of an industrial action ballot opening, which would have included a vote of members to refuse to teach the pupil, the Council confirmed that it was supporting the pupil to secure an alternative education placement and guaranteed he would never return to the school.

The NASUWT Representative explained the relief she and colleagues felt about the decision: "We were so happy about the support we got from the Union. Our solidarity, and members sticking together, combined with the Union's involvement, was critical. Without NASUWT's help the pupil would have been readmitted to school and the staff and other pupils would have been at serious risk."



## DRIVING POSITIVE CHANGE IN EDUCATION POLICY

### Education Bill and National Bodies

The Education (Scotland) Bill made its way through the Scottish Parliament. The Bill seeks to establish a new body called Qualifications Scotland (replacing the Scottish Qualifications Authority (SQA)) and also creates a new office of His Majesty's Chief Inspector of Education in Scotland (separating the inspection function from Education Scotland). NASUWT met with various opposition parties in Parliament to discuss the Bill and submitted written evidence on it to the Education, Children and Young People Committee, as well as working with some opposition parties to shape suitable amendments.

In the meantime, there was continued engagement with the SQA in which NASUWT lobbied for excessive dual presentation at National 4 and 5 to be addressed and pushed for guidance for teachers around the use of Artificial Intelligence by pupils when preparing National Qualifications coursework.

Meetings also continued with Education Scotland, with a focus on Education Reform, the National Action Plan on Relationships and Behaviour, the Curriculum Improvement Cycle (CIC), and communications around these. NASUWT praised the Education Scotland approach to the CIC and the clear efforts to involve a wide range of classroom teachers; however, criticisms were offered and accepted about poor communications, and commitments were made by Education Scotland to improve in this area.

### Education reform – Senior Phase

Education reform gained traction with the Scottish Government's response to the Hayward Review. While some progress was made, including a firm commitment to retain National 5 exams, a lack of clarity persists around potential changes to Senior Phase assessment. NASUWT emphasised the need for clearer decision-making and for agreed implementation plans to avoid adding to teachers' workload.

***“The encouragement of more use of continuous assessment/coursework seems reasonable, though this needs to be assessed on a subject-by-subject basis. Alongside this, any quality assurance systems to support enhanced coursework must be fit for purpose and not burdensome on teachers. The impact of Artificial Intelligence on coursework also needs to be fully considered.”***

**Dr Patrick Roach,  
NASUWT General Secretary**





## FOCUSING ON TEACHER WELLBEING

**83%** of members in Scotland say their workload has increased over the past 12 months.

**76%** of members say workload was their biggest concern.

**74%** of members say they have spent more time on clerical and administrative tasks.

### Collegiate challenge on class contact time reduction

There was continued frustration around the lack of progress on the Scottish Government's commitment to reduce class contact time for teachers. Despite a commitment by the Cabinet Secretary for Education and Skills to have formal proposals tabled in early 2025 to move this forward, nothing had been shared with the SNCT Teachers' Panel by its meeting in early February and a formal dispute was declared by the Teachers' Panel regarding this. A meeting of the full SNCT later in February was then advised that a COSLA scoping paper on delivering the Class Contact Time Reduction would not be available until June 2025, further delaying matters. This prompted the Teachers' Side of the SNCT to bypass the Cabinet Secretary and COSLA and appeal directly to the First Minister about its frustrations. In the meantime, NASUWT shared a variety of ideas with the Cabinet Secretary for Education and Skills and leading opposition politicians for reducing school bureaucracy.

### Pushing for positive reforms to inspections

The Interim Chief Inspector met privately with NASUWT and also addressed the NASUWT Scotland Executive Council, making a clear commitment to developing a new Inspection Framework with significant input from classroom teachers. NASUWT gained places on all three of the Stakeholder Groups designed to take this work forward.

### Promoting flexible working rights

We played a leading role in securing flexible working rights for teachers. Through sustained campaigning and consultations with policymakers, we highlighted the critical need for greater work-life balance and flexibility in the profession.

Our union contributed significantly to the introduction of new legislation in April 2024 that made flexible working a 'day one' right, removing the previous requirement of 26 weeks of service. Other improvements included faster response times for requests and a requirement for employers to consult with employees before rejecting requests.

Flexible working is vital for recruiting and retaining teachers, promoting wellbeing and supporting a diverse workforce. It also helps teachers balance personal responsibilities and adjust to different life stages, such as caring responsibilities or phased retirement. We ensured members' voices were heard during discussions and provided guidance to help members understand their rights.

# PROMOTING HEALTHIER AND SAFER LEARNING ENVIRONMENTS

We took the lead in addressing pupil behaviour issues, unsafe buildings and children's health, ensuring that the safety and wellbeing of both teachers and pupils remained paramount, as well as making a significant contribution to the Scotland Covid-19 Inquiry.

## Sounding the alarm on pupil behaviour challenges

We led the national debate on pupil behaviour, and a National Behaviour and Relationships Action Plan was finally published in August 2024 as a result. Whilst we welcomed its publication, we highlighted the urgent need to implement the suggested actions to protect teachers from the threat of violence in the classroom. We also provided insights from our Behaviour Survey to influence a parliamentary debate on the issue.

The failure of many local authorities and schools to even acknowledge the Action Plan was highlighted by our industrial action over poor behaviour at Kirkintilloch High School in East Dunbartonshire in February 2025. The national and international headlines created by this led not only to a satisfactory outcome in that dispute but also a renewed commitment from Scottish Government and, in particular, COSLA, to embed the key messages of the Action Plan in schools.

## Tackling gender violence

We were a key part of the Working Group which resulted in the publication in 2024

by Scottish Government of *Preventing and Responding to Gender Based Violence: A Whole School Framework*, a policy document which the Cabinet Secretary for Education and Skills, Jenny Gilruth, suggests will 'see schools create cultures in which all members of the school community know that gender-based violence is unacceptable and will not be tolerated.'

Once again, though, it required NASUWT intervention, this time in the form of an MSP Briefing and Press Release of statistics from our 2025 Behaviour Survey, highlighting clear evidence of misogyny, to help progress the recommendations contained in the Gender Based Violence Framework.

## Ongoing concerns about asbestos

We continued to engage in discussions about asbestos in schools, advocating for action to address this long-standing risk and to ensure safe environments for staff and pupils. We had some success after personal lobbying of the Cabinet Secretary for Education and Skills, who agreed to establish a working group, which will include NASUWT and local authorities, to explore issues relating to asbestos in the school estate.



### Scotland Covid-19 Inquiry

We made several key recommendations as part of our written and oral evidence presented to the Scotland Covid-19 Inquiry – including improved digital teaching support and expanded mental health resources – as well as detailing the pandemic's disproportionate burden on education workers and systemic failures by national bodies. Our message to Scottish Government and others throughout the year was to return its focus to Education Recovery, given the ongoing impact on pupil attendance, behaviour and mental health.

### Combatting vaping harms

Our campaign to ban disposable vapes resulted in UK Government legislation, set to take effect in June 2025. This critical reform addresses the rising health risks posed to young people and follows extensive union engagement with policymakers.

***“While it is clear much more needs to be done to tackle the root causes of the upsurge in violence, abuse and poor behaviour, immediate action can and should be taken to address its effects in our schools.”***

Mike Corbett,  
NASUWT National Official, Scotland

***“You feel unsafe walking into the classroom, unsure if today will bring another incident of violence.”***

Behaviour Survey respondent

***“There’s a growing sense of hopelessness as we’re forced to teach in environments that aren’t safe.”***

Behaviour Survey respondent

**90%** of members in Scotland reported being subjected to verbal abuse.

**44%** had experienced some form of physical abuse.

**28%** of members do not report violent incidents because ‘they think they will be blamed’.

Only **4%** of members said that their school/employer had shared or promoted the National Action Plan on Relationships and Behaviour with them.

# CHAMPIONING DIVERSITY AND OPPORTUNITY

## **Strengthening the voice of marginalised groups**

This year, we amplified the voices of marginalised teachers by supporting our equalities forums for dialogue and action, adding in a Neurodivergent network to our existing Black, Women, LGBTI and Disabled networks. These networks provided safe spaces for members to share their experiences, inform union policy and shape national conversations about equity in education.

Our annual Scotland Equality Conference provided a vital platform for members to receive professional learning, as well as voice their experiences and shape our advocacy actions. Attendees to the Conference engaged with speakers and workshops on gender-based violence, LGBTI-inclusive education, disability literacy, mental health stigma, women's health, Islamophobia awareness, social justice and tackling online misogyny and incel culture. Members shared personal accounts of overcoming workplace barriers, including inaccessible facilities, lack of reasonable adjustments and discriminatory attitudes.

