

ANNUAL REPORT 2023

REPORT OF THE
NATIONAL EXECUTIVE COMMITTEE



Foreword from The President

ROSEMARY CARABINE

My goal for 2023 was to bring back passion and professionalism in teaching – ensuring teachers are truly proud of everything they do. And despite an incredibly challenging year, with a number of hugely significant issues on the agenda and a record number of industrial action ballots, that sense of pride in being a teacher was evidently clear across our membership.

Our members galvanised together and said **we demand better**. While the age-old phrase of “no one forgets a good teacher” still rings true, unfortunately this doesn’t appear to translate into our members’ working lives, with teachers revolting in droves on issues such as pay, long working hours, hostile working environments and pupil indiscipline.

But with governments across the UK not doing enough, quickly enough, we stepped in to support our members when they needed us the most.

All teachers deserve a competitive salary and to be treated fairly in their place of work, so we remained focused on defending, advocating and winning for our members. We secured record numbers of successful industrial action ballots in our history – backing our members across England, Scotland, Northern Ireland, Jersey, the Isle of Man and Guernsey to take action and to win a better deal.

I was proud to stand alongside members across the country – demonstrating solidarity to members in taking the ultimate step by taking industrial action. The courage and determination of members was second to none.

Meanwhile, we fought to defend our members’ rights at work, including the right to strike – making history as we defeated the UK Government by taking legal action in the High Court which declared unlawful the repeal of regulations prohibiting the use of agency workers to be used to replace striking workers. We also led through the TUC the movement-wide campaign against the draconian Strikes (Minimum Service Levels) Act 2023, which aims to remove the right to strike.

We will always defend the rights of teachers.

As a union, we will always fight to ensure teachers are free to do the job they love, and fight against policies that are a barrier to this. We are dedicated to protecting and maintaining the profession we care about.

If we are to win the battles of the future, we need to stick together.

Meet NASUWT



Rosemary Carabine
President

262,289
Members

297
Local Associations
and Federations

42
Members of the
National Executive
Committee

346
Staff



Rashida Din
Senior Vice-President



Angela Butler
Ex-President



Patrick Roach
General Secretary



Jane Peckham
Deputy General
Secretary



Wayne Broom
Junior Vice-President



**Michelle
Codrington-
Rogers**
Honorary Treasurer



Maggie Bremner
Assistant General
Secretary



Phil Siddle
Assistant General
Secretary



STANDING STRONG ON PAY AND CONDITIONS

With real terms pay cuts, increased and excessive workload pressures, and evidence of long working hours, we continued to campaign by mobilising members throughout the year, up to and including strike action, in pursuit of a Better Deal for Teachers.

Taking our Better Deal for Teachers campaign to every corner of the UK

With strike action and action short of strike action in six national disputes, our campaigning delivered a unifying message and challenged employers and governments to make meaningful improvements to tackle the recruitment and retention crisis. Alongside national and workplace-centred industrial action, our Time for a Limit campaign to work to contract launched during the year. We applied a member-driven focus which won substantial increases to funding for schools and colleges, government-busting pay awards, and a raft of commitments to deliver improvement to working conditions.

Where governments and employers failed to respect the rights of members, we supported them to take action and win, with workplace industrial action ballots on behaviour, pensions and bullying/adverse management practices.

Our Manifesto for Teachers

After 13 years of austerity and failure to invest in our schools, colleges and public services, we took forward our assessment that fundamental change depends on making teachers a political manifesto priority at the next general election. With our Manifesto for Teachers, we called on all political parties to put teachers first and commit to delivering a New Deal for Teachers in their General Election manifestos.

Relentless pursuit of fair pay offers across all nations

England

Following months of prevarication and facing the prospect of our members taking coordinated strike action alongside other unions, the Government was forced to accept the pay review body's recommendation of a 6.5% pay award from September 2023, with a minimum starting salary of £30,000. In sixth form colleges, the staff side of the National Joint Council for Sixth Form Colleges accepted a 6.5% pay award for the majority of staff, with an 8.44% increase for those on the lowest pay point.

Our industrial action ballot in the summer brought the Government back to the table and helped win a significant package of measures, including an additional £1.4 billion fund for schools and £470 million extra for sixth form and further education colleges, to enable employers to match the pay award for school teachers.

By the end of the year, as we entered into dispute with the Education Secretary over attempts to frustrate the independent School Teachers' Review Body (STRB) process, the Government was forced to respond by issuing a remit letter exposing the absence of a commitment from Ministers to restore pay for teachers, and thereby drawing the battle lines for the year ahead.

Scotland

Our industrial action across Scotland heaped pressure onto the Scottish Government and COSLA, which had not understood the depth of anger amongst our members.

With further strike action planned, and as our action short of strike action campaign was underway, the Scottish government concocted terms for a pay offer. We sought the views of our members and a narrow majority voted to accept a pay offer that saw teachers receive a 12.3% increase in April 2023, rising to 14.6% in January 2024.

We remained in dispute with employers and the Scottish Government as we pressed our demand for real terms pay restoration, action on workload and measures to tackle the behaviour crisis in schools.

Wales

Following our ballot of members at the start of the year, the Welsh Government came forward with a 5% pay offer. We called for this figure to be revised so that there would be no detriment to teachers' pay in comparison to England, but the Government elected not to do so.

Further frustration was caused when the legislative instrument (i.e. the Pay Order) required to instruct local authorities to implement the pay award was not laid in time. This delayed the payment of the salary uplift, to which we objected strongly, and highlighted the Government's incompetence.

Unique to the pay offer in Wales was a set of workload commitments, which we initially welcomed. The offer on pay and workload resulted in members agreeing to pause plans for a further national ballot to enable negotiations with the Government on the detail of the workload package. Despite those talks, by the autumn, we were again forced back into dispute with the Minister, calling on him to agree measures that would tangibly benefit teachers in the classroom.

Northern Ireland

With no end in sight to the political deadlock at Stormont, our members in Northern Ireland continued to take action in protest over the lack of progress on pay and working conditions.

We led calls by education unions for a fully funded 12% pay award for 2023/24, in addition to the 6% pay claim for 2021/22, but by the end of the year no acceptable offer had been made due to the political paralysis.

We continued to highlight the huge pay disparity adversely impacting Northern Ireland's teachers compared to their colleagues elsewhere in the UK. Our highly successful action short of strike action campaign provided much needed relief for members, enabling them to focus on teaching and learning, while keeping a lid on excessive workload demands.

Defending members' pensions

The 2020 Valuation of the Teachers' Pension Scheme (TPS) resulted in increased employer contributions commencing 1 April 2024.

While the additional employer pension contribution costs for state-funded school employers were to be met through additional funding from the Treasury, this would not be the case for independent schools. We therefore anticipated that a number of independent school employers would seek to worsen teachers' terms and conditions by leaving the TPS, and we were right. As a result, members were forced into a record number of disputes with independent school employers across the country.

We supported those taking action to oppose detrimental changes to their pensions, resisting attacks in a number of schools through members' determination and collective action.

Providing leadership in our fight against anti-trade union legislation

We directly saw the impact of the Conservatives' anti-trade union laws, which denied members their right to take part in industrial action as a result of the imposition of arbitrary ballot thresholds. However, it didn't stop us from organising in defence of our members' rights.

We defeated the Government by winning our legal case in the High Court over the unlawful decision to allow the use of agency workers to cover for striking workers. The court ruled that the Government's legislation was "unlawful, unfair and irrational".

This was an historic victory in the courts, and a massive defeat for the Government, which will protect the rights of members taking part in strike action without it being undermined, and includes an important protection from blacklisting for those supply teachers who refuse to cross picket lines in order to replace striking workers.

At this year's TUC Congress, we led the debate on workers' rights. In his speech, the General Secretary called for the repeal of all anti-trade union laws and for the right of unions to conduct industrial action ballots online. Our motion to the Congress triggered a concerted TUC campaign and the first special Congress held in December to progress our fight against the Government's Strikes (Minimum Service Levels) Act.

87% of members do not think the pay in teaching is competitive with other professions.

Just **12%** of members would recommend teaching as a career.

62% of members have cut back on food expenditure over the past 12 months.

12% of members have taken a second job over the past 12 months.



"Because of the actions we have taken, NASUWT members can now expect more money in their pockets."

Dr Patrick Roach,
NASUWT General Secretary



TAKING ACTION AND WINNING FOR OUR MEMBERS

Last year was an historic year for industrial action; not just for NASUWT, but for the profile of the trade union movement as a whole.

Whether it was staying strong to demand fair pay, taking a stand in defence of pensions, challenging unsustainable workloads, or safeguarding teachers from violent pupil behaviour, one thing was clear: 2023 was the year that members took action.

We secured more successful industrial action ballots in a single year than any other union in UK history. In 2023, we conducted 20,124 workplace ballots, with 269 days of strike action announced. But we went further, leading 12 ballots with national industrial action taking place in England, Scotland, Northern Ireland, Jersey, the Isle of Man and Guernsey.

National action secures improved pay offers

At the start of the year, members in England and Wales set the tone for our campaign to secure a better deal on pay for teachers, with more than 90% of members voting in favour of industrial action.

Due to the Government's regressive anti-trade union legislation, we were prevented from initiating national action at the time.

Following the failure of negotiations with the Westminster Government, in July we balloted members again, this time meeting thresholds in nearly 10,000 schools. Across the country, 88.5% of members balloted voted in support of strike action and 94.3% voted in support of action short of strike action. By the start of the new academic year, we stood with members to commence a programme of action short of strike action to work to contract.

It was only the prospect of widespread disruption following commitments of coordination across four unions, including NASUWT, that brought the Government back to the negotiating table, ending four months in which ministers refused to engage.

At the same time, members in sixth-form colleges in England voted

in support of strike action and action short of strike action, which forced concessions from the Government including additional funding for the sector.

Against a backdrop of ongoing action short of strike action, members in Scotland took two days of national strike action in January. After overwhelmingly rejecting the Scottish Government's pay offer tabled in February, members geared up for a further two days of strike action in February and March while maintaining pressure through action short of strike action.

Members in Northern Ireland took repeated national strike action over the year while continuing their action short of strike action. November's half day of strike action, which followed half a day in February and a full day in April in collaboration with other teaching unions, forced the closure of the vast majority of Northern Ireland's schools.

Our action short of strike action and strike action in the Isle of Man forced the Manx Government to the negotiating table, securing agreement on a landmark pay and workload package, which included contractual reforms and the introduction of a 35-hour working week limit.

The threat of national strike action and an escalation of action short of strike action in Jersey forced a government U-turn on pay, and an agreement to enter into negotiations on a multi-year pay deal from 2024 onwards.

In Guernsey, our ballot of members saw 76% voting in favour of strike action and action short of strike action. A finding from the Industrial Disputes Tribunal did nothing to settle the collective grievance of our members, nor end the dispute with the States Government.

Key victories follow a record level of local disputes

Thanks to the resolve and determination of our members, we secured wins in workplace disputes across the country – addressing collective concerns about violent and abusive pupils, the use of fire and rehire, adverse management practices and bullying employer behaviour, withdrawal from the TPS and trade union recognition rights. There really was no issue we wouldn't tackle for our members.

Supporting our members to organise

We rolled out a new range of member engagement tools to support organising activities, with the aim of growing member activism. This included the delivery of training and support to equip lay activists in using time-saving tools to connect with members.

“If ministers hope that teachers will give up the fight for a better deal on their pay, they should think again.”