## **Supporting LGBTI education**

We redoubled our efforts to protect and promote the rights of LGBTI members, recognising the challenges many face in the workplace. This year's LGBTI Teachers' Consultation Conference provided a forum for discussing the ongoing impact of discrimination and the resurgence of anti-LGBTI sentiment in public discourse.

Following engagement with NASUWT, the Scottish Government published Guidance on LGBT Inclusive Education for education settings in Scotland. The guidance reaffirms the National Approach to LGBT Inclusive

Education in Scotland and provides key information for schools about education and curriculum, responding to incidents of prejudice-based bullying, and the availability of the national professional learning and resources. The publication of the guidance fulfils a recommendation made in 2018 by the LGBT-Inclusive Education Working Group, of which NASUWT is a member, for the Scottish Government to: 'develop National Guidance which clearly states expectations regarding LGBT Inclusive Education and signposts teachers in any school in Scotland towards supporting resources.'

NASUWT, as part of the STUC LGBT+ Workers' Committee, created a new learning resource which highlights the essential ways in which trade union organising and activism have helped make the world a better place for LGBT+ workers and individuals. The purpose is to inspire and create strength in the face of oppression, and the examples highlighted show clearly the hard-won fights of LGBT+ workers and the successes that have come from trade unions placing intersectionality at the heart of their practice.

Our member surveys continue to highlight the urgent need for more inclusive training and policies to support LGBTI staff and students, and we remain committed to advocating for these changes.

## **Empowering Black teachers and standing against racism**

We remained committed to tackling racism in education and across wider society.

The national 'Anti-Racism in Education Event' in January 2025 celebrated the work of the Scottish Government's Anti-Racism in Education Programme (AREP) and its





four workstreams: Education Leadership and Professional Learning; Diversity in the Teaching Profession and Education Workforce; Curriculum Reform; and Racism and Racist Incidents. NASUWT is represented across all of this work, and these sub-groups are seeking to address inter-related challenges in order to embed anti-racism within education. At the event, all education partners were encouraged to make a bold statement of intent, given we all have a collective responsibility to ensure anti-racism work continues. NASUWT Scotland Executive Council members pledged their commitment to eradicate racism by sustaining and promoting anti-racist actions and policies in a video shared across social media.

NASUWT has further been involved in national curricular reform through the CIC and has been advocating for a curriculum which is anti-racist and fully embeds equalities.

The Union continues to take a leading role in broader anti-racism initiatives. As members of the TUC Anti-Racism Oversight Group and the STUC Black Workers' Committee, we supported key demonstrations such as the Stand Up to Racism protests, where we significantly outnumbered far-right groups.

The date of 3 May 2025 will mark ten years since Sheku Bayoh's death at the hands of the police in Kirkcaldy in 2015, and NASUWT continues to support the family's fight for justice.

### **Accelerating Action for Women's Equality**

Women were encouraged to step forward for International Women's Day 2025 to help Accelerate Action. NASUWT was proud to host a Women's Conference Skills event in March to support women to have their voice heard in their Union as well as public fora. We also supported a national webinar on 'Women Who Lead: Turning Experience into Action'.

NASUWT utilised key data from our national behaviour survey to cast light on the fact that female teachers in Scotland are more

likely to be physically attacked by pupils than their male colleagues and to experience such abuse more frequently. We called for tackling sexism and misogyny to be a priority for government and for schools and updated actions from the Gender Equality Taskforce in Education and Learning, which were prioritised as a result of our advocacy.

### **Women's Health Advocacy: disability and women**

A Women's Health Survey was launched and the information gained therein was used to lobby Scottish Government to inform the refresh of the Women's Health Plan, as well as to inform the Union's campaign priorities moving forward. The role of local Women's Health Champion was launched alongside a number of national training events on Women's Health and a campaign toolkit for activists to campaign to improve toilet facilities at work.

Two NASUWT Scotland members were recognised by the STUC for their efforts to improve working conditions for women living with endometriosis. Hazel Gardiner from Ayrshire and Livvi Brooks from Stirling were jointly announced as winners of the Women's Campaign Award at the STUC Women's Conference in Glasgow. Hazel played a key role in the development of our guidance for members on managing endometriosis, adenomyosis and fibroids at work through her experience of living with endometriosis. Since the guidance was published, Hazel has continued to push for the adoption of workplace policies which support the health of women living with these conditions. She has also made herself available to support other members in managing their conditions.

Inspired by the specific ongoing work on women's health by NASUWT, Livvi Brooks stepped into activism working to deliver training on endometriosis and women's health. Livvi delivered tailored training to Health and Safety Representatives in Scotland on gender-sensitive risk assessment.



Hazel and Livvi's advocacy and campaigning not only raised awareness of endometriosis and other associated gynaecological conditions, but has also created a programme for organising around women's health more broadly, supported by a member-led professional learning programme for reps and members to increase both awareness and support within an increasing number of schools.

### **Action to support disabled members**

In response to a member survey on neurodiversity, the Union set up a neurodiversity support network and held a Neurodiversity Awareness Training event for members who identify as neurodivergent, which focused on exploring rights at work and developing skills to self-advocate within your workplace.

NASUWT took the lead within the STUC Disabled Workers' Committee with our member Carol Wood, as Chair, being a clear advocate for disabled rights. Disabled workers face systemic discrimination and societal bias which can continue no longer.

NASUWT, as a key participant in the Mental Health in Schools Working Group, has been holding the Scottish Government and COSLA to account for actions to meet their Mental Health and Wellbeing Strategy 2023 which sets out a collective vision of: 'A Scotland, free from stigma and inequality, where everyone fulfils their right to achieve the best mental health and wellbeing possible.'

### **Addressing religious prejudice**

We brought together Jewish members to discuss our work in tackling antisemitism. Feedback from this roundtable event informed the publication of the Union's official statement on antisemitism.

We also continued to engage around Islamophobia and were proud to host Educate Against Islamophobia at our Equalities Conference to deliver a workshop.

### **Expanding advocacy for intersectional equity**

We recognise the importance of addressing equity in education through an intersectional lens, considering the overlapping challenges faced by individuals based on race, gender, disability and sexual orientation. Throughout 2024, and into 2025, we worked to ensure policies reflected the diverse realities of our members and prioritised initiatives that promote inclusivity across the profession.

NASUWT supported the creation and launch of the Digital Discourse Initiative, which is a collaborative project with TIE and ISG Global. This free, online professional learning course is now available to equip teachers with the knowledge and tools to address issues like online disinformation and hate and takes an intersectional lens.



## **CONSULTATIONS**

### **Scottish Government**

United Nations Convention on the Rights of the Child (Incorporation) (Scotland) Act 2024: Statutory Guidance on Part 2 and 3, section 18 (May 2024)

Disclosure (Scotland) Act 2020 - accredited body fees and proposals for discounting: PVG scheme (May 2024)

Next Steps on delivery of Employment Injury Assistance (June 2024)

Scottish Government: Schools - religious observance and religious and moral education: consultation (January 2025)

Scottish Government: Equality and Human Rights Mainstreaming Strategy (February 2025)

### **Scottish Teachers' Pension Scheme**

Proposed Changes to Membership Eligibility Criteria (November 2024)

### **General Teaching Council Scotland (GTCS)**

GTCS Fitness to Teach rules review (November 2024)

### **Scottish Parliament**

**Education, Children and Young People Committee:** Education (Scotland) Bill (August 2024)

**Education, Children and Young People Committee:** Schools (Residential Outdoor Education) (Scotland) Bill (September 2024)

**Social Justice and Social Security Committee:** Post Legislative Scrutiny of the Child Poverty (Scotland) Act 2017 (September 2024)

**Citizen Participation and Public Petitions Committee:** PE2106: Prohibit mobile phone use in Scottish schools (October 2024)

**Equalities, Human Rights and Civil Justice Committee:** The operation of the Public Sector Equality Duty in Scotland (February 2025)