Dr Patrick Roach,
NASUWT General Secretary

CASE STUDIES

Coordinated action secures justice in Swansea

We secured a major victory for teachers in every secondary school in Swansea, following attempts by the council to disregard existing collective agreements. Local members took strike action in July and September after the Director of Education sacked a colleague in relation to an intervention to break up a fight between pupils, despite the teacher being cleared of any wrongdoing by a disciplinary panel.

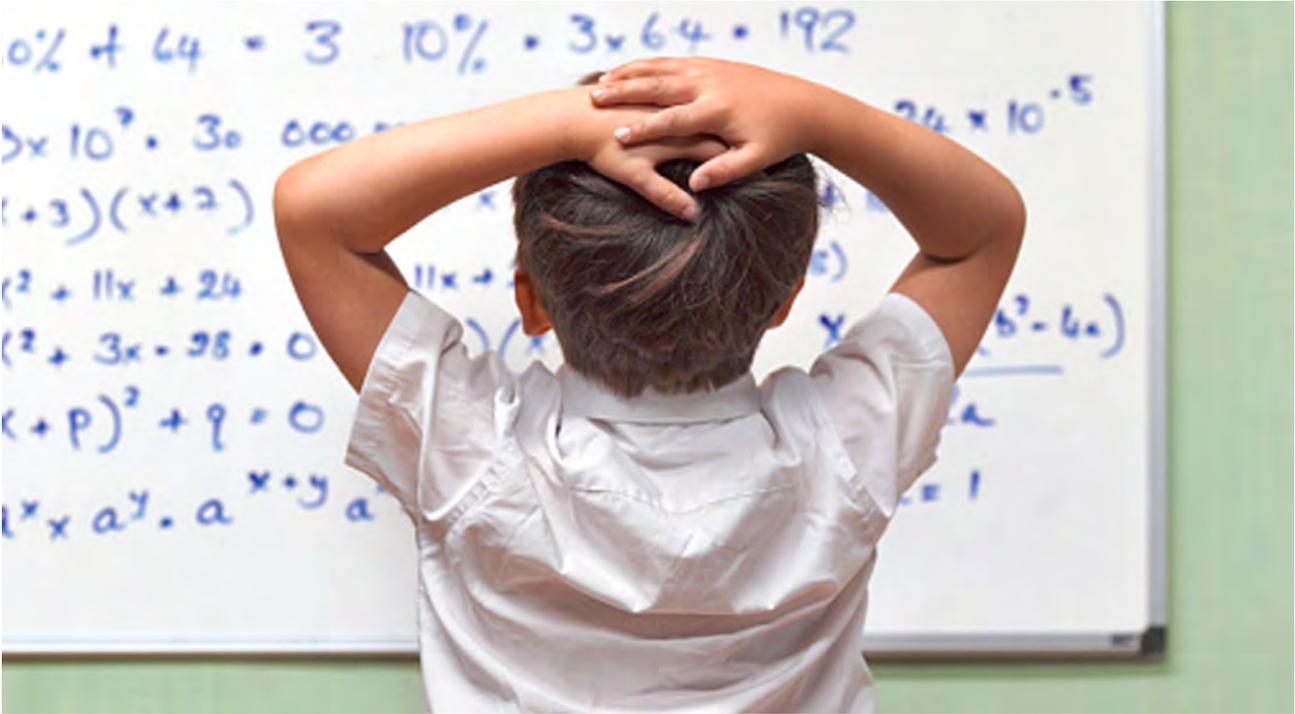
Our members took a stand, held their nerve and took action—even in the face of the most scurrilous public attacks from the council. Under the threat of ongoing strike action, the local authority was forced to back down and overturn the decision to dismiss our member.

Following discussions with our union, the council committed to adhering to collective agreements going forward.

Members take an historic stand on pension rights

In the autumn, we successfully fought off the threat of fire and rehire at Hutchesons' Grammar School in Glasgow, following the first teacher strikes in the school's 400-year history. Local members initiated strike action after the school proposed withdrawing teachers from the TPS and replacing it with an inferior alternative.

Members, who were preparing to escalate existing strike action, secured a package of measures including the reintroduction of a 3% pay award uplift for all teachers, a ten-year guarantee on employer pension contributions and trade union recognition.



CHALLENGING INADEQUATE EDUCATION POLICY

We spoke out against the cuts to education budgets and the damaging impact on children's education and wellbeing.

Further underfunding damages education provision

In Northern Ireland, we campaigned against £300 million of cuts to the budget of the Education Authority, which were set to impact some of the most vulnerable children. We called for a fair funding settlement and, with the Irish Congress of Trade Unions, demanded a better deal from the Westminster Government.

As part of our evidence submitted to the inquiry into persistent absence and support for disadvantaged children, we highlighted the chronic underinvestment in attendance-related support services, such as the Child and Adolescent Mental Health Services, over the past decade. We emphasised the need for a

holistic approach to tackling the root problem, with more investment in services working alongside schools to meet the needs of children, young people and families.

Pushing for positive and constructive reform

We gave a robust response to the Department for Education (DfE) proposals for yet another overhaul of the post-16 qualifications system, highlighting the chaotic, and ultimately failed approach, taken by the UK Government since 2010.

At the heart of these reforms is a new Advanced British Standard, which would replace the current A-level and T-level qualifications. The plan to scrap T-levels before they have been rolled out fully is

the latest in a long line of broken promises from this government, and another costly and damaging policy U-turn.

We were clear that while there might be a legitimate case for reforming the post-16 qualifications framework, the fact remains that the system is in disarray because of the lack of clear and consistent policymaking, not helped by the conveyor belt of education secretaries over the last decade.

In November, the Welsh Government announced its consultation over changes to the school year. We firmly believe there is no evidence that this will benefit learners or education workers and we set about campaigning to defeat these plans.

Demanding better for SEN pupils

The Government's Special Educational Needs and Disabilities (SEND) Green Paper failed to deliver the necessary measures to meet the needs of our most vulnerable pupils and the system remains in crisis.

We expressed our disappointment that proposals from the Government appeared to be driven by cost considerations and not pupil needs. We made clear to the DfE that much-needed improvements to the support made available to children and young people with SEND, and their teachers, would fail to materialise without an increase in investment levels.

We also questioned the Government's implementation plan for its failure to identify sufficient measures to improve partnership working between the education, health and social care sectors.

Reviews bring glimmer of hope for the future

We responded to the Hayward Review of qualifications and assessments in Scotland, arguing that any proposals must be developed with the input of classroom teachers, and that schools should be given the additional time and resources to consider and apply any changes.

In Northern Ireland, the findings outlined in the Independent Review of Education report provided a

positive basis for future development of education policy and practice. We welcomed the review panel's recommendations; specifically, that all education provision, including further education, should be brought within the scope of a single department.

Attempts to improve teacher recruitment fall short

We continued to drive forward our campaign for the removal of other barriers to entering teaching, including poor wellbeing, lack of clear career progression pathways and inadequate professional development opportunities.

We made it clear to the Institute for Apprenticeships and Technical Education that it was wholly unacceptable to progress with a Level 5 'Associate Teacher' apprenticeship without meaningful consultation.

We identified genuine risks that the Government's proposals would further lead to teaching work being undertaken by non-graduate, unqualified personnel. Following our representations, those plans were withdrawn.

In Scotland, the Cabinet Secretary outlined her vision for creating a Centre for Teaching Excellence. We responded by questioning the detail of the proposals and the lack of adequate engagement with unions prior to announcements being made.

Challenging governments on their Covid recovery responses

In our evidence to the Public Accounts Committee's Inquiry into Education Recovery in Schools in England, we highlighted the Government's woefully inadequate response, the problems with the national tutoring programme, and the lack of timely and fully resourced external support for children with mental health issues and additional educational needs.

The Committee concluded that the Government lacked any meaningful plan and that it could take at least a decade to return the disadvantage gap to pre-pandemic levels.

96% of members say that the pupils they teach have mental health challenges.

79% don't believe that appropriate support is available to help address pupils' mental health issues.

59% of members say that their school is continuing to provide remote learning as a result of unplanned school closure days.



SPOTLIGHTING WELLBEING AND WORKLOAD

Teachers in the UK work the longest hours in Europe. Unsustainable workloads, real terms pay cuts, the cost-of-living crisis, poor pupil behaviour and a disregard for health, safety and welfare requirements are resulting in declining levels of wellbeing. As a result, more and more teachers are leaving the profession.

We made it our priority to push back and take forward our campaigning for decent working conditions that will ensure our members feel safe and protected at work.

We said it's Time for a Limit

In a bid to tackle stress and burnout within the profession and promote teacher wellbeing, we launched our Time for a Limit campaign, calling on the UK Government to introduce a national contractual limit of 35 hours per week on teachers' working time.

Our research found that teachers work an average of 54 hours per week, with 87% saying their workload

had increased over the previous year and 83% reporting a decline in their mental health over the same time period. Whether members were covered by ballot mandates or not, we encouraged teachers to 'work to contract' and take back control.

Our campaigning secured admission by governments of their failure to tackle teachers' workload concerns. In Wales, the Minister put forward proposals on workload

reduction, signalling the possible scrapping of the local authority consortia arrangements. While we initially applauded this commitment, we were forced to call out the Minister's failure to deliver on this promise.

While the Welsh Government made a number of workload promises, we highlighted that none of its commitments had made any impact upon teacher workload.

In England, the Government was forced to set a national target to reduce teachers' working time by five hours per week within three years, and to establish a national Teacher Workload Reduction Taskforce.

As a member of the taskforce, we have sought to press for structural changes, including statutory guidance to place a limit on working hours, scrapping performance-related pay, the restoration of the list of non-teaching tasks, and a review of the role and impact of Ofsted on the workload and wellbeing of teachers and headteachers.

We continued to press the Scottish Government on the SNP manifesto commitment to reduce teachers' working hours by 1.5 hours per week.

Tackling the ongoing recruitment and retention crisis

On World Teachers' Day (5 October), we joined global trade unions to highlight the impact of the vast teacher shortages across the world. Research by Education International, UNESCO and UNICEF shows that this is now a major concern, with an almost 70 million teacher shortage rate.

In the UK, the ongoing and worsening teacher recruitment crisis is one of governments' and administrations' own making. Across all nations,

we have documented and highlighted how a lack of proper funding, real terms pay erosion, high-stakes inspection and accountability systems, excessive workload pressures and the failure to tackle poor pupil behaviour have all contributed to the problem.

NASUWT continued to play its part to tackle the crisis. We ran a successful UK-wide New Teacher Seminars programme over the summer, with attendance returning to pre-pandemic levels for the first time. In Scotland, these seminars were supplemented by a range of NQT/Probationer Induction events and student recruitment events.

Driving fundamental change to inspection processes

In our evidence to the Education Select Committee Inquiry into the work of Ofsted, we called for an independent investigation into the school accountability regime in England and for inspections to be suspended pending the outcome of this investigation.

We insisted on the abandonment of the current 'one word' grading system, which has had such a damaging impact on the health and wellbeing of school staff, and were pleased the Committee included this in its recommendations.

For too long, teachers and headteachers have suffered under the tyranny of a flawed and egregious inspection and accountability regime, which is contributing to the deepening crisis in teacher morale, recruitment and retention.

Demanding positive action to tackle the cost-of-living crisis

As governments and administrations have failed to restore the real terms pay of teachers lost since 2010, many of our members are experiencing serious financial hardship which has only been exacerbated by the ongoing cost-of-living crisis.

Throughout 2023, the Westminster Government appeared bereft of any ideas to tackle increasing poverty levels and widening inequality, worsened by the lack of access to affordable housing.

We campaigned to improve access to affordable housing for teachers, including for a change in government policy that ensures the creation and extension of discount schemes for renters and first-time buyers, offering prices at least 30% below market rates in areas where teachers struggle to afford suitable housing.