## **EXTERNAL BODIES, COMMITTEES AND WORKING PARTIES ON WHICH NASUWT SCOTLAND WAS REPRESENTED**

- Anti-Racism Education Programme: Curriculum Reform
- Anti-Racism Education Programme: Racism and Racist Incidents
- Anti-Racism Education Programme: Education Leadership and Professional Learning
- Anti-Racism Education Programme: Diversity in the Teaching Profession and Education Workforce
- Behaviour in Scottish Schools – Research Advisory Group
- Centre for Teaching Excellence Co-Production Group
- Curriculum and Assessment Board
- Curriculum Improvement Cycle
- Education Reform Stakeholder Reference Group
- Gender-Based Violence in Schools Working Group
- Inspection - External Stakeholder Reference Group
- Inspection Frameworks and Methodologies – Stakeholder Engagement (x 3 Forums: New school inspection frameworks and models; Supporting the curriculum improvement cycle; Developing a framework for inspection of local authorities)
- Justice for Colombia Supporter Network
- LGBT-Inclusive Education Implementation Group
- Mental Health in Schools Working Group
- National Improvement Framework (NIF) Professional Associations Group
- NIF NSA User Assurance Group
- National Qualifications 25 Working Group
- Physical Intervention Working Group
- Professional Associations Forum with Cabinet Secretary for Education & Skills
- PSE Delivery & Implementation Group
- PSE ITE and CLPL Sub-Group
- Qualifications Scotland - Teacher Charter and Interest Committee
- Respect for All Working Group
- Respect for All – Online Bullying Sub-Group
- Respect for All – Recording and Monitoring Sub-Group
- Respect for All – Prejudice Based Bullying Sub-Group
- School Uniform Working Group
- Scottish Advisory Group on Relationships and Behaviour in Schools (SAGRABIS)
- SAGRABIS Risk Assessment Sub-Group
- SAGRABIS Consequences Sub-Group
- Scottish Board for Teacher Education
- Scottish Learning for Sustainability Leadership Group
- Scottish Employment Injuries Advisory Council Steering Group
- Scottish Government Gender Equality Taskforce
- Scottish Negotiating Committee for Teachers (SNCT)



- SNCT Teachers' Panel
- SNCT Support Group
- SNCT Additional Support Needs Sub-Group
- SNCT Job Sizing Sub-Group
- Scottish Teachers' Pension Scheme (STPS) Advisory Board
- STPS Advisory Board – McCloud Communications Sub-Group
- SQA Timetable Advisory Group
- STUC and Scottish Parliament Labour Trade Union Group
- STUC and Scottish Parliament SNP Trade Union Group
- STUC and Scottish Parliament Greens Trade Union Group
- STUC General Council
- STUC Equality Officers' Network
- STUC Black Workers' Committee
- STUC LGBT+ Committee
- STUC Disabled Workers' Committee
- STUC Women's Committee
- STUC Women's Committee – Health Sub-Group
- STUC Women's Committee - Organising & Campaigning for Women's Equality Sub-Group
- STUC Women's Committee – Workers' Rights & Discrimination Sub-Group
- STUC Organising Group
- STUC/TUC Trade Union Education Strategy Group
- Supporting Workforce Wellbeing Stakeholder Reference Group

## TRACKING PROGRESS ON RESOLUTIONS FROM SCOTLAND ANNUAL CONFERENCE 2024

### VENTILATION AND CLEAN AIR

Conference agrees that air quality remains an ongoing concern for workers both within and outwith their place of work. Conference notes that ventilation of learning spaces in our schools has been acknowledged as a key mitigation in the prevention of transmission of SARS-Cov-2 and other airborne pathogens. Conference further notes that providing adequate ventilation indoors, proxy measured by the concentration of Carbon Dioxide (CO<sub>2</sub>) in the air, and reduction of air pollutants have a positive impact on the ability of pupils to learn, reduction in levels of sickness absence, improvement of educational outcomes and reduction of costs. Conference mandates the Scotland Executive Council to campaign to:

- i. secure air filters in every learning space, office area and common area in all schools;
- ii. maintain pressure on Public Health Scotland (PHS) and the Scottish Government to promote the use of specific concentrations of CO<sub>2</sub> within schools to determine specific actions to increase ventilation;
- iii. reinforce the use of CO<sub>2</sub> monitors with employers and members via local authority Health and Safety Committees and
- iv. support the recommendation that air quality monitors are installed in Scotland's primary schools to assess levels of air pollution.

### Progress Report

Air filtration advice on the website: <https://www.nasuwt.org.uk/advice/health-safety/air-filtration-in-schools-and-colleges.html>

Online social media support for Hazards campaign around workers taking action on indoor workplace air pollution.

Attended Hazards Campaign Thursday Talk – Clean Air Day Hazards Campaign on 20/6/24.

Attended SAMHE online event 17/7/24.

Attended online event 'Why Scotland needs a legal right to a healthy environment' on 28/8/24.

Engaged with Asthma + Lung UK over publication of their report on 24/9/24, including contribution to their Press Release with member experiences.

Attended Scottish Parliament event, sponsored by CPG Deputy Convenor and Lung Health Champion for Clean Air, Mark Ruskell MSP, and organised by Asthma + Lung UK Scotland, on 25/9/24.

Volunteered to speak around motion at next CPG on Long Health and maintaining attendance and membership of this group.

Met with Environmental Rights Centre for Scotland (ERCS) on 9/9/24 to discuss vehicle idling.

Information passed to Glasgow rep re ERCS advocacy service.

Engine Idling information passed to central H&S Committee and support discussed.

TUC webinar attended on 19/9/24. Prioritising good air quality and addressing airborne virus risk at work.

Email 23/9/24 to SG Health and Wellbeing Unit Head flagging links between attendance and air quality, following question at 'Promoting School Attendance: Questions for Policy, Research and Practice' on 20/9 at the University of Strathclyde.

Health and safety seminar on 2/11/24 had session on Ventilation/Clean Air.

Attended parliamentary event – Securing Environmental Justice in Scotland 13/11/24.

Meeting with P Barlow following approach to speak at a Covid Action Scotland webinar and sharing a draft webpage on Covid.

Met Ian Tasker from Scottish Hazards on 17/1, who is keen to work with NASUWT on this and other areas.

Joint online union webinar on clean air –promoted to members – 5 March.

Invitation to speak at Scottish webinar on 29 March – Airborne infections in education.

Met with ERCS and other key partners to agree a joint letter to the Scottish Government.  
Contact made with Scottish Youth Parliament and parent group reps to build a coalition of voices.

Promoted the Scottish Parliament petition for new limits for nitrogen dioxide and fine particulate matter, aligning them with updated WHO air quality guidelines (2021).

Request made to NASUWT Health & Safety Committee to consider links with Corsi-Rosenthal Foundation, following joint union webinar on Wednesday 5 March 'Improving Air Quality in Schools: what can we do?'

Joint letter with ERCS sent to Scottish Government and inclusion in joint Press Release which was picked up in the media.

Chaser sent to Public Health Scotland around the one-year review of schools guidance.

Spoke at Scottish webinar on 29 March and connections made with researcher Natalie Bain-Reguis from Edinburgh Napier University.

Trained another new batch Health and Safety Reps.

## **STATUS: AMBER**

### **PAID MISCARRIAGE LEAVE & PAY**

Conference is concerned that members experiencing a miscarriage before the end of their 24th week of pregnancy are not entitled to maternity leave or pay, so any time off would be at the discretion of the employer. Conference believes that this is both upsetting and triggering for women. Conference calls on the Scotland Executive Council to:

- i. campaign for a change in the law with regards to miscarriage and have it included within maternity rights;
- ii. encourage activists to raise this at LNCTs to ensure miscarriage is exempt from local authority sickness absence policies;
- iii. inform and educate all Workplace Reps on how to tackle miscarriage and sickness absence with employers;
- iv. work collaboratively with STUC affiliates to develop a model policy and training for our Workplace Reps and
- v. bring a motion to the SNCT Teachers' Panel to secure collective agreement to improvement of the SNCT Handbook terms and conditions in relation to paid miscarriage leave.

### **Progress Report**

Agreed joint approach with EIS at SNCT AGM.

Shared SNCT Teachers' Side motion with COSLA and SG at SNCT Support Group meeting on 23/05.

Meeting with EIS and NASUWT planned in June to consider wording for the SNCT Handbook. EIS chased to secure meeting date.

Amendment submitted to a motion at the STUC Women's Conference 2024 – accepted and amended motion passed at Conference.

Working collaboratively with Organisers to undertake Women's Health Survey and Women's Health Champion role within NASUWT.

NASUWT motion on Miscarriage Leave carried at TUC and accompanied by a Press Release.

SNCT Support Group meeting on 25/9: Paper tabled by teachers' side – motion passed by SNCT Teachers' Side on 15/5. The Scottish Government and COSLA took it away to discuss and consider.

Professor Anna Glasier spoke on Women's Health Plan at STUC Women's Conference. Women's Health Plan being refreshed. NASUWT Women's Health Survey launched in November to inform response.

Information from survey will inform next steps for support for NASUWT members and reps.

National PR re the recommendations of the House of Commons Women's Committee – supported and promoted via social media.

Initial discussion at SNCT Support Group on 5/2/25 – remitted to Joint Secretaries.