We also took our Conference policy demanding access to affordable housing for

teachers and other key workers to the TUC Congress, where it won support from the wider trade union movement and was adopted as TUC Congress policy.

Securing progress on flexible working rights

We welcomed new government proposals on flexible working rights; advances that would not have been possible without lobbying by NASUWT and our sister trade unions.

While plans do not go as far as we would like, it remains an important step forward, and offers the prospect of securing the right to request flexible working from day one of employment, and new rights for consultation with workers who make a flexible working request.

Challenging the use of online searches of shortlisted candidates

We called on the DfE to provide clarity over the use of online searches of shortlisted candidates for teaching posts to ensure searches are ethical, legal and non-discriminatory.

We voiced concerns about the updated DfE guidance *Keeping Children Safe in Education*, which advised schools to inform shortlisted candidates that online searches may be carried out as part of the job application process. We highlighted the legitimate fears that job applicants may be unfairly penalised or discriminated

against when applying for teaching roles, and we continued to make the case strongly for the removal of this advice.

Giving teachers a voice on anti-bullying

We played a key role in promoting anti-bullying during Anti-Bullying Week, underscoring our continued work on the Anti-Bullying Alliance (ABA) Advisory Board – the

only teachers' union represented on the board.

Our voice on the advisory board enables us to showcase our work on anti-bullying and particularly the role of teachers and school staff in preventing bullying and harassment of staff and pupils.

Our members work **52 hours** in a typical mid-term week.

52% of members say their workload has increased significantly over the past 12 months.

70% say they are spending much more time on administration and clerical tasks.

48% say they do not feel managed in a way that empowers them.

82% feel their job has adversely affected their mental health in the past 12 months.

Workload is the most cited reason causing adverse mental health, followed by poor pupil behaviour and poor management.

Just **46%** of members feel their wellbeing is viewed as important by their school.

HEALTH AND SAFETY IN SCHOOLS

As risks to the health and safety of teachers and pupils dominated the headlines, we demanded action on poor behaviour, dangerous school buildings and abuse at work.

Demanding a Better Deal on Behaviour

In the autumn, we conducted a nationwide survey of Behaviour in Schools, involving more than 6,500 members. The results were shocking and highlighted the extent of the behaviour crisis, where nine in ten teachers said they had been subject to verbal abuse or violence from pupils and 37% had suffered physical abuse or violence in the last 12 months.

We conducted webinars and provided a full range of online resources to help and support our members on this topic, as

well as backing members through collective industrial action up to and including refusal to teach violent pupils.

Following the publication of our research, we were invited to be represented at the Scottish Government's National Summit on Relationships and Behaviour.

The Scottish Government announced a package of £900,000 for measures to help tackle pupil behaviour, but we pressed for more to be done.

In England, the Education Secretary announced guidance on the use of mobile phones in schools. We questioned the



Secretary of State's motives and called for measures that would be enforceable and not make the situation worse for our members.

With increasingly violent behaviour from pupils, discussions around the use of physical restraint and isolation have become all the more topical. In May, we submitted a response to the DfE public consultation on the use of physical interventions, restraint and isolation in schools, where we called for more effective guidance and support on the management of this issue. In Scotland, we have also engaged on a Bill on restraint and seclusion.

We made clear that we will not allow our members to continue to be subject to violent assault in their workplaces. We will continue to use the evidence from this research to press for a wide-reaching strategy to reduce violence and abuse, ensuring that schools are safe, calm and inclusive places for teachers to work and children to learn.

RAAC and asbestos prevalent in school buildings

Reinforced autoclaved aerated concrete (RAAC) was a major talking point for many. We highlighted the lack of investment in building safety and called for a national register of all schools containing RAAC to be published, together with a timetable for remedying the problem.

We met with Sir Stephen Timms MP, chair of the Work and Pensions Select Committee, to set out our concerns about asbestos in school buildings and to explore opportunities to work together to secure wider political commitment to a deadline for asbestos removal in every school.

Air pollution an increasing concern

We responded to research on the link between air pollution and children's growth and brain development. We called for the installation of air quality monitors and air filters in schools to help drive improvements in the health of both pupils and school staff.

Securing the removal of teacher liability in child abuse reporting

In June, the Home Office published its response to the final report of the Independent Inquiry into Child Sexual Abuse, which proposed the introduction of mandatory reporting for those responsible for children. As a result, if it was found that a teacher had failed to report suspected child abuse or neglect, they risked criminal prosecution.

We argued for the burden of responsibility on reporting suspected abuse to be a corporate duty and that individual teachers should not be penalised for systemic failings in relation to child protection and keeping children safe. The Government's proposals were revised to remove the personal liability and narrow the scope of the duty to direct evidence of sexual abuse.

"You worry about how to protect the other children when this happens."
Behaviour in Schools Report respondent

"I feel powerless and ineffective as a teacher."
Behaviour in Schools Report respondent

5% of those who experienced pupil abuse last year are leaving the profession.

90% of members experienced verbal abuse or violence from pupils.

FIGHTING FOR EQUAL OPPORTUNITIES

We continued to oppose all forms of harassment, prejudice and unfair discrimination faced by our members.

While we welcomed news from the Scottish Government that it intended to expand its gender pay gaps to include race and disability, we highlighted how Black, disabled and women teachers across the UK are still suffering the most as a result of real terms pay erosion and continue to face greater barriers to gaining promotion and higher salaries.

While our members continue to face such discrimination and animosity, we will respond in strength.

Tackling gender inequality

We led action for gender equality by changing our rulebook, adopting a new Sexual Harassment Policy and Procedure Bylaw, supporting women members to take the next step into activism and leadership at NASUWT,

and by continuing to campaign on the issues domestically and internationally.

We helped lead the roll-out of a TUC pilot training scheme to tackle and prevent sexual harassment across the trade union movement. We were amongst the first unions to participate in the course, which aims to help members to develop and deliver best practice on tackling and preventing sexual harassment, ensuring that our workplace culture is led by preventative approaches to sexual harassment and misogyny. NASUWT was also invited to lead the TUC's work on Black women and sexual harassment.

We were part of an Education International delegation to the UN Commission on the Status of Women in New York.

We joined the 20 women-strong trade union delegation to the event, which focused on the changing world of technology and the impact of this on education, gender equality and the empowerment of women and girls.

This theme carried through to our Women Teachers' Consultation Conference. Attracting more than 300 members, the online event focused on the theme of 'active women', honouring the women who have played a pivotal role in strengthening the Union over the years. It remained our priority to ensure that we make every effort to remove the barriers to the activism and participation of our women members.

We led key debates at the TUC and STUC Women's Conferences on tackling sexual harassment in the



workplace and trade union movement, and on endometriosis and adenomyosis, whilst also securing election to equalities committees.

We embarked on a new project in concert with five European universities to explore how teachers can better support the political engagement of female students. We are represented on the advisory board that is taking forward the project.

Advocating for LGBTI members

Repressive government legislation and a decline in liberal views towards LGBTI individuals was a prevailing theme throughout the last year, so our efforts were focused on reversing this distressing trend.

Ahead of our LGBTI Teachers' Consultation Conference, survey results showed that more than half of LGBTI teachers experience discrimination and abuse from pupils and parents. Despite it being two decades since the repeal of Section 28, a draconian Conservative measure to prohibit the so-called "promotion of homosexuality" in schools, a quarter of LGBTI teachers report abuse worsening in recent years. Meanwhile, only 14% of members said that their school or college provides training on LGBTI equalities issues to staff and senior managers.

We voiced concern that attitudes towards people who are transgender had become markedly "less liberal" over the past three years, according to evidence from the 2023 British Social Attitudes Survey.

Once again, we participated in the work of the TUC LGBT+ Conference and led debates on 'LGBT rights are human rights' and 'protect trans and non-binary rights'.

The Union also supported the establishment of the TUC Trades Unions for Trans Rights Network.

We were once again proud to join with and support Pride rallies across the UK.

Staying strong on anti-racism

We welcomed the work of our partners, Education Support, and its study into the Mental Health and Wellbeing of Ethnic Minority Teachers, which highlighted the additional stress experienced by Black teachers working against a backdrop of everyday micro-aggression and structural racism.

Our Black Teachers' Consultation Conference attracted members from across the UK and provided an opportunity for further engagement with Black members and a continuation of the Big Conversation on Racial Justice. The Union continued to support the

development of Black Teacher Networks across the membership.

We were well represented at key events during 2023, including the UN's Anti-Racism Day, where we had speakers at rallies in Cardiff and Glasgow, and the TUC Black Workers' Conference, which focused on the work of the TUC Anti-Racism Taskforce and its manifesto. Our motion on 'tackling Islamophobia and anti-Muslim hate' was unanimously adopted and we successfully secured places on the TUC Race Relations Committee for another year.

We led debates at TUC and STUC on 'educating refugee and asylum-seeker children and young people' and on 'enslavement, redress and education'.

We continued to support the work of the TUC Anti-Racism Taskforce which also highlighted issues relating to the experiences of Black staff working for trade unions. We took these findings to our own committees to inform the development of our own anti-racism action programme. General Secretary Dr Patrick Roach is a member of the TUC's Anti-Racism Implementation and Oversight Committee, which is working to hold all unions to account for their progress on tackling racism and creating an inclusive environment for Black workers.

Throughout the year, we also celebrated Black History Month by announcing our Development Course for Black Members, attended the TUC's event marking Windrush 75 and the 30th anniversary of the racist murder of Stephen Lawrence. We further marked Holocaust Memorial Day with a statement on our commitment to tackling anti-Semitism and to remember those murdered during the Holocaust.

Campaigning on behalf of disabled teachers

Our Disabled Teachers' Consultation Conference highlighted the outrageous and blatant examples of disability discrimination being faced by some members working for schools and supply agencies. Participants heard from representatives from Doctors in Unite, the TUC and the NASUWT Disabled Teachers' Advisory Committee.

We also remained fully committed to having Long Covid declared a disability in law and continued to lobby governments and administrations throughout the year, especially in our involvement in the UK Covid-19 Inquiry.

We continued to campaign for a Better Deal for Disabled Workers ahead of the publication of our forthcoming *Disability Rights Action Plan*.

Supporting younger and older members

During Young Workers' Month in November, a record number of members attended our annual Young Teachers' Consultation Conference to discuss the importance of being active in NASUWT.

A pre-Conference survey showed that we have some way to go to improve the number of young activists within our union, but many in attendance at the Conference were ready and empowered to do more at the local level.

Workshops were held on wellbeing and dealing with difficult parents, and the conference also gave voice to young members' experiences and allowed us to put their issues at the heart of our campaigns and priorities.

We also remained steadfast in our campaign to dismantle ageism and ageist policies and procedures within schools and colleges. Following alarming insight from our Big Question Survey 2023, which revealed that nearly three-quarters of teachers aged over 50 have seriously considered leaving the profession during the last year, we called for urgent action to tackle the ageism resulting in older teachers being overlooked for jobs and promotions, and being disproportionately threatened with capability procedures.

“Your activism is why we are able to do what we do; it’s why we are leading the fight for disabled teachers to build a teaching profession that is recognised, rewarded and more inclusive at every level.”

“We want every member - especially our young members - to be active in the Union, because you are the Union.”

Dr Patrick Roach,
NASUWT General Secretary

5% of attendees to our Women Teachers' Consultation Conference rated it excellent or good.

23% of members have experienced discriminatory language by a pupil over the past year.

17% of members have experienced misogyny by a pupil over the past year.

DEVOLVED NATIONS

Our members and nations teams were relentless in their pursuit of meaningful measures to secure a Better Deal for Teachers in Scotland, Wales and Northern Ireland.