Individual email sent to SNCT Teachers' Side Joint Secretaries around miscarriage and NASUWT's position on 06/02.

NASUWT Women's Health Survey closed in March 2025, data from which is being presented to the NASUWT Health & Safety Committee.

First draft submission to the Scottish Government on the Women's Health Plan completed.

Podcast recorded with Professor Anna Glasier on Women's Health.

Briefing on Women's Health Survey data sent to Professor Glasier, Scottish Government and key MSPs.

Meeting with volunteer activists interested in becoming a local Women's Health Champion.

Press Release issued in March 2025 responding to reports that the UK Government has accepted the principle that those experiencing the loss of a baby before 24 weeks should be entitled to bereavement leave.

Action for Maternity Rights met on 13/03.

Ongoing work on women's health via the STUC Women's Committee sub-group – making links with Disabled and Black Workers' Committees.

**STATUS: AMBER**

## **WORK-RELATED VIOLENCE**

Conference is extremely concerned at the rate at which 'work-related violence' is escalating and that its impact on members of the teaching profession is continually being devalued and disrespected.

Conference is significantly concerned about teachers' health, safety and wellbeing; firstly, as the stress caused to their wellbeing by work-related violence is inadequately addressed in terms of the Health and Safety Executive's six standards for managing stress at work by employers: demands, control, support, relationships, role and change; additionally, as current indiscipline and lack of consequences for pupils has resulted in the ever-increasing number of serious violent incidents being responded to less robustly than necessary.

Conference is furthermore deeply concerned at the negative impact on the attainment and mental health of young people whose education is being constantly disrupted by the increasingly high levels of indiscipline, and whose health and safety is frequently put at risk because of the unsafe behaviour of others.

Conference confirms that immediate action to address violent and undisciplined behaviour is crucial to ensure a safe environment for all education communities comprising pupils, teachers, lecturers and other partners in learning.

Conference calls on the Scotland Executive Council to lobby government to facilitate a swifter publication and implementation of nationally recognised, agreed and clear behaviour guidelines.

Conference further calls on the Scotland Executive Council to create a charter of rights for teachers in relation to work-related violence, so all teachers know what to expect, and for this to be promoted to local authority employers. The following concerns of classroom teachers are to be addressed and considered:

- i. develop teacher voice in behaviour summits and surveys;
- ii. introduce, implement and monitor consistency of consequences for unacceptable behaviour – including exclusions;



- iii. clear, concise and fair support for teachers suffering work-related violence in schools;
- iv. nationally agreed strategies to deal with unacceptable breaches of expectations for respect, health and safety, and safeguarding of all staff and pupils;
- v. adequate support provision for mainstreaming children with ASN – including pupil referral units and appropriate settings and
- vi. robust policies on restorative practices and increased use of visual media to promote respect and protection.

## **Progress Report**

PR: <https://www.nasuwt.org.uk/article-listing/scottish-government-failing-escalating-violence.html>

SAGRABIS met on 15/05 to discuss finalising the national action plan.

Ongoing discussions with SG civil servants to finalise and publish the National Action Plan on behaviour.

NASUWT presented at STUC event on violence 13/06.

ASN report from Education Committee published and press issued:

<https://www.nasuwt.org.uk/article-listing/presumption-mainstream-failing.html>

Trade dispute declared with North Lanarkshire Council (August 2024) around an inadequate response to workplace violence and industrial action ballot led to an agreement that violent pupil would not return to school.

National Action Plan and Mobile Phones in School guidance published. Guidance for reps circulated and includes checklist.

Session at September SEC on the National Action Plan, with roll-out offered to local reps/activists via Organisers.

Big Question survey data.

Updated Respect for All on pupil-to-pupil bullying negotiated and published in Nov for anti-bullying week.

Engagement via the national working group on drafted guidance on seclusion and restraint – revised guidance published on 8/11/24.

Funding for local authorities and ASN raised in press in relation to Glasgow and also across Scotland.

Motion to STUC Women's Conference – passed.

13/11: PR issued around increased offending rates in UK.

Affinity Health at Work, the Institute of Occupational Medicine and the Institute of Employment Studies are working together on a project funded by the Health and Safety Executive (HSE). This research aims to reduce work-related ill health, with a focus on mental health and stress. Meeting took place to discuss work-related stress and the motion was shared.

28 Oct meeting with SeeMe post-Scotland Equality Conference to consider professional learning and support packages around mental health, stigma and discrimination.

Scottish Government Mental Health Working Group re-launched and NASUWT secured a seat. First meeting on 3 Dec.

Advocating the Scottish Government for the maintenance of the Pupil Health and Wellbeing survey.

Education and Skills Reform Ministerial Group discussing early leavers and reasons for this.

SAGRABIS meeting on 28 Nov.

Info shared with LA Secs on the Education Workforce Health and Wellbeing Support Report to place on LNCT agenda.

STUC DW motion on ASN.

Scotland President spoke at AEP Conference on Inclusion and ASN on 7 Nov.

Promoted NASUWT research during 16 Days of Activism on Violence Against Women and Girls including with Zero Tolerance.

Concerns raised directly with Cabinet Secretary on 28/11 over the failure of local authorities and Education Scotland to share and promote the National Action Plan on Relationships and Behaviour.

Links made to teacher numbers and violence in communications around Scottish Budget (Dec 24.)

Attended Parliamentary event 'Men's role in ending violence against women: A Societal Approach to Prevention', followed by communication with Ben Macpherson MSP.

Met Ian Tasker from Scottish Hazards on 17/1, who is keen to work with NASUWT on this and other areas.

SAGRABIS meeting and Consequences sub-group meeting on 21/1.

Failure to suitably promote National Action Plan raised in meeting with Education Scotland on 24/1.

Dispute lodged, successful ballot undertaken and Action Short of Strike Action commenced at Kirkintilloch High School on 5/2/25 over behaviour issues.

First meeting of the Risk Assessment sub-group of SAGRABIS 30/01 – communication with Scottish Hazards who were successfully added to working group.

The KHS dispute and wider problems with a failure to embed the National Action Plan raised in a meeting with the Cabinet Secretary on 6/2/25.

KHS and other issues re violence and abuse raised with opposition MSPs, including M Briggs and the Labour Party TU group.

Significant press and social media regarding KHS dispute.

NASUWT Behaviour Survey completed and MSP Briefing/PR being prepared.

Feedback given on the National Action Plan progress report to the Scottish Government.

MSP Briefing planned to tie in with International Women's History Month in March.

ASN survey questions reviewed at a meeting with the NASUWT Scotland ASN Advisory Group, survey to be issued shortly.

Comments be provided on draft advice documents to consequences and risk assessment sub-groups of SAGRABIS.

The Joint Action Plan Progress report was published on 25 March (agreed first with unions and SAGRABIS). A letter to Directors of Education from Ms Gilruth and Cllr Buchanan was also issued that highlighted importance of consequences, updating behaviour plans and sharing information on the National Action Plan.

Press Release and MSP Briefing on misogyny and gender-based violence and online spaces issued on 31/03 – asks include supervision and support for teachers.

Ongoing work via SAGRABIS sub-groups on consequences and risk assessments – including briefing paper on restorative practices (using survey data) to be shared with working group.

Re-institution of the national Mental Health Working Group.

National ASN survey ongoing – questions agreed with the newly formed NASUWT Scotland ASN Advisory Working Group. ASN support needs and violence also raised via STUC Congress motions.

**STATUS: AMBER**

## **TEACHERS SHOULD BE LEADERS OF LEARNING, NOT ASSESSMENT**

Conference is concerned that:

- i. at a time of maximum change, we have reduced capacity with: smaller leadership cohort; fewer resources; local government budget cuts; and no agreed timeframe for implementing the promised reduction in teacher class contact time;
- ii. the Scottish Government has broken down at a crossroads in education reform;
- iii. despite numerous 'consultation processes', we are no nearer achieving a system which:
  - a. is capable of genuine and meaningful engagement with the teaching profession;
  - b. works to empower classroom teachers and gives them agency and
  - c. supports the profession to deliver the best for pupils.

Conference notes that while efforts are being made by the SQA to improve consultation and engagement, real change has not yet been seen on the ground. Conference calls on the Scotland Executive Council to lobby government and the SQA to ensure:

- i. the voice of practising teachers is embedded within all new structures;
- ii. clarification, consultation and agreement around the centre for teaching excellence;
- iii. any changes in assessment do not increase bureaucracy and workload;
- iv. any changes to the curriculum and assessment structure result in a robust and reliable system;
- v. teachers should be leaders of learning, not assessment;
- vi. external assessments are maintained and expanded moving forward and
- vii. the time, leadership and resources necessary for any agreed change are committed.

### **Progress Report**

Engagement via SBTE on 15/5 re Centre for Teaching Excellence.

Engaged fully with Centre for Teaching Excellence Co-Production Group across four meetings, raising concerns at meetings and in writing – final outline and principles issued on 26/07/24.

SBTE paper on Workstream 3 considered by NASUWT Policy Committee on 31/05 and feedback provided to SBTE thereafter.

Information on Education Reform structures shared by SG via email, then, following NASUWT's prompt, further response received on 26/06/24 from Clare Hicks in relation to letter from Cab Sec to the ECYP Committee.

Announcement of new education bodies in Parliament on 5/6/24: some commitments around teacher involvement in these, though more details are needed.

06/08/24: meeting with SQA senior leaders, prior to announcement of results.

A Call for Views on the Education (Scotland) Bill was announced on 27/6/24 and a written response was submitted on 30/08/24.

04/09/24: announcement of programme for government references removal of some exams in practical subjects.

Met with Pam Duncan-Glancy (Scottish Labour) on 18/9 and Professor Ken Muir on 25/9 to discuss Education (Scotland) Bill.

Meetings took place with Ross Greer (Scottish Greens) and Willie Rennie (Scottish Lib Dems) in October.

Education and Skills Reform Ministerial Group meeting on 7/11/24 to discuss reform.

University of Glasgow (UoG) announced as host of the CfTE by the Cabinet Secretary.

Attended two meetings of the 'Qualifications Scotland – Teacher Charter and Interest Committee' group re Qualifications Scotland (Nov and Feb).

Curriculum Improvement Cycle – encouragement to members to engage in curricular review. Scotland President engaging with CIC sub-group of Curriculum and Assessment Board.

Regular meetings with the SQA, including being represented on the SQA National Qualifications Working Group.

Headteacher at Kinross High School appointed to lead the development of a dedicated Schools Unit which will help deliver a strong foundation for Qualifications Scotland.

'Co-designing Public Services' session attended to discuss working towards the Learner and Teacher and Practitioner Charters and Interest Committees. Discussions therein will be incorporated within the guidance that will be issued to Qualifications Scotland to take forward the co-creation of the charters.

NASUWT activist speaking at Scotland Policy Conferences keynote seminar on 2 April re 'Next steps for qualifications and assessment reform in Scotland'.

**STATUS: AMBER**

## **PATERNITY LEAVE**

Conference recognises that:

- a. UK Paternity Leave terms and conditions remain in the dark ages in comparison with other leading industrial countries around the world – varying from 30 weeks down to only two – when meeting modern-day requirements and expectations of gender equality where the concept of shared parental leave is widely implemented;
- b. having some time away from work is really important when welcoming a newborn child into the world, for both parents;
- c. the UK is moving on from times where expectations were that mothers only dealt with all the childcare. More new dads/parents are opting to make use of their paid/unpaid paternity leave to spend quality time with their newborn – important for bonding and setting the foundation for a healthy relationship with their child and partner;
- d. shockingly, only a third of eligible fathers take any paternity leave at all – influenced by social and financial pressures and
- e. while the UK paternity leave laws are set at one week paid and one week unpaid – in line with the European Union's statutory minimum – four years post-Brexit should mean that an urgent revision of the worst paternity leave in Europe is long overdue and totally outdated.

Conference calls for the Scotland Executive Council of NASUWT Scotland to campaign at SNCT for:

- i. an immediate revision and update of the SNCT's draconian paternity leave policy;
- ii. close analysis of global policies, along with consultation, regarding shared parental leave to ensure a fair and just system and
- iii. urgent implementation of a system of parental leave which is socially, financially and morally fit for purpose – meeting the needs of all families.

## **Progress Report**

At SNCT Support Group meeting on 23/05, it was confirmed that a circular is pending to amend national provision in terms of consecutive weeks of Paternity Leave.

Meeting between EIS and NASUWT to consider broader issues of maternity – further joint working on this planned.

SNCT Teachers' Panel – 4 October 2024 – motion was presented. EIS proposed that each individual union should return to their own democratic structures and consider commissioning independent joint research – to be considered at a future SNCT meeting.

SNCT met on 19/02, where EIS said they were in favour of joint research and requested a response from other unions (awaiting response from NASUWT central teams).

Communication with central teams to establish work undertaken nationally on paternity leave and parental leave, in light of inquiries at the House of Commons.

Awaiting response from central teams on funding.

Met with National Negotiating Official to seek clarity on national campaigns.



Work ongoing via the STUC Women's Committee.

**STATUS: AMBER**

## **SECLUSION AND RESTRAINT**

Conference is concerned that in the absence of clear national guidance on seclusion and restraint/physical intervention, individual employers, including local authorities, are creating their own disparate policies leading to inconsistencies in the way conflicts, such as when a teacher or support staff colleague intervenes in a dispute between pupils, are managed across Scottish schools.

Conference calls on the Scotland Executive Council to lobby the Scottish Government to complete the national advice on seclusion and restraint/physical intervention expeditiously, ensuring that national advice will:

- a. be created in partnership with NASUWT to ensure guidance clearly reflects the views of teachers;
- b. include clear and agreed definitions of seclusion and restraint/physical intervention;
- c. take into account the duty of care to all in the school community by ensuring rights are not viewed exclusively through the lens of the child who may be the subject of an intervention;
- d. have been considered through an intersectional equality lens, taking, for example, appropriate cognisance of the impact of gender-based violence, and linking to the ongoing national work of the Gender Equality Taskforce in Education and Learning (GETEL), as well as the racism and racist incidents sub-group of the Anti-Racism in Education Programme (AREP);
- e. have been through a workload impact assessment;
- f. avoid placing anyone in the school community in harm's way, ensuring teachers will feel safe and supported at work;
- g. be accompanied by the right for any teacher who wishes to access appropriate training;
- h. be supported by an investment in sufficient resources for local authorities, schools, headteachers and teachers, including the provision of supervision for teachers and
- i. include a timeframe for national review and have appropriate mechanisms built in to allow for further revision as appropriate.

## **Progress Report**

Physical Intervention working group reconvened and, on 10/05, updated guidance issued for consideration – a response was submitted on 28/05.

Ongoing support provided to some Local Secretaries around their own Council policies.

SAGRABIS National Action Plan finalised containing promise of national guidance.

Final email sent on 23/08/24 explaining why NASUWT would not support the publication of the guidance as drafted – drafted with explicit reference to the motion's asks.

Cabinet Secretary's speech to Parliament in September re the National Action Plan omitted any mention of seclusion and restraint guidance.

Motion to the STUC Women's Conference – passed.

Attended CALM briefing on draft guidance and fed back to central teams.

Final guidance published on 8/1/24: NASUWT had not endorsed this and released a critical Press Release as well as circulated an MSP Briefing that outlines our concerns.

Noting our ongoing dissatisfaction with the guidance via the National Action Plan on behaviour progress report review.

Met with Daniel Johnson MSP on March 2025 to discuss his Private Members' Bill on Restraint & Seclusion.

**STATUS: GREEN**

## **BROKEN PROMISES**

Conference reflects on a litany of the Scottish Government's broken promises and is concerned that a culture of procrastination and obfuscation now prevails as a result within Scottish education.

Conference calls on the Scotland Executive Council to maintain pressure on the Scottish Government, COSLA and local authority employers to meet stated national commitments on:

- a. Behaviour
- b. Pay
- c. Class Contact Time
- d. A Device for Every Child
- e. Teacher Numbers
- f. Employment Security for Teachers
- g. System Review
- h. Workload
- i. Education Funding
- j. ASN

Conference calls on the Scotland Executive Council to lobby all MSPs to raise awareness of any and all broken promises and to insist that politicians consult with teachers and their representatives on issues which adversely affect education and their pupils.

## **Progress Report**

Press release in support of motion at Scotland Conference.

Political engagement in May with Jenny Gilruth – Cabinet Secretary, Monica Lennon MSP and Pam Duncan-Glancy MSP.

Further engagement with Pam Duncan-Glancy MSP, in July and again in September.

Press release following programme of government announcement on 04/09/24.

Pay and class contact time discussions via SNCT bargaining machinery.

Behaviour discussions undertaken via SAGRABIS, Physical Intervention Working Group and individual meetings with Cabinet Secretary.

Teacher numbers discussed at SBTE and individual approaches made to SG staff around workforce planning (Workstream 1 SBTE).

Cabinet Secretary also lobbied about these matters at NASUWT Fringe meeting at SNP Conference on 31/8.

Teacher numbers highlighted via Glasgow City Council dispute.