Members in Scotland and Northern Ireland led the way in national industrial action, alongside ongoing action short of strike action and significant wins at a local level in Wales. Multiple days of coordinated strike action forced governments and employers to take note and accept that the current state of affairs cannot continue for the profession.

Pupil behaviour and violence having devastating impact

Scotland

A significant focus of our Better Deal for Scotland's Teachers campaign was wellbeing, specifically the impact of escalating pupil indiscipline on teacher wellbeing.

Results from our nationwide research showed that incidents of violent pupil behaviour and abuse are higher in Scotland's schools than anywhere else in the UK. Abuse is even worse for female teachers in Scotland, with 19% having experienced physical abuse or violence from pupils several times a week in the 12 months prior to our survey, compared to just 3% of male teachers.

We met with the Scottish Liberal Democrats' spokesperson on education, Willie Rennie MSP, Scottish Labour's deputy spokesperson on community safety, Katy Clark MSP, and the Cabinet Secretary for Education & Skills, Jenny Gilruth MSP, at various points throughout the year to discuss the crisis

of pupil behaviour in Scotland's schools.

We gave oral evidence to the Education, Children and Young People's Committee, engaged with proposals for a Bill on restraint and seclusion, and ensured our members were represented at the Scottish Government's National Summit on Relationships and Behaviour.

We led the debate on the issue of teachers' mental health, giving a key presentation to the Scottish Parliament cross-party group on mental health.

Northern Ireland

Thirty-seven per cent of teachers in Northern Ireland who responded to our *Behaviour in Schools* report experienced physical abuse or violence in the previous 12 months. Of these, 33% of teachers were shoved or barged, 14% were hit or punched, 13% were kicked, 9% were spat at, and 6% had been headbutted.

“NASUWT will continue to take all steps possible to protect our members from violence and abuse at work.”

Justin McCamphill,
NASUWT National Official
Northern Ireland



83% of Northern Ireland's teachers said that pupil abuse had affected their morale and enthusiasm for their job.



At our Northern Ireland Conference, we heard how special educational needs (SEN) teachers were at breaking point. We made clear to officials that no teacher should be expected to put up with violence and abuse, wherever they work.

Ensuring a voice on education reform

Wales

Poor pupil behaviour continued to be an issue affecting our members in Wales. When responding to our Behaviour in Schools survey, 95% of members in Wales said they had experienced verbal abuse or violence from pupils in the previous 12 months, with 38% experiencing physical abuse or violence. Both these figures were higher than the UK average.

Pupil indiscipline and its devastating impact on our members' wellbeing remained a key focus in our organising and action throughout the year.

At our Cymru Conference in June, members called for those senior officials in local authorities who are making potentially career-ending decisions about the use of reasonable force to be required to have classroom experience before passing judgement on others.

Scotland

In addition to our formal response to the Hayward Review of qualifications and assessments, we met with the Director of Education Reform to reinforce concerns about the lack of practitioner involvement in the various strands of Scottish education reform.

Our concerns were acknowledged as valid and we secured a commitment to improved communications and engagement with NASUWT. This commitment gave us the opportunity to contribute to the process of forming replacement bodies for the SQA and Education Scotland, as well as the founding of a new inspectorate.

Wales

As part of our engagement with, and calls for greater clarity on, education reform in Wales, we remained committed to our position that the Welsh Government's plans to change the school day and year were not grounded in evidence.

We also argued strongly for education to be included in the provisions of the Wales Social Partnership and Public Procurement Bill in the Senedd and lobbied hard on the Government's plans to reform supply teaching provision.

Northern Ireland

In the absence of a functioning administration, we continue to speak out for and on behalf of teachers in Northern Ireland. We led a coordinated response from across the wider trade union movement, calling for a better deal for public sector workers and the return of the Stormont Executive.

Standing up to unscrupulous inspections and employer practices

Scotland

We entered into a stand-off with Glasgow City Council in the face of an increasing number of employers challenging the lawfulness of ballots, refusing to respect our members' commitment to action short of strike action and docking members' pay. We remained resolute in our approach when resisting these tactics.

Wales

We welcomed Education Minister Jeremy Miles to our Cymru Conference and noted his willingness to engage with us on the issues of key concern to members. Members expressed their concerns on the inspectorate system, with many commenting that Estyn has perpetuated a

culture of bullying and intimidation to the detriment of both teachers and pupils.

We continued to highlight the damaging impact of Estyn's inspection regime on the mental and physical health of teachers throughout the year, and made it clear to the Welsh Government that if it was unwilling to act, we would not hesitate to do so.

Northern Ireland

In the summer, with the teacher recruitment crisis spiralling out of control, we asked the Equality Commission to investigate schools exploiting the Northern Ireland Supply Teachers' Register.

We raised the issue of schools employing teachers for temporary positions in excess of six months, and condemned the misuse of the system which was depriving temporary teachers of security and the right to sick pay.

Political upheaval continued

Northern Ireland

We intensified our campaign in Northern Ireland in the face of the ongoing turmoil in Stormont and immense cuts to the education budget.

Among the many challenges facing the education sector was the provision of special education. Demand for SEN places were forecast to be up by 18-20% on the previous school year.

In response to the ongoing crisis, the Education Authority (EA) attempted to establish 60 new learning support units in mainstream schools and around 140 classes for children with severe learning, almost overnight.

The funding cuts came into play, and rather than employ fully qualified members of staff, the EA sought volunteers from its own children's services department to run these new provisions. Following this announcement, the EA warned that if not enough volunteers came forward, much needed support services, such as the behaviour support team and autism team, may be forced to close. While immediate disaster has been averted, the Union continues to campaign on this critical issue.

“Teachers need and deserve protection and to know that they will be supported when they report violence and abuse.”

Mike Corbett,
NASUWT National
Official Scotland

CASE STUDY

Ronan Sharkey becomes youngest NASUWT Northern Ireland President

Ronan Sharkey, 30, a music teacher from Newry, became the youngest president in NASUWT Northern Ireland's history when he was elected last year.

The head of year at St Ronan's College, Lurgan, said he would work hard for positive change for teachers and “strive for equality, fair treatment and justice” for NASUWT members.

Mr Sharkey began teaching in 2015 and, since then, has shown his commitment to ensuring quality education and positive learning environments for all staff and students. In 2021, he was the recipient of the NASUWT Young Activist of the Year Award.

On his election, Ronan said: “As I take up this role, I reflect deeply on the conditions we are currently in, both as a consequence of the pandemic, current industrial action and our current working conditions, and how the voice of the profession is in need of strength moving forward.

“I want to celebrate our members and all their personal and professional achievements. I take this opportunity to pay tribute to NASUWT members for the important work they do each and every day, to make a world of difference to the lives of children and young people.”

TAKING ACTION ACROSS ALL JURISDICTIONS

We're committed to ensuring that NASUWT gives a voice to all our members, no matter where they work.

That's why we continued to play an active role in providing strong representation on behalf of our membership overseas in the Channel Islands, Isle of Man, Gibraltar, and Defence Children's Services — whether it was through support of national industrial action or lobbying governments for pay restoration and improved working conditions.

JERSEY

We were in dispute with the Government of Jersey (GoJ) over pay, workload and working conditions throughout 2023.

Members were balloted and secured a mandate to initiate action short of strike action and full strike action to demand better. The threat of strikes forced the GoJ to come back to the negotiating table and resulted in a new pay award of 7.9%, backdated to 1 January 2023.

Despite accepting the new pay offer, we remained in dispute with the GoJ and agreed to commence negotiations over a multi-year deal before the end of the year.

We consulted members over an 8% plus £1,000 non-consolidated pay offer, effective from 1 January 2024, and an RPI increase for 2025 and 2026, both with a 2% base-level. This offer was narrowly accepted by members.

In addition to our action to demand better pay, the long-awaited review of teachers' terms and conditions began in the autumn.

GUERNSEY

While we continued to challenge the States of Guernsey over the 2022, 2023 and 2024 pay offer, the Government imposed a tribunal to resolve our longstanding dispute. Inexplicably, the tribunal decided to ignore the clear evidence put before them and took, at face value, the flawed data submitted by the States to rule in favour of the employer.

As a result, the tribunal imposed a pay award of 5% plus a sum of £500 for 2022, an RPI increase for 2023 and RPI minus 1% for 2024.

The States' Policy and Resources Committee (PRC) signalled its intention



to close the current public sector pension scheme to new entrants, replacing it with a defined contribution scheme, initially from January 2024. We engaged in a number of meetings throughout the year, which saw the PRC softening its stance and pushing back the expected implementation date. By the end of 2023, following a vote of no confidence in the PRC and its subsequent replacement, it was unclear whether the closure proposal would continue.

In the autumn term, the States voted to push ahead with secondary education reform without providing any funding for implementation. We strongly condemned the Government's plans, stating the decision amounted to negligence and a failure to Guernsey's children, young people and teachers.

ISLE OF MAN

Our national dispute over pay and working conditions remained throughout the year and members continued to put pressure on the Manx Government through a programme of strike and action short of strike.

As a result of this pressure, we achieved a number of wins for members, securing contractual reforms to limit workload demands on teachers, a revised pay negotiation process and a 4% enhancement to the STRB offer of 6.5% in England. This built on previous gains of higher starting salaries through the removal of the bottom three points of the pay scale, meaning Manx teachers now start on almost £39,000, as well as the removal of all performance-related pay, including the threshold assessment.

In addition, a new, landmark, contractual 35-hour working week for teachers (similar to that in Scotland) began to be implemented in September. We are engaging in continual review of the new arrangements as we support members through the transition phase.

We remain in dispute as we continue to press for pay restoration and other improvements to the working lives of our members in the Isle of Man.

GIBRALTAR

We had regular engagement with the Minister and Department in Gibraltar, but were frustrated by the lack of opportunity to make much progress on substantive issues, including pay, primarily due to a lack of capacity in the Gibraltar Department of Education.

In the autumn, the Government did implement a differentiated non-consolidated award, which was weighted towards teachers on lower salaries. However, in the absence of a real terms pay uplift since 2019, which has resulted in significant pay erosion due to spiralling inflation, the fight for pay restoration for members in Gibraltar continues.

DEFENCE CHILDREN'S SERVICES

Our relationship with Defence Children's Services (DCS) can be complex due to DCS's refusal to recognise teacher trade unions. However, we have continued to provide support to our members at DCS schools, particularly in relation to restructures.

A face-to-face meeting between DCS and the teacher trade unions did take place in the autumn, marking the first such meeting in several years; however, substantive issues remain unresolved.

We remain committed to working with DCS to secure improved working conditions for all of our DCS members across the globe.

INTERNATIONAL ACTION

When addressing members at our Annual Conference, David Edwards, General Secretary of Education International, shared that more than 9,000 students, teachers and academics were harmed, injured or killed in attacks on education during armed conflict over a two-year period. There were also more than 5,000 separate attacks on education facilities.

We refused to stand by and, throughout 2023, continued to be at the forefront of international action to ensure every child has the chance to receive an education, defend the rights of trade unionists and protect the interests of teachers around the globe.

Through our continued work with the Global Campaign for Education UK and our partnership with Education International (EI), we advocated for governments both domestically and internationally to honour and promote the right to quality public education for all.

We also made representations concerning various other international issues:

- The introduction of the Illegal Migration Bill.
- The ongoing distressing events in Ukraine and Israel and Palestine.
- The continuing persecution of trade unionists in Iran.
- The devastating impact of the earthquake in Turkey and Syria.
- Efforts to tackle far-right initiatives in schools in Italy and Germany.