Individual case study on employment sought and seeking press promotion.

National commitments also raised via consultation responses to government and Parliament.

Further engagement with Pam Duncan-Glancy MSP in September and meetings with Ross Greer MSP and Willie Rennie MSP in October.

Website update around socioeconomic duty and education funding.

Workload suggestions raised in meeting with Cabinet Secretary.

Cabinet Secretary invited to SEC meeting in November, attended in February 2025.

Labour MSPs were lobbied at a meeting of the Scottish Labour/STUC Trade Union Group on 27/11.

The Cabinet Secretary was pressed on behaviour, class contact time and teacher numbers at an in-person meeting on 28/11 in advance of the budget.

Press Release issued post-budget.

Behaviour issues and teacher numbers/employment concerns were key features of a meeting with Miles Briggs MSP on 17/12.

The Cabinet Secretary was addressed about ongoing behaviour issues and the failure to deliver the promised class contact time reduction at a meeting on 6/2/25.

Lobby of Falkirk Counsellors in advance of local budget discussions.

SNCT Teachers' Side declared a dispute in Feb 2025 over the failure to implement class contact reduction.

Supply survey results published on NASUWT's website and shared at the Labour Party Conference in Feb 2025.

NASUWT pay claim submitted to SNCT. Joint Teachers' Side SNCT submission of pay claim of 6% to ensure a restorative award.

Audit Scotland report warned ASL provision must be 'fundamentally evaluated' – NASUWT supported these calls and PR was undertaken.

A joint SNCT Teachers' Side letter has gone to the First Minister which expresses the increasing frustration of teacher unions with the lack of progress on class contact time reduction and our lack of involvement in discussions on this.

**STATUS: GREEN**

## **REPLACEMENT BODY FOR THE SQA**

Conference notes that:

- a. following the recent release of findings from research conducted by the SQA into its own practices, and subsequent coverage in the *TES*, *Herald* and other newspapers, it is increasingly clear that the organisation continues to operate in a way which takes little or no account of the pressures on schools, teaching staff and students;
- b. in the wake of the results scandal of 2020 and the subsequent review by Professor Mark Priestley, the SQA accepted the majority of recommendations made, yet little or no progress has been made towards such recommendations as:
  - the development of more extensive approaches to collaborative decision-making and co-construction by professional stakeholders of assessment practices related to National Qualifications;
  - a commitment to embedding equalities in all aspects of the development of qualifications systems;
  - the development of more systematic processes for working with and engaging young people, as stakeholders and rights holders in education and
  - a review of qualification appeals systems, including consideration of the rights and roles of young people, in the context of the incorporation of the UNCRC into Scottish law and that the changes to the previous appeals system put in place since 2022 have made things worse.
- c. the Scottish Government's announcement in March 2022 to replace the SQA from 2025 onwards brought hope that this opportunity for reform of the nation's assessment and certification body would encourage the board to be open to considering the views of stakeholders and be more transparent in its decision-making. However, hopes were dashed with the SQA announcing in March 2023 that assignments and other forms of coursework would return in the 2023-24 session, despite the majority of respondents to a consultation (including from its own focus groups) not wanting to see these tasks return.

Conference calls for the Scotland Executive Council of NASUWT to

- i. seek greater transparency, accountability and consideration from the SQA, as it transitions into its new identity, regarding addressing the unacceptable pressures on schools, teachers and students and
- ii. have serving classroom teachers involved in board level decision-making at the new body.

## Progress Report

Announcement of new body in Parliament on 5/6/24: A Call for Views on the Education (Scotland) Bill was announced on 27/6/24 – response submitted.

Meetings continue to be scheduled with the SQA, including in advance of the exam results announcements.

Met with Pam Duncan-Glancy (Scottish Labour) on 18/9 and Professor Ken Muir on 25/9 to discuss the Education (Scotland) Bill.

Meetings took place with Ross Greer (Scottish Greens) and Willie Rennie (Scottish Lib Dems) in October.

NASUWT represented on the NQ 25 Strategic Group – information sought from subject teachers whose courses are impacted by the removal of external exams.

Comments on the SQA replacement and wider Education Bill shared with Miles Briggs MSP in meeting on 17/12.

Attended two meetings of the 'Qualifications Scotland – Teacher Charter and Interest Committee' group re Qualifications Scotland (Nov and Feb).

Headteacher at Kinross High School appointed to lead the development of a dedicated Schools Unit which will help deliver a strong foundation for Qualifications Scotland.

'Co-designing Public Services' session attended to discuss working towards the Learner and Teacher and Practitioner Charters and Interest Committees. Discussions therein will be incorporated within the guidance that will be issued to Qualifications Scotland to take forward the co-creation of the charters.

NASUWT activist speaking at Scotland Policy Conference's keynote seminar on 2 April on 'Next steps for qualifications and assessment reform in Scotland'.

**STATUS: GREEN**

## ASN – FAILURE OF CFE

Conference notes that resources and specialist provision for learners with additional support needs (ASN), such as neurodivergent conditions, learning disabilities and physical disabilities that impact learning, are reducing, whereas, with better diagnostic tools, the number of learners being identified as requiring support in learning is increasing. Conference notes that in many schools, 48% or more learners now have an identified support need for learning. Conference takes into consideration these issues and believes that:

1. presumption of the mainstream and integration masquerading as inclusion is not working;
2. children with severe and complex needs, including multiple neurodivergent conditions, should be recognised as having a disability within the definition of the Equalities Act 2010 and be able to access education as part of the wider Single Equality Duty;
3. specialist provision is being eroded with the closure of special schools, while the use of school buildings for enhanced supervision which are not fit for this purpose is often seen as the cheaper option and not based on the needs of children;
4. children are being prevented from accessing meaningful education as is their right and
5. class sizes for learners with ASN/SfL were established in 1985 and do not reflect the situation in 21st-century schools.

Conference calls for the Scotland Executive Council to campaign for:

- i. the end of the presumption of mainstream and integration masquerading as inclusion;
- ii. the reopening of special centres for children with severe and complex needs, including multiple neurodivergent conditions;
- iii. effective staffing and resources of the centres;
- iv. effective staffing and resources of ASN provision in mainstream establishments;



- v. training at a postgraduate level for all teachers who wish to be registered with the GTCS as an ASN specialist and
- vi. the right of all of our school communities to feel safe.

## **Progress Report**

ASN report from Education Committee published and Press issued:

<https://www.nasuwat.org.uk/article-listing/presumption-mainstream-failing.html>

SNCT ASN working group confirmed at SNCT Support Group on 23/05.

Worked with other unions to agree a Joint Statement on ASN – published on 5/6/24.

Meeting of SNCT sub-group 25/09/24.

Accepted amendment to STUC Women's motion on behaviour to include ASN.

Commitment for a full audit into spending by Audit Scotland scheduled for 2025. Contact made with Audit Scotland and meeting took place to discuss the scope of their enquiry and secure an embargoed copy of the report when concluded.

EQIA absent in Glasgow City Council cuts – significant press coverage around impact on pupils of reduction in teacher numbers.

National behaviour action plan published.

UNCRC brought into law in July, and Article 19 requires consideration of the rights of children.

Motion to STUC Disabled Workers' Conference in November.

Social media posts around publication of Education & Skills Committee report on ASN.

Attended parliamentary event in December with sister union on ASN, following joint meeting.

Inaugural meeting of NASUWT ASN Advisory Group on 3/12.

Helping to shape bespoke questions for Scotland ASN survey in early 2025.

Clarified via SAGRABIS that the National Action Plan on Behaviour and all associated guidance applies to all young people.

Press Release issued following IFS report in Feb 2024, which proposed teacher cuts as a vehicle for spending reduction – raised with IFS via online meeting on 20/02.

Audit Scotland report warned ASL provision must be 'fundamentally evaluated' – NASUWT supported calls and PR undertaken.

NASUWT ASN survey launched and promoted to members.

Letter issued by GTCS warning against teachers being asked to teach outwith their registration and includes comments on ASN registration.

Work ongoing via SNCT ASN sub-group to reduce class sizes in units.

**STATUS: AMBER**

## **CLASSIFY PHYSICAL EDUCATION, COMPUTING SCIENCE, DRAMA, AND MUSIC AS PRACTICAL CLASSES**

Conference notes that the SNCT definition of 'PRACTICAL CLASSES', contained in Appendix 2.9 of Part 2 of the SNCT Handbook, has not moved with the times to recognise changes in schools and in the curriculum. Physical Education, Computing Science, Drama, and Music are subjects where pupils need to move around, with the teacher there to ensure there is a safe learning environment and full participation. Conference believes that the class sizes of these subjects need to be reconsidered to ensure that teachers are confident that class sizes ensure a safe learning environment and full participation. Conference calls upon the Scotland Executive Council to gather and submit evidence on class sizes in Physical Education, Computing Science, Drama, and Music. Conference further calls upon the Scotland Executive Council to use this evidence to lobby COSLA and the Scottish Government to classify Physical Education, Computing Science, Drama and Music as practical subjects, with a maximum number of 20.