Championing women's and girls' education at the UN

In March, representatives from NASUWT joined a delegation led by EI at the UN Commission on the Status of Women (CSW) in New York. The delegation included the then Senior Vice-President and National Official for Equality and Training, along with 20 other women.

This marked the first in-person event in four years.

The annual CSW presents a crucial opportunity to shape global policies on gender equality. The 2023 event focused on the impact of technology on education, gender equality, and the empowerment of women and girls.

As part of the EI delegation, our representatives actively contributed to discussions, emphasising the importance of incorporating the perspectives of trade unions in global policymaking for women and girls. The EI delegation was tasked to ensure that the outcomes of the CSW meeting made for a well-funded, quality public education system that equips all women and girls with the necessary skills and confidence for the digital age.

Giving members a voice at the EI World Congress

A delegation of NASUWT Representatives joined more than 600 other EI affiliates at the 9th EI World Congress. The 2023 EI Congress, the final virtual congress before returning to an in-person event in 2024, approved new constitutional changes.

These changes will enable revisions to operational regulations to allow for adaptations in response to the Covid pandemic and other emergencies. The congress also agreed to a new resolution to allow for an extension to the term of office of the EI Board.

Taking our anti-racism campaign worldwide

We were warmly welcomed by the National Education Association (NEA) at its annual congress in Orlando, Florida. We were proud to build on our long and strong relationship with the NEA, which is the largest labour union in the United States.

Our representatives played a full part in the congress, including a pre-congress event on racial and social justice. They also provided solidarity, support and contributions to the NEA's discussions on actions for challenging the current attacks on social justice and equity in Florida.

The aims and objectives of the NEA in tackling deep-rooted racism and other forms of injustices are closely linked to the values and principles of NASUWT. It was therefore timely and fitting for us to be present at the congress and share our experiences of actions for securing trade union and social justice rights, alongside other global unions.

Campaigning against the Illegal Migration Bill

In July, despite robust campaigning in collaboration with the TUC and humanitarian organisations such as the Joint Council for the Welfare of Immigrants, we were saddened to see the Illegal Migration Bill become law. The new legislation will have a devastating impact on the lives of many desperate people seeking safety and sanctuary in the UK.

In a letter to the then Home Secretary, Suella Braverman, we expressed our grave concerns about elements contained within the Bill, which will undermine our work and that of the wider trade union movement in protecting refugees and young asylum seekers.

We emphasised that such measures will only exacerbate the problems with exploitation in the labour market, and relayed our fears that the implementation of the Bill would see modern-day slavery victims denied refuge and sent back to the criminal gangs who trafficked them in the first place.

We will continue to stand in solidarity with the most vulnerable people in our society and continue our campaign of challenging the Government's ongoing hostile environment agenda.

Ukraine

In concert with EI and the TUC, we marked the first anniversary of the Russian invasion and war in Ukraine. We endorsed a joint EI and European Trade Union Committee for Education (ETUCE) statement demanding an end to Russia's military aggression and continued to show support for teachers and trade union representatives in Ukraine.

We also showed solidarity with the Ukrainian teachers' unions as a unifying force for ordinary people across the country. The unions have been protecting the safety of teachers and pupils and endeavouring to provide education to young people during the invasion.

We continue to stand with the people of Ukraine and Russia as they strive for peace, democracy and security.

Israel and Palestine

We united with the TUC, EI, the ETUCE and the Irish Congress of Trade Unions to denounce the escalating violence and terrorism in Israel and Palestine, which reached distressing levels in late 2023. We continued to stand in solidarity with our fellow EI-affiliated unions and reaffirmed our unwavering support for peace and stability in the region.

Regrettably, we've witnessed a surge in anti-Semitic and Islamophobic attacks, a disturbing trend that deeply concerns us all. We encourage members to reach out to the Union for any support, should they need it. Schools and colleges should serve as sanctuaries, fostering safety for both pupils and staff alike.

“NASUWT, you never let our fellow [trade] unionists feel alone.”

David Edwards,
General Secretary of EI

We remain committed to combatting all forms of hatred, promoting environments where diversity is celebrated and respected.

Iran

Following our participation in an online meeting convened by EI regarding the ongoing persecution of trade unionists in Iran, we wrote to the authorities of the Islamic Republic of Iran, calling for the immediate and unconditional release of imprisoned Iranian teacher unionists and to respect trade union rights.

More broadly, we continued to call on the Iranian government to abide by its international commitments to respect the human rights and freedoms of all Iranian workers and citizens.

Turkey and Syria

In February, following the most severe earthquake Turkey had experienced in nearly 100 years, which also sent shockwaves across Northern Syria, we endorsed EI's commitment to support

member organisations in the affected areas.

The disaster impacted at least 15.73 million people in Turkey and Syria, with more than 55,000 lives lost and around 130,000 injured. Millions were displaced from their homes. The devastation caused by the 7.8 magnitude earthquake had huge ramifications for education infrastructure and the trade union movement in both countries, with many schools and union offices destroyed.

We stood in solidarity with our colleagues in Turkey and Syria and supported the humanitarian efforts in the affected countries through the work of EI and the TUC.

Germany and Italy

We remained steadfast in our work with sister unions in Germany (GEW) and Italy (FLC CGIL) on developing effective strategies for global action on tackling the impact of far-right initiatives on schools and trade union democratic rights.

CASE STUDY

Fazel Ahmed wins International Solidarity Award

The 2023 International Solidarity Award was presented to Fazel Ahmad of the National Teachers Elected Council (NTEC), Afghanistan.

The award was presented to Mr Fazel in recognition of his commitment to fighting for the rights of teachers and for quality education in Afghanistan.

In the most difficult of circumstances over the past year, Mr Fazel has led the NTEC in continuing to defend teachers' rights in Afghanistan and advocate for the reinstatement of education access for girls, often at great cost to its activists and members.

The NTEC worked to ensure that all teachers received the emergency funding from UNICEF, made available due to the failure of the Taliban government to pay teachers' salaries over a five-month period.

It has continued to mobilise and pressure the Taliban government to allow secondary girls to go to school, following the March 2022 announcement that women and girls would be barred from secondary and higher education.

The NTEC has also worked with EI to create the Afghanistan Teachers' Rights Observatory, which will monitor, document, assess and report on the situation on the ground in Afghanistan, including building the capacity to defend the rights of teachers and the right to education.

ACTIONS ON CONFERENCE RESOLUTIONS 2023

2(b) MOTION – ORGANISING THE FUTURE

ACTIONS TAKEN

Conference recognises that winning for our members and growing our Union requires the effective leadership and organisation of members in every workplace.

Conference applauds the work of lay activists and staff in organising national ballots of members in Northern Ireland, Isle of Man, Scotland, Wales, England and Guernsey to demand a Better Deal for Teachers.

Conference further applauds all members who voted in the national industrial action ballots.

Conference regrets that the national ballots in England and Wales were thwarted by the Government's repressive anti-trade union laws.

Conference supports the work of the National Executive to ensure that every member understands the vital importance of being an active member of the Union.

Conference further supports the continued work of the National Executive in building for the next phase of the campaign for a Better Deal for Teachers, including action up to and including industrial action with members nationwide.

Conference notes that whilst the Union has mobilised substantial numbers of members to vote in national and individual workplace ballots, we must deepen our work for union renewal to ensure that the Union can continue to secure and renew industrial action mandates nationally and locally into the future.

Conference believes that whilst the Union's strength is its lay leadership, that leadership has been impacted by structural and systemic challenges, including as a result of:

- (i) sustained Government attacks on trade union and workers' rights;
- (ii) sustained Government attacks on the working conditions of teachers, resulting in a demoralised, overworked and undervalued profession;

We established our Union Renewal Oversight Group and the associated Organising Taskforce to take forward our work on strengthening the Union's democratic and organising structures.

We commenced a national consultation programme on the future of activism within the Union.

We won a raft of new trade union recognition agreements with employers.

We initiated a review of the Union's National Bargaining Protocol to ensure that our organising agenda continues to drive our bargaining activity.

We managed 12 national ballots and more than 20,000 individual workplace ballots during the year – winning members' active participation.

We updated our member sustentation policy to enable us to robustly resist attacks by employers to all forms of workplace strike action and action short of strike action.

We held sessions at our national Consultation Conference on being

- (iii) increasingly hostile and punitive employer practices;
- (iv) increased fragmentation and deregulation of the education system;
- (v) increased attacks on collective bargaining rights and agreements;
- (vi) increased incidence of workplace bullying and discriminatory employment practices;
- (vii) reduced employer provision of trade union facilities time;
- (viii) fewer members overall who are willing or able to step up into elected lay positions and
- (ix) the under-representation of women, Black, disabled, LGBTI and young members holding elected roles.

Conference endorses the need for continuing work by the National Executive to bring forward practical strategies to address these structural and systemic threats to our ethos of lay leadership.

Conference asserts that the key to the Union's future success depends on growing more of our members to become active members within their workplaces.

Conference mandates the National Executive immediately to encourage more members into elected roles by:

- (a) minimising unnecessary burdens placed on lay activists;
- (b) communicating the expectations attached to lay activist roles and
- (c) showcase real-life examples of member activism.

Conference agrees that growing and strengthening the activism of our membership requires us to:

1. give greater power to members to organise within their workplace, employer group and Local Associations;
2. strengthen members' collective representation and collective bargaining within employer structures;
3. develop and train workplace leaders;
4. win better deals on trade union recognition and securing recognition rights where they do not exist;
5. equip lay activists with access to modern tools, techniques and technology to grow and strengthen member participation and activism;

active in the Union and exploring the importance of union organising and activism.

We held briefings for Reps in the independent sector, and responded to the threats to members' pensions, pay and conditions of service.

We commenced work to develop a new suite of organising and negotiating tools for reps, and utilised digital organising tools to promote participation in our industrial action ballots.

We secured support of TUC affiliated unions representing six million workers for campaigning to repeal anti-trade union laws and to defeat the Government Strikes (Minimum Service Levels) Act.

We deployed strategic litigation to defeat the Government in the High Court over the repeal of statutory regulations on the use of agency workers to replace striking workers.

We endorsed the TUC New Deal for Workers and worked with sister unions to secure commitments from the Labour Party to repeal anti-union laws and improve bargaining and organising rights.

We launched our first Manifesto for Teachers.

We undertook work with a range of organisations, including the TUC, STUC, WTUC, ICTU, Agenda and Unions 21 to provide expert support and advice to inform our organising

6. prioritise investment in resources, training, events and infrastructure to support and develop active lay leaders and
7. overcome the barriers to active member participation from under-represented groups and those in precarious employment, including supply teacher members.

Conference endorses a programme of action by the National Executive to grow and strengthen lay activism and to:

- (i) establish a National Taskforce to examine the priorities for strengthening the Union's democratic and organising structures and undertake a national consultation exercise with members on the future of activism within the Union, to include local, regional and national consultation events, and report back to Conference 2024;
- (ii) commission a national triennial review of lay activist participation, representation, morale, workload, facilities, needs and aspirations, and publish the findings, recommendations and the actions proposed;
- (iii) review the impact of the Union's financial expenditure on delivering the Union's organising priorities;
- (iv) ensure that regional and national centres are equipped to support the delivery of the Union's organising priorities;
- (v) establish a national programme to support and develop active lay leaders and future leaders, promote leadership excellence, advance positive action and share effective practice;
- (vi) ensure that our trade union training equips members to recruit new members, assists lay reps to bring members together to discuss their issues and concerns, and empowers lay reps to mobilise members collectively;
- (vii) publish and implement plans to address lay activism challenges in moribund associations;
- (viii) publish and implement plans to increase the coverage of workplaces with active NASUWT memberships;
- (ix) examine and implement a plan to address barriers to participation in the Union for members from under-represented groups;
- (x) review and develop the Union's organisational and democratic structures to support effective participation in collective bargaining with employers;

strategy and implementation.