## Progress Report

SNCT Support Group minute on 26/03 stated:

*Drama and Music to be included in those subjects identified as practical subjects as part of the SNCT Handbook Appendix 2.9.*

*The SNCT Teachers' Panel would continue to consult teacher members on this issue and bring back a fuller paper for consideration at a future meeting of the SNCT Support Group.*

NASUWT brought a motion to SNCT to extend this ask, in line with the wording of the motion. The motion did not garner support as other unions did not have policy around PE – whereas it was agreed they had existing policy on Drama, Music and Computing Science. Motion fell.

IFS report in Feb 2025 critical of impact of reduction in class sizes – robust response from Union in PR and via online meeting/webinar.

**STATUS: GREEN**

## SQA REMUNERATION

Conference notes that:

- a. SQA remuneration to markers has been reduced considerably over the past seven years without either warning or consultation, e.g. Higher English Folio Fee: 2017 £4.75; 2024 £3.78 – making the system unjust and unfair in this difficult economic climate;
- b. the likelihood of a shortage of experienced markers is apparent as markers who stopped marking because of poor pay have been bombarded this year with emails asking if, as they are on the waiting list, they would accept an invitation to mark;
- c. one major reason many teachers are less likely to want to mark for the SQA is that the Scottish Government imposes a tax rate of 42% on SQA earnings for experienced teachers whose pay scale level is higher, therefore undertaking marking is not financially worthwhile and
- d. this calls into question the robust nature of the assessment process and its potential impact on results as the valuable experience of many teachers who could mark is taken out of the equation.

Conference calls for the Scotland Executive Council of NASUWT Scotland to:

- i. address the problem of a considerably decreasing rate of remuneration for teachers by the SQA by:
  - highlighting to those concerned the inequities of current pay rates;
  - eliciting information under a FOI request regarding pay rates for all subjects over the past seven years and
  - establishing the level of pay which should be considered fair and just, and be of equal or greater value to what the 2007 levels would be worth in today's terms.
- ii. campaign for a new pay rate worthy of experienced teaching professionals who are liable to pay higher rate tax.

## Progress Report

Wrote to Chief Executive of SQA on 30/5 to request a review of pay rates for markers.

Exclusive PR shared with the Times Ed on 31/5.

Discussed further actions with Policy Committee to progress on 11/24.

Members furnished with sample wording and encouraged to lobby the SQA regarding increasing rates of pay for SQA Markers.

**STATUS: AMBER**

## JOB SIZING TOOLKIT: QUESTIONNAIRE REVIEW/UPDATE

Conference notes that:

- a. it is essential that the Job Sizing Toolkit must reflect the current aspects of education within schools for management posts;
- b. since the Job Sizing Toolkit, and the questionnaire which accompanies it, remain in the same format since their inception, they require updating to reflect the changes within Scottish education in order to determine a fairer pay structure in management posts and
- c. job sizing of guidance posts is currently restricted to the caseloads allocated only to formal Guidance posts and does not take into consideration the Guidance work/caseloads carried out, unpaid, by heads of special support units which more and more school models have added.

Conference calls on the Scotland Executive Council of NASUWT to campaign for the SNCT, with a high degree of urgency, to modernise the toolkit, thus ensuring:

1. the accurate calculation of management time to be set much more flexibly to job sizing of any appropriate post which has extra responsibility and
2. the introduction and implementation of a regular review period being set to allow adaptation as a consequence of changes in education policy and remits set within a national context.

### Progress Report

Agreement reached at SNCT Support Group on 23/05 to specifically reference Management Time for PTs, and discussions ongoing in relation to DHTs/HTs.

2 July SE/24/96 – changes to the SNCT Handbook paragraph 2.10.

SNCT Job Sizing sub-group met on 28.8.24. NASUWT met and engaged with members on 11/10/24 to discuss proposals and received comments via email.

Job Sizing Review Group on 29/10 was cancelled. Email sent instead to K McNamara with comments and thoughts.

Motion was brought to SNCT Teachers' Side on 4/10. Amendment from AHDS to our motion was accepted (seconded by SLS) – EIS and SSTA opposed and amended – motion fell.

Individual approach to K McNamara to meet again – next meeting of the sub-group on 25/02.

Emails to SNCT Teachers' Side sent on 14/03 and 19/03 – no reply to date.

**STATUS: AMBER**

### WOMEN'S HEALTH

Conference notes that 77% of teachers are women, nearly 42,000 of them. Women face health concerns, and not all of them feel supported at work, which in the long term is not good for them or their employer.

Conference notes that:

- i. almost eight out of ten women go through the menopause at work;
- ii. one in ten women live with endometriosis;
- iii. women's health issues continue to be downplayed and even dismissed by many employers, resulting in many women being forced out of work;
- iv. women overwhelmingly outnumber men as sufferers of the longer-term effects of Covid-19 and
- v. women are disproportionately vulnerable to long-term inflammatory immune conditions such as endometriosis and ME/CFS, and many sickness absence and health and safety policies fail to address gender-specific conditions.

Conference condemns the stigmatisation of women's health in the workplace and society in general, which results in many women suffering in silence and reluctant to seek the work/life adjustments they need. Conference calls on the Scotland Executive Council to:

- i. campaign for greater awareness of intersectional gender-sensitive health and safety issues for teachers and
- ii. demand that local authorities develop gender-sensitive sickness absence and health and safety policies with mandatory training for all SLTs.

## **Progress Report**

NASUWT addressed Parliamentary Roundtable as part of a celebration of 20 years of Menstrual Health Awareness Day.

Workshop took place at Equality Conference in September.

Discussion with Bloody Amazing to work on the Women's Health Champion model.

Promotion of webinar for reps and caseworkers on endometriosis on 21/06.

Motion to STUC Women's Conference 2024 – passed.

Two NASUWT activists awarded the STUC Women's first ever Campaign Award – promotion on social media and on the website.

SG Women's Health Plan being reviewed – documentation from SG (liaising via STUC Women's Committee) and used to inform NASUWT survey questions.

Delegates heard from Women's Health Champion Anna Glacier at the STUC Women's Conference.

Menopause awareness training was held online on 17 September.

Women's health survey drafted and issued in November.

Health and Safety Seminar on 2/11/24 included a section on women's health and gender-sensitive risk assessments.

Information from NASUWT survey will inform next steps for support for NASUWT members and reps.

Met with Prof Glacier and recorded a podcast.

Results from survey used to draft submission to the Scottish Government on Women's Health Plan. They will also be used for a Councillors' Briefing for local action.

Meeting request sent to members for volunteers for local women's health activist.

National webinar for members arranged for Endometriosis month around women's health – NASUWT Scotland activist leading the webinar.

Survey results to be shared with the National NASUWT Health and Safety Committee.

Briefing on Women's Health Survey data sent to Professor Glasier, the Scottish Government and key MSPs – containing key recommendations.

Meeting with volunteer activists interested in becoming a local Women's Health Champion.

Webinar on endometriosis 'Flushed with Frustration' – March 2025.

Parliamentary event for Endometriosis – attended and connections made with third sector organisations.

**STATUS: AMBER**

## **STOP EDUCATION CUTS**

Conference believes the mechanism by which state schools are funded is critical to securing an inclusive and world-class education system, operating in the public interest and contributing to the maintenance of a democratic, just and inclusive society.

Conference is alarmed that Scottish local authorities are under significant pressure to cut costs; for example, Glasgow City Council has produced a budget that has cut £27.8 million from the education budget.

Conference abhors the adverse effect this will have on all education in the city and is particularly concerned how this will affect those with additional support needs, as well as the poverty-related attainment gap.

Conference calls upon the Scotland Executive Council to lobby COSLA and the Scottish Government to protect education budgets with particular regard to additional support needs and the poverty-related attainment gap.

### **Progress Report**

Meetings with FM John Swinney to discuss budgets/pay awards on 21/05 and 28/5.

Supporting local campaigning in Glasgow, including a survey and attendance at, and speech during, Parent Body's March and Rally on 24/6/24.

Social media response around importance of school and public libraries, following report from Scottish Book Trust that libraries are now 'endangered'.

Launch of materials for General Election, 'A New Deal for Teachers'.