We updated and rolled out our Development Courses for all under-represented groups.

We updated our training course offer for new and aspiring lay activists.

We rolled out our updated course for new Local Secretaries.

We continued to take forward our campaign to demand justice for supply teachers.

We launched our Time for a Limit campaign.

We highlighted stories of members speaking directly about their activism and achievements.

We utilised our advisory groups and committees to promote activity and to identify and extend good practice within our equalities campaigns such as 'Step up Sisters'.

We undertook a strategic review of the Union's finances and support for union organising to inform our plans for the next three years.

We updated our 'Get Active' online resources.

We confirmed our plans for upgrading technology across all centres to facilitate member participation.

We agreed our guidance on role sharing of National Executive roles.

We updated our Sexual Harassment Action Plan.

- (xi) support for members to take collective action within their workplaces to defend their rights at work;
- (xii) document, publicise and actively promote the wins achieved collectively by members at work;
- (xiii) publish and implement a strategic plan to improve digital organising and online member participation;
- (xiv) publish and implement a plan to increase member participation in union elections and
- (xv) benchmark, monitor and track our progress in building, strengthening and diversifying the Union and publish the data annually.

Conference recognises that we have common cause with other trades unions in resisting the attacks on our members' pay, pensions and working conditions.

Further, Conference recognises that we can better secure sustained wins for members when we connect our concerns to the wider concerns of the communities in which our members work and live.

Conference, therefore, commits NASUWT to further strengthen its:

- (a) participation in and leadership of the work of trade union centres and federations at regional, national and international levels, and with political parties and grassroots organisations to secure a better deal for our members and for our communities and
- (b) work with sister unions, politicians and lobby groups to secure improved statutory rights to organise and bargain at work.

We updated our Anti-racism Action Plan.

We continued our work with unions internationally in the fight against racism and fascism and on LGBTI rights.

We undertook training for our lay leaders and staff on equalities and anti-discrimination.

We continued our work to encourage participation of women members, including our 'Step up Sisters' campaign.

We worked with the TUC and other bodies to advance equality, diversity and inclusion work across the movement.

TRADE UNION RIGHTS AND THE RIGHT TO STRIKE

Conference believes the right to strike is a fundamental human right.

Conference decries the fact that trade unions have been subject to draconian legislation that severely impacts on workers' rights to organise and defend their rights in their workplaces and communities.

Conference notes that the current Government's pursuit of a radical extension of laws that ensure a minimum service in schools is a direct attack on the profession's right to strike and must be resisted by NASUWT.

ACTIONS TAKEN

We led resistance to the UK Government's attacks on trade union and workers' rights, including securing the TUC Congress resolution opposing the Strikes (Minimum Service levels) Act.

We supported the TUC complaint to the International Labour Organisation on the UK

Conference asserts that anti-trade union restrictions represent an attack on workers' rights to fair pay, decent jobs and good terms and conditions.

Conference believes NASUWT must defend the rights of teachers to take strike action at all costs.

Conference calls on the National Executive to:

- (i) build coalitions with any political parties and trade unions willing to campaign against further restrictive trade union legislation;
- (ii) create an information campaign for teachers to understand the importance of taking legal industrial action when appropriate and
- (iii) build an appropriate industrial response alongside any willing education unions to defend teachers' rights to strike if restrictive legislation is progressed by the Government.

Conference further calls on the National Executive to work with other education trade unions to resist any further restrictive trade union legislation and demand:

- (a) the repeal of all anti-union laws, including the Trade Union Act 2016;
- (b) stronger rights for unions to access workplaces, win recognition, and establish collective bargaining rights and
- (c) the right for trade union members to vote online during industrial action ballots.

Government's attacks on the right to strike.

We opposed the application of Minimum Service Levels (MSLs) in education and responded to the Government's MSLs Code of Practice consultation.

We published our Manifesto for Teachers to advance our demands for improved trade union and employment rights.

We lobbied the Certification Officer to press for the right to electronic balloting.

We defeated the Government through a successful Judicial Review of the repeal of Regulation 7 of the Conduct Regulations and the use of agency workers to break strikes.

We campaigned with unions internationally to resist attacks on the rights of teachers worldwide.

2(c) MOTION: NORTHERN IRELAND

ACTIONS TAKEN

Conference is appalled that the Secretary of State for Northern Ireland has imposed a draconian budget which will damage all of Northern Ireland's public services, particularly education.

Conference notes that prior to these cuts, spending per pupil has been lower in Northern Ireland than the rest of the UK, according to analysis by the Institute for Fiscal Studies.

Conference believes that teachers are central to any education system and that the savage real terms pay cuts since 2010 must be reversed if the Northern Ireland economy is to be competitive with other European regions.

Conference believes that the key to restoring devolution in Northern Ireland is not simply a

We engaged in an active campaign, including industrial action and political lobbying, calling for a Better Deal for Teachers and for education.

We continued to advance industrial action campaigning and escalated our campaign of strike action and action short of strike action.

We lobbied the Secretary of State for Northern Ireland in the absence of a functioning Executive in Stormont.

We highlighted and challenged the Westminster

matter of addressing concerns about trade , but instead ensuring that the cuts that have been imposed across all of the UK. including Northern Ireland. as a consequence of government austerity and bad decision-making are reversed.

Conference endorses action by the National Executive to:

- (i) work within the Irish Congress of Trade Unions to support the return and strengthening of devolved government;
- (ii) campaign with sister unions and other parties for fair funding for education in Northern Ireland and
- (iii) demand that the UK Government properly funds the public sector across the UK.

Government over under-funding of public services in Northern Ireland.

We demanded changes to the Barnett formula to secure a fairer funding settlement for Northern Ireland.

We continued to campaign for pay parity restoration.

We worked with the Irish Congress of Trade Unions (ICTU) to engage with political parties on restoration of devolution.

We continued to work within the TUC to secure decent funding for public services across the UK.

ADEQUATE FUNDING FOR BEHAVIOUR SUPPORT

ACTIONS TAKEN

Conference is alarmed at the reduction in funding for behavioural support services due to the Government's failure to fund schools and colleges appropriately. Conference recognises that this is partly due to insufficient funding for students with behavioural needs.

Conference asserts that this:

- (i) is detrimental to the progress of all students in schools and colleges;
- (ii) impacts adversely on the workload and health and wellbeing of teachers and
- (iii) fails to address the specific needs of children whose behaviour is challenging, and whose needs are not being met.

We completed a major UK-wide survey of members to learn more about the experiences of teachers and leaders in respect of behaviour and how resource levels and allocations impact on this.

We secured high profile media coverage, highlighting the results of our research to politicians and the general public.

We published new advice and guidance on restorative behaviour approaches.

We published proposals for schools or wider services to better manage poor behaviour.

We highlighted the impact of government spending cuts on behaviour support and provision for pupils at risk of exclusion.

We documented the impact of privatisation of services on the effectiveness and equity of services to support vulnerable children.

We continued to support members to challenge the failure to address pupil indiscipline through our industrial action strategy.

We updated existing analysis of resource allocation and use in SEND to take account of new evidence and include issue around wider children's services.

We provided evidence on the impact of underinvestment and dismantling of services since 2010.

Conference calls upon the Government to adequately fund behaviour support services in all educational settings with targeted funding for this specific purpose, in order to enable pupils with behavioural needs to receive the support they deserve.

We engaged with the main political parties on behaviour issues and the need for adequate funding for behaviour support services.

We secured a national Ministerial led Behaviour Summit strategy in Scotland.

We continued to highlight issues in respect of funding of behaviour-related services with governments and administrations across the UK, including implementation of the Westminster Government's alternative provision reforms.

We ran a caseworker webinar on behaviour management policies and the risk assessing of pupils.

We published the outcomes of our UK vaping survey, with a call for action to ban the sale of disposable vapes.

FULL-TIME TEACHERS FOR PART-TIME PAY

ACTIONS TAKEN

Conference is concerned about the increasing number of teachers who are forced to work part time in an attempt to manage their workload. These teachers still work beyond their contracted hours and are not remunerated appropriately.

Conference calls upon the National Executive to:

- (i) conduct research on the number of teachers who work on a part-time contract, identify their reasons for doing so and report back to Annual Conference 2024;
- (ii) use this research to lobby governments and administrations to challenge drivers of increased workload for teachers who work on a part-time contract and
- (iii) engage with all political parties to highlight the issues facing teachers who work part time.

We undertook research with part-time teacher members on their experiences of part-time working.

We published new guidance on part-time working rights and entitlements.

We developed a new directed time calculator specifically for part-time teachers.

We continued to update the resources for part-time teachers on NASUWT website.

We issued detailed advice and guidance on the use of part-time teachers on flexible working section of the website, including addressing the misconceptions associated with working part time.

We included advice and guidance on changes to the arrangements for requesting flexible working and campaigning for flexible working rights included at our Equalities Training and Development Day.

WORKING HOURS

ACTIONS TAKEN

Conference notes that the Government's Education White Paper 2022 calls for 'all mainstream schools to run a 32.5 hour week minimum by September 2023'. Conference believes this is the start of extending teaching hours by stealth.

Conference calls upon the National Executive to:

- (i) survey schools on opening and teaching hours;
- (ii) build a campaign to educate and support members to challenge attacks on their contractual rights on working hours;
- (iii) reinvigorate the Union's longstanding policy of a maximum 35-hour working week for all teachers and
- (iv) contact all headteachers and employers, making clear NASUWT's position on, and opposition to, the non-statutory White Paper.

We continued to call for action to reduce workload and working hours through our Better Deal for Teachers and Time for a Limit campaigns.

We supported members in taking industrial action in individual workplace disputes.

We secured threshold-busting industrial action ballots in schools and colleges in England in our national dispute over workload and working time.

We supported members in taking national action short of strike action.

In Wales, we resisted government proposals for reform to the school day and school year.

We engaged with the Welsh Government on non-pay workload-reduction measures and campaigned for adoption of our proposals on social dialogue, restoration of workload/working time protections in the STPC(W)D, and the scrapping of the open-ended working time clause in a teacher's contract.

We continued to lobby the Welsh Government to scrap the workload generating Wales Consortia programme.

Our summer 2023 national ballot won a commitment from the Westminster Government to reduce teacher/headteacher working hours by five hours per week within three years.

We secured the commencement of the DfE Workload Reduction Taskforce and secured a commitment to consider scrapping performance-related pay, reinstatement of the list of 21 tasks teachers should not undertake, and a re-examination of existing contractual provisions, including the open-ended working time clause in the STPCD.

We submitted evidence to the House of Commons Education Committee on teacher recruitment and retention in which we called for urgent action to tackle excessive working hours.

We updated our advice and guidance for members, following the DfE's decision to defer introduction of the 32.5-hour week to September 2024.

The issue of working hours features prominently in our Manifesto for Teachers and our advocacy in advance of the imminent General Election.

We used our industrial action to secure the introduction of a 35-hour working time limit for teachers in the Isle of Man.

We have provided advice and guidance on changes to the arrangements for requesting flexible working and campaigning for flexible working rights is now included in our Equalities Training and Development Day.

SPECIALIST PROVISION

Conference deplores the lack of SEND/ALN/ASN funding for all children and young people that have additional needs.

Conference recognises that there are families that struggle to secure:

- (i) specialist provision;
- (ii) an appropriate diagnosis for their children and
- (iii) appropriate support in schools.