Trade dispute declared with Glasgow City Council in June and NASUWT supported Glasgow City Parents' Group March and Rally on 24/6/24.

FOI request made to Glasgow City Council and Press Release, with results issued on 12 August.

Submission made to Falkirk Council Consultation on reduced teaching hours and Councillors' Briefing circulated.

Engagement with local secretary in Edinburgh following threatened cuts announcements.

Motion to STUC Disabled Workers' Conference around ASN impact.

Advice on the website being updated in relation to poverty and socio-economic disadvantage which will consider the impact of cuts.

North Ayrshire Council, plan to replicate Falkirk approach: getting in touch with members and reps about what teaching cuts could mean to them.

Labour MSPs were lobbied on this at a meeting of the Scottish Labour/STUC Trade Union Group on 27/11.

NASUWT participated in an STUC Budget Lobby of the Scottish Parliament on 27/11.

The Scottish Government announced additional funds in December and secured COSLA commitment to return teacher numbers to 2023 levels. All Councils expected to implement this in local budgets.

Press Release issued following budget.

National response in Feb to IFS report and recommendations, along with attendance at an online meeting where questions raised.

**STATUS: GREEN**

### **POVERTY**

Conference is appalled at the figures showing increasing numbers of children living in poverty in Scotland. Conference is concerned that one of the most profound and damaging consequences of child poverty is the impact it has on pupils' educational attainment, their wider wellbeing and their future life chances. Conference notes that there is a growing body of evidence indicating that high levels of income inequality increase instability, debt and inflation which are damaging for a developed economy in the long term. Conference believes that poverty and socioeconomic inequality has the greatest effect of any inequality on a person's health, mortality and overall life chances. Conference calls on the Scotland Executive Council to:

- i. work with STUC, CPAG, Poverty Alliance and others to continue to campaign to eradicate poverty in Scotland;
- ii. continue to support the Food for Thought campaign;
- iii. campaign robustly to ensure poverty is viewed through a similar lens to protected characteristics, and 'povertyism' to be included in anti-discrimination law, as well as raising the profile of socioeconomic inequality in the overall equalities discussion and

- iv. look to support a more diverse teaching profession which, inter alia, includes those with lived experience of poverty.

## **Progress Report**

NASUWT addressed Parliamentary Roundtable on Universal Free School Meals (UFSM) on 15/05.

Social media messaging in support of UFSM and in response to FM priority announcement of eradicating child poverty.

CPG for Poverty met on 22/5 for launch of report into Rural Poverty.

Connections made nationally to support Aberlour Westminster parliamentary reception.

Meetings with CPAG, Magic Breakfast and Aberlour Trust.

Active engagement with STUC Women's Committee on the Food for Thought Campaign: NASUWT Policy Official as Joint Vice-Chair.

Ongoing engagement with CPAG/Challenge Poverty lead to discuss campaign plan for Challenge Poverty Week Oct – planning info shared on social media.

Social media response around importance of school and public libraries, following report from Scottish Book Trust that libraries are now 'endangered'.

Launch of materials for General Election, 'A New Deal for Teachers'.

Lobbying of Cabinet Secretary at 'Magic Breakfast' Fringe meeting at SNP Conference on 31/8/24.

Press Release and social media following programme for government weakening UFSM commitment.

Advice on the website being updated in relation to poverty and socioeconomic disadvantage.

Cost of the School Day survey undertaken and results issued as part of PR around Challenge Poverty Week commencing 7/10, as well as via an MSP Briefing.

Represented at STUC Women's Committee events in Child Poverty Week, including Food Insecurity roundtable, on 10 October 2024.

Secured parliamentary question around PEF and UFSM by Monica Lennon MSP.

School uniform, clothing guidance and supporting resources were published on 12 September – NASUWT played key role in drafting guidance in the working group.

Budget Lobby at Scottish Parliament referencing free school meals – visibility on social media.

UFSM expansion referenced in Union budget response Dec 2025.

Attended CPG on Poverty on 11/12.

Attended Joint CPG: Poverty and Disability on 29/1/25.

Response on social media in support of UFSM to the survey results of the Global Academy of Agriculture and Food Systems at the University of Edinburgh, and Taylor McKenzie Research and Marketing on behalf of Food Standards Scotland (FSS).

Child Poverty Action Group shared NASUWT statistics in their submission to the 'Scottish Policy Forum – Scottish Labour'.

Announcement of the expansion of free school meals to S1 to S3 pupils in receipt of Scottish Child Payment in eight local authorities (Jan 2025) – response via the STUC Women's Committee Food for Thought campaign.

Lobbied government in NASUWT Behaviour Briefing to explore evidence of links between poverty and poor behaviour in schools.

Poverty Alliance invited to Scotland Conference to have a stall.

**STATUS: GREEN**



## **EDUCATION CUTS AND LOW-INCOME FAMILIES**

Conference condemns the ongoing assault on all education budgets and particularly condemns the disregard for the effect this has on the most deprived areas and the future life chances of children from these areas. Conference calls upon the Scotland Executive Council to evaluate the effect cuts have on the low-income families. Conference calls upon the Scotland Executive Council to lobby COSLA and the Scottish Government to protect education budgets with particular regard to the most deprived areas.

### **Progress Report**

Meeting with FM John Swinney to discuss budgets on 21/05.

Social media response around importance of school and public libraries, following report from Scottish Book Trust that libraries are now 'endangered'.

Launch of materials for General Election, 'A New Deal for Teachers'.

Cost of the School Day survey undertaken and results issued as be part of PR around Challenge Poverty Week commencing 7/10, as well as in an MSP Briefing.

Budget considerations threaded throughout national consultation responses, including to the Education, Children and Young People Committee on Schools (Residential Outdoor Education) (Scotland) Bill on 04/09/24.

Trade dispute with Glasgow City Council over teacher numbers cuts, and Councillors in Falkirk lobbied around planned cuts to the teaching week.

Planned engagement in North Ayrshire re proposed cuts.

Labour MSPs were lobbied on this at a meeting of the Scottish Labour/STUC Trade Union Group on 27/11.

NASUWT participated in an STUC Budget Lobby of the Scottish Parliament on 27/11.

Scottish Government announced additional funds in December and secured COSLA commitment to return teacher numbers to 2023 levels. All Councils expected to implement this in local budgets.

Press Release issued following budget.

National response in Feb to IFS report and recommendations, along with attendance at an online meeting where questions were raised.

Poverty Alliance invited to Scotland Conference to have a stall.

**STATUS: GREEN**

## **EMERGENCY MOTION: RWANDA – STOP DEPORTATION**

Conference recognises that the passing of the Rwanda Bill flies in the face of everything we stand for as a society – despite the findings of the damning parliamentary report and the Supreme Court that this Bill is fundamentally incompatible with Britain's human rights obligations.

Conference cannot ignore that brazenly designating Rwanda as a safe haven for deportation is contrary to historical and current facts.

Conference believes, undoubtedly, that snatching asylum seekers when attending immigration service centres for standard appointments is a shocking breach of internationally recognised human rights and declares that criminalising the human rights of refugees who seek asylum is totally unacceptable and inhumane.

Conference is proud that NASUWT has a flawless record, both nationally and internationally, in defending the human rights and dignity of those seeking safety and refuge. Conference looks forward to its continued pursuit of justice in challenging the efficacy of the Government's Rwanda Plan which openly promotes racist divide and rule. Conference applauds its relentless defence of democracy.

Conference is appalled at the removal of documents and mobile devices which contain vital information and the removal of asylum seekers to other parts of the UK away from support networks. Conference urges the Scottish Executive Council of NASUWT to:

1. support the campaign against the deportation of asylum seekers to Rwanda;
2. use social media platforms to encourage members to participate in events relating to the campaign;
3. work alongside other partners in the trade union movement to help develop the campaign and
4. lobby the Scottish Government to lend its support to the pursuit of justice for asylum seekers by allying itself to the campaign.

### **Progress Report**

NASUWT activist applied for co-option to the STUC Black Workers' Committee on platform of supporting the campaign.

Support for RefugeeFestScot on social media.

Human Rights Consortium Scotland webinar called 'The Rwanda Act: What Happens Now?', with Andy Sirel from Just Right Scotland. It was shared with members: <https://buff.ly/44wJn51>

Launch of materials for General Election, 'A New Deal for Teachers'.

Support given to SUTR events on 7/9/24 to challenge the rise of the far right and set out support for refugees.

NASUWT statement issued on 8/8/24.

Support given to Stand Up to Racism events on 7/9 (Glasgow) and 26/10 (London) to challenge the rise of the far right and set out support for refugees.

**STATUS: GREEN**