Conference recognises that there is a shortage of educational psychologists and other specialists that work with children and young people who have SEND/ALN/ASN.

Conference calls upon the National Executive to lobby governments and administrations for increased funding so that schools and specialist services can identify and meet the needs of children and young people with SEND/ALN/ASN.

ACTIONS TAKEN

We made detailed representations to the DfE on the implementation of the SEND and AP improvement plan and with other governments and administrations on SEND/ALN/ASN policy.

We published training, advice and guidance materials to support local representatives in their engagement with decision-making bodies, such as schools forums, and in including specialist provision in bargaining agendas.

We extended our links with other SEND/ALN/ASN stakeholder groups to press for more effective provision of specialist services.

We made detailed representations to the Independent Welsh Pay Review Body on support for SEN and ALNCo

We engaged with political parties on options for reform of specialist provision in the run-up to the next General Election.

2(c) MOTION: WALES

Conference condemns the recruitment and retention crisis in schools in Wales.

Conference asserts that this crisis is a result of a Welsh Government that have:

- (i) underfunded education by comparison to England;
- (ii) allowed teachers' pay to fall increasingly behind inflation;
- (iii) encouraged aggressive accountability measures through the Inspectorate Estyn, middle-tier organisations and at schools;
- (iv) introduced workload-intensive initiatives without adequate funding, time or training and
- (v) failed to recognise the rising tide of behavioural problems that blight working in schools in Wales.

ACTIONS TAKEN

We continued our campaigning for a Better Deal for Teachers in Wales.

We maintained our trade dispute with the Welsh Minister over workload, working hours and pay and the failure of the Welsh Government to ensure compliance with workforce rights by employers.

We engaged in ongoing talks with the Welsh Government on the full range of pay and conditions of service concerns of members.

We continued to consult with members over prospects for national industrial action.

Conference endorses action by the National Executive to lobby the Welsh Government to:

- (a) fund schools in Wales at least equivalent to schools in England;
- (b) address the shortfall in pay by annual pay uplifts that address pay erosion;
- (c) support the repurposing of Estyn to being a supportive Inspectorate and abolish middle-tier organisations that have little purpose and offer low value for money;
- (d) deal with the failings of the Curriculum for Wales and
- (e) support teachers in taking back control of classrooms and deal robustly with poor learner behaviour.

Conference further endorses the National Executive to take all appropriate action, up to and including industrial action, to:

- (1) secure a restorative pay settlement in Wales;
- (2) tackle the impact on members of excessive workload, poor pupil behaviour and aggressive accountability and
- (3) oppose unacceptable new initiatives.

We continued to support members in disputes over pupil behaviour.

We secured major industrial victory in the Swansea local authority over attempts to circumvent agreed disciplinary policies and procedures.

We organised platforms at the party political conferences with all the main parties in Wales.

Following the Workload Agreement, we continued to engage in discussions with Estyn to bring about changes to how they do inspections.

We continue to lobby the Welsh Government to abolish the middle-tier Consortia arrangements.

VIOLENT PUPILS

Conference is appalled by the numbers of teachers experiencing physical and verbal assaults.

Conference is further appalled that, in too many schools, assaults are seen as a normal part of teaching.

Conference is concerned that many employers are failing in their statutory duties by either not completing risk assessments or seeing them as a paper exercise, including those for potentially violent pupils.

Conference is further concerned that many school leaders are not given sufficient guidance in the completion of risk assessments for violent pupils.

Conference calls upon the National Executive to:

- (i) continue to support members through all means possible where employers fail to protect teachers from aggression and violence;

ACTIONS TAKEN

We continued to ballot members at a workplace level for industrial action over violent pupil behaviour and refusal to teach.

We lobbied the Health and Safety Executive to address work-related violence in schools.

We continued to explore links with TUC affiliates, within and beyond the education sector.

We used the results from our UK-wide behaviour survey and other evidence to lead the national debate on violence in schools.

We secured a national behaviour Summit with the Scottish Government to explore support for teachers and

- (ii) work with agencies such as the Health and Safety Executive to highlight the statutory requirement for effective risk assessments for all workplace hazards;
- (iii) produce updated guidance on violent and abusive behaviour;
- (iv) lobby governments and administrations for a significant increase in investment for alternative provision;
- (v) request that the governments and administrations ensure that school leaders record all instances of aggression and violence towards all staff;
- (vi) issue guidance reminding headteachers and employers of their full responsibilities in ensuring incidents of aggression and violence are recorded and made available for inspection and
- (vii) lobby to make it a legal requirement for schools to ensure that risk assessments, based on the incident records, are not just made available, but presented, to all staff who are asked to work with or around those students.

leaders in addressing children with behaviour that challenges.

We continued campaigning over the UN Convention on the Rights of the Child and its application by the Scottish Government, calling for the adoption of effective policies to promote positive pupil behaviour, tackle indiscipline and protect teachers from violent assault.

We published new advice and guidance on restorative behaviour approaches, given their impact on inadequate school level behaviour policy and practice.

We published the results of our vaping survey, with calls for action by governments and administrations to outlaw the sale of disposable vapes.

We continued to highlight issues in respect of funding of behaviour-related services with governments and administrations across the UK, including implementation of the Westminster Government's alternative provision reforms.

We updated our advice and guidance on violent pupils and risk assessments.

2(c) MOTION: SCOTLAND

Conference notes that the Covid-19 pandemic has caused huge disruption to education and has impacted differentially on communities, families, and schools and colleges.

Conference believes that 'workplace violence' is one of the key challenges to emerge post-pandemic.

Conference is deeply concerned that the health of teachers in schools is being put at risk by pupil indiscipline, stress, and failure by employers to take necessary and appropriate action to secure safety in schools and colleges.

ACTIONS TAKEN

We produced policy and information briefings for Members of the Scottish Parliament.

We gave written and oral evidence to the Scottish Parliament Education Committee on the issue of violence in schools.

We participated in the Scottish Government's

Conference is further concerned that the education and wellbeing of young people in schools is also being compromised where school/college employers tolerate pupil indiscipline and violence.

Conference confirms that it is vital that action on behaviour is taken which will support education recovery from the Covid-19 pandemic for the benefit of pupils, the school and college workforce and local communities.

Conference calls on NASUWT to:

- (i) lobby the Government to produce clear behaviour guidelines to ensure that nurture principles are not used as a methodology to mask abusive behaviour or indiscipline, or to massage published exclusion data;
- (ii) continue to utilise 'Refusal to Teach' ballots in cases where the school or authority is not addressing 'workplace violence' by pupils, and robustly challenge employers who seek to undermine such legitimate industrial action and
- (iii) support schools to take effective action to ensure staff safety and wellbeing by providing Workplace Representative training on drafting behaviour policies and contributing to behaviour risk assessments.

National Summit on Relationships and Behaviour.

We delivered webinars on behaviour Management/ UNCRIC and on risk assessments of pupil behaviour and negotiating behaviour management policies.

We delivered further training courses on dignity at work.

We continued to defend members industrially, including with the use of refusal to teach ballots where needed.

MENOPAUSE AS A DISABILITY

Conference notes that UK equality law does not classify the various symptoms of menopause as a disability and thus there is no legal duty for employers to provide reasonable adjustments for members experiencing symptoms.

Conference is concerned that employers do not have sufficient understanding of the issues or their responsibilities towards the many employees who experience symptoms of the menopause.

Conference is further concerned about the lack of appropriate support for these issues in the workplace, often resulting in a number of highly skilled and experienced staff being forced out of the profession due to lack of support.

Conference therefore instructs the National Executive to:

ACTIONS TAKEN

We initiated our campaigning to have menopause recognised as a disability.

We uploaded additional information to our menopause toolkit advice on the website, which include legal updates.

We updated our 'Menopause' course with additional tutor notes.

We provided additional information to the Menopause Toolkit on our website.

We held workshop sessions on topics including bladder health at our Women Teachers' Consultation Conference, followed by a webinar, open to all members.

- (i) lobby governments and administrations for the menopause to be recognised as a disability under equality law;
- (ii) promote the NASUWT Menopause Policy guidance and training in all workplaces and
- (iii) campaign to ensure free access to appropriate medication.

We continued to work with national employers regarding menopause at work policies.

We made representations to governments and administrations, calling for better support for women in the workplace.

AGEISM IN TEACHING

Conference believes that older teachers are a valuable asset to the teaching profession in terms of their experience, skills and long-term contributions to teaching and learning.

Conference notes with concern that due to ageist perceptions, stereotypes and discrimination, older teachers are often overlooked for promotion, ignored or disproportionately threatened with capability procedures, with the sole purpose of driving them out of the profession.

Conference is further concerned that age discrimination within the teaching profession is often disregarded as a protected characteristic, resulting in systemic ageism going unchallenged and older teachers pressured into leaving their jobs well before their retirement age.

Conference endorses the work of the National Executive in campaigning for greater protections for older teachers in schools and colleges and in challenging discriminatory practices that impact on the current recruitment and retention crisis.

Conference further endorses action by the National Executive in campaigning vigorously for:

- (i) greater awareness of potential ageism and ageist policies and procedures within schools and colleges;
- (ii) a requirement for schools and colleges to monitor and publish their staff profile by age, along with other protected characteristics and
- (iii) all teachers to be protected from ageism in the workforce.

Conference also calls upon the National Executive to:

- (i) conduct research across the trade union network to explore support given to older workers;
- (ii) use this research to inform consideration of an NASUWT Older Teachers' Committee, so that issues facing members can be addressed more readily and, if necessary, acted upon and
- (iii) report to Annual Conference 2024.

ACTIONS TAKEN

We made representations to have an older peoples' commissioner.

We contributed to research by TUC and other trade union centres, such as the Wales TUC Older Workers toolkit.

We submitted motions to call for further research into the experiences of older workers.

We continued to gather data through our own in-house surveys on pay, conditions and other matters and the age demographics of members responding.

We initiated new work to commission a survey of older teachers aged 50+ examining their experience of teaching.

ABOLISH OFSTED

ACTIONS TAKEN

Conference acknowledges that the perceived demands of Ofsted are the major contributor to the excessive workload and bureaucracy that blights the lives of teachers.

Conference instructs the National Executive to:

- (i) work with the other education unions to call for an immediate freeze of all inspections in order that a full mental health impact assessment on teachers and school leaders be carried out;
- (ii) campaign for the abolition of Ofsted in its current form and
- (iii) press for its replacement with a supportive framework.

We submitted evidence to the House of Commons Education Select Committee Inquiry into school inspection, which called for a pause to inspections and the introduction of more appropriate and supportive systems of school accountability.

We developed a new policy position paper-setting out our demands for a fit-for-purpose inspection and accountability system.

We developed and set out our principles on which more supportive models of inspection and accountability might be established.

We included inspection and accountability-related drivers of workload in our ongoing trade dispute with Secretary of State.

We used our summer 2023 national ballot result to secure a commitment by the Secretary of State to undertake a review of the impact of inspection on the workload and wellbeing of teachers and headteachers.

We continued to explore policy options for inspection and accountability with the Labour Party Shadow Ministerial Team.

We issued updated advice and guidance for members on Ofsted inspection, following amendments made to the School Inspection Handbook.

We continued discussions with Ofsted on reforms to inspection framework that may be possible within existing statutory parameters and with the new Chief Inspector on proposals for future policy reform.

We continued to work with other education trade unions on common campaign objectives.

HEALTH AND SAFETY AND THE WORKING DAY

ACTIONS TAKEN

Conference is deeply concerned that the length of the school day and increased contact time with pupils has grown in many schools, often by shortening breaks and lunchtimes, imposition of 'period 6' sessions, and numerous meetings/twilight sessions of excessive duration.

We continued to use our industrial action and our Time for a Limit campaign to advocate for a better deal for members.

We published our Manifesto for Teachers, setting out our asks for improved statutory working time protections for teachers and a maximum 35-hour weekly working hour limit.

We undertook further work with other unions to refresh our Valued Worker Scheme.

Conference asserts that the lengthening of the school day and increased contact time with pupils is having a detrimental impact on teachers' health, safety and wellbeing.

Conference is further concerned that teachers are being denied statutory and/or contractual breaks through requests to work through lunchtimes and breaks.

Conference condemns those school leaders who extend the school day surreptitiously, through either claiming sessions are optional and/or 'guilt tripping' staff into attending.

Conference calls upon the National Executive to:

- (i) continue to campaign for a maximum limit on working time;
- (ii) publish updated guidance to members on directed time allocations and break entitlements;
- (iii) work with Valued Worker Scheme employers and unions to devise best-practice guides to the structure of the school day;
- (iv) collect data through the wellbeing survey on lengths and changes to school days and
- (v) support members through all means available where school days are being lengthened.

We used the outcome of our summer 2023 ballot of members to secure a commitment from the Westminster Government to establish a national Workload Reduction Taskforce. We are using our membership of the Taskforce to press for changes improved working conditions for teachers.

We lobbied for the DfE Wellbeing Charter to become a baseline national expectation across all schools.

We updated our guidance on directed time and other statutory and contractual entitlements. We also launched a new directed time calculator.

We initiated multiple surveys to collect data on workload and working hours and used this to inform our campaign messaging and advocacy work.

We continued to support members wherever they are subject to unreasonable management practices, including the lengthening of the school day.

WOMEN'S HEALTH AND THE WORKPLACE

ACTIONS TAKEN

Conference notes that women make up the majority of the teaching profession and that they play an essential and positive role in schools and colleges.

Conference notes with concern that women's health concerns

We updated our 'Menopause' course with additional tutor notes.

We provided additional information to the Menopause Toolkit on our website.

We highlighted issues around bladder health at conferences, events and via webinars.

are often downplayed and even dismissed by employers in the workplace, resulting in many women being forced out of the profession.

Conference is further concerned that despite the fact that women are disproportionately vulnerable to long-term inflammatory immune conditions such as endometriosis and ME/CFS, 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 supports the National Executive in continuing to campaign for:

- (i) greater awareness of intersectional gender-sensitive health and safety issues in schools and colleges;
- (ii) a requirement for gender-sensitive sickness absence and health and safety policies in schools and colleges, with mandatory training for all managers and
- (iii) specific training for NASUWT negotiators on bargaining for gender-sensitive health, safety and welfare policies in schools and colleges.

We engaged with the TUC and other national trade union centres on women's health, safety and wellbeing in the workplace.

We are working with national multi-academy trusts on policies regarding menopause at work, as well as advice and guidance regarding pregnancy at work.

We have included women's health issues in the programme for our Women Teachers' Consultation Conferences.

EDUCATING REFUGEE AND ASYLUM SEEKER CHILDREN AND YOUNG PEOPLE

ACTIONS TAKEN

Conference notes the enormous effort that teachers and schools put into supporting refugee and asylum seeker children and young people.

Conference is concerned with the lack of funding and proper training available to fully meet the needs of these pupils and students.

Conference is further concerned by the woeful underfunding of community support and CAMHS, and the lack of training that teachers are given to support the wellbeing of these pupils and students.

Conference calls for the National Executive to lobby governments and administrations for:

We refreshed our Refugee Welcome Schools work with Citizens UK.

We highlighted issues around support for refugee children and children seeking asylum through our press and media work.

We continued to engage with Education International on its work on global migration and its implications for education systems.

We called out the UK Government's hostile narrative on migration through our leadership of the TUC Anti-Racism Taskforce.

We challenged the Home Office over proposed immigration changes for teachers and called for evidence of the Government's equality impact assessments.

We stepped up our calls for better support for pupils with additional mental health needs.

- (i) fully funded training and specific teaching resources to support staff to meet the needs of refugee and asylum seeker children and young people;
- (ii) a fully funded package of educational wellbeing support for refugee and asylum seekers;
- (iii) a significant increase in funding and access to CAMHS services which reflects need and
- (iv) a change to or repeal of the existing guidance whereby refugees who volunteer to assist in schools (or other settings) can be threatened with the loss of their refugee status.

We called for better mental health, training and support in schools and better access to mental health counselling services.

We ran a session at an Equalities Training and Development Day on the Illegal Immigration Bill.

We continued to work with the ETUC on refugee and asylum issues.

We held a webinar on anti-far-right political education for activists, incorporating the importance of positive language around refugee and asylum.

We worked with education unions in Europe and beyond to explore joint strategies on tackling racism and fascism in schools.

STATE PENSION AGE

ACTIONS TAKEN

Conference condemns the decision of the UK Government to move all teachers into the 2015 Teachers' Pension Schemes with a teachers' pension age which is equal to the state pension age.

Conference condemns the Government's decision to proceed with an increase in the state pension age, despite the long-term impact of Covid-19 on mortality rates being unknown. Conference notes that the UK state pension age is already amongst the highest of all OECD nations, before any further increase.

Conference endorses the National Executive's campaign to break the link between the state pension age and the teachers' pension age.

Conference calls on the National Executive to build a broad alliance of trade unions, community groups and civil society organisations which oppose any increase in the state pension age and campaign for its reduction over time.

We worked with partner organisations including other trade unions, the National Pensioners Convention, WASPI and Citizens UK.

We committed national support for the 68 is too late! campaign.

We continued to work with the TUC on campaigning for no further rises to state pension age.

We supported the FRMA campaign with the National Pensioner Convention for the Government to appoint an Older Person's Commissioner.

WORKING TIME ARRANGEMENTS

Conference is concerned that the working time arrangements for individual teachers are not fit for purpose.

Conference is aware that:

- (i) teachers are increasingly not being effectively consulted over annual working time arrangements at the beginning of the school year;
- (ii) teachers are increasingly being put under pressure to complete tasks outside of agreed working arrangements and
- (iii) there is inconsistency across the UK.

Conference urges the National Executive to produce a checklist to inform discussions on annual working time arrangements in workplaces across the UK, which will include reinforcing the longstanding NASUWT policy of a maximum 35-hour working week for all teachers.

ACTIONS TAKEN

We took forward our Time for a Limit campaign on workload and working hours.

We published detailed advice and guidance on the website in respect of directed time and working arrangements.

Our policy of a maximum 35-hour working week for all teachers features prominently in the Union's Manifesto for Teachers.

We support members in taking industrial action, up to and including strike action in defence of their right to a decent work/life balance.

URGENCY MOTION: ANNUAL CONFERENCE 2024

Conference is concerned by the decision to hold a virtual Annual Conference in 2024.

Conference notes:

- (i) that a General Election will be held no later than December 2024;
- (ii) the need to apply visible pressure to all political parties to commit to a Better Deal for Teachers in their election manifesto and
- (iii) the need to network to build activism among NASUWT members.

Conference believes that an in-person Annual Conference promotes greater activism, networking and upholds our lay-led democracy.

Conference is also concerned over potential declining attendance at a future virtual annual conference.

Conference therefore instructs the National Executive to reconsider its decision to hold a virtual Annual Conference during 2024.

ACTIONS TAKEN

We agreed to hold an in-person Conference in Harrogate in 2024.

TRANSFORM PERFORMANCE MANAGEMENT AND APPRAISAL

ACTIONS TAKEN

Conference is aware that the performance management and appraisal process creates stress for teachers.

Conference opposes the outdated method of directly linking pay progression to performance.

Conference is also aware that some employers have separate appraisal and pay policies, allowing staff to move up the pay scale unhindered.

Conference asserts that all annual pay progression should be automatic.

Conference calls upon the National Executive to continue to campaign vigorously to remove the link between pay progression and performance management and appraisal.

We continued to campaign vigorously to remove the link between pay progression and performance management and appraisal, particularly through the DfE Workload Reduction Taskforce.

We persuaded the STRB to support our calls to scrap performance-related pay in schools.

We updated our advice and guidance on appraisal and performance management.

EXPLOITATION OF UPPER PAY RANGE TEACHERS

ACTIONS TAKEN

Conference congratulates the National Executive for its work in supporting members through pay progression.

Conference deplores the exploitation of many Upper Pay Range (UPR) teachers who are expected to take on management roles.

Conference recognises that this is a particular issue in the primary sector.

Conference calls upon the National Executive to campaign to protect the rights of UPR teachers.

We continued to resist attempts by the Government and employers to require teachers on the upper pay range to undertake additional unpaid responsibilities.

We have continued to inform members about the difference between UPR and TLR roles.

We continued to campaign to protect the rights of members through our Time for a Limit campaign on workload and working hours.

We made strong representations to the STRB in England and to the IWPRB in Wales.

The Union also campaigned using its industrial action to secure time budgets for Upper Pay Scale teachers in Northern Ireland.

SECURING AND SUSTAINING HIGH LEVELS OF RECRUITMENT INTO TEACHING

ACTIONS TAKEN

Conference believes that the recruitment and retention of a highly skilled and well-supported graduate teacher workforce is critical to ensuring that all children can benefit from their entitlement to a world-class education.

We continued to progress these matters through our submissions to pay review bodies and in our engagements with all governments and administrations.

Conference is, therefore, deeply concerned by the ongoing and worsening teacher recruitment crisis and the failure to invest in high-quality training and development for the future of the profession.

Conference notes that across all phases and the vast majority of subjects, the education systems in the UK fail to recruit enough graduates into programmes of initial teacher education (ITE).

Conference further notes with concern the failure of Ministers to meet the national targets set for teacher recruitment, exacerbating the teacher supply problems, and the high levels of exit from the profession among serving teachers and leaders.

Conference condemns the failure of governments and administrations to take effective action to address the causes of the teacher recruitment crisis and to ensure that every ITE participant gets access to the high-quality training and support they deserve.

Conference, therefore, calls on the National Executive to continue to press governments and administrations to take action to ensure that:

- (i) pay and conditions support the competitiveness of teaching in the graduate labour market and provide an attractive and motivating reward package for teachers at the start of and throughout their careers;
- (ii) other disincentives to entering teaching, including persistently high workload levels, poor wellbeing, lack of clear career progression pathways, poor pupil behaviour and inadequate ongoing professional development opportunities, are tackled;
- (iii) ITE programmes reflect the status of teaching as a highly skilled, professional activity and that all routes, including those based in schools, benefit from the support and expertise of higher education institutions and
- (iv) teachers and leaders are given the resources they need to provide critical in-school experience to ITE participants in a way that is manageable, recognises the range of additional responsibilities teachers and leaders have, and does not impose excessive workload burdens on them.

We submitted written and oral evidence to House of Commons Education Select Committee on teacher recruitment, training and retention.

We secured representation on the DfE Workload Reduction Taskforce to address workload-related drivers of wastage from the teaching profession.

We continued to work across all jurisdictions to promote good pupil behaviour and thereby support the establishment of workplaces conducive to high levels of teacher and school leader wellbeing.

We continued to seek improvements to the DfE's National Professional Qualifications framework and highlighting need for more effective provision at the intermediate stages of teachers' careers.

We campaigned for the introduction of a contractual right to CPD for all teachers across the UK, including through engagement with political parties in the run-up to the next General Election.

We pressed for improvements to the Early Career Framework to ensure greater support for mentors and early career teachers (ECTs), as well, as and more flexible and inclusive training curriculums.

We continued to monitor the impact of the transfer of almost all appropriate body functions to teaching school hubs and pressing for more effective intervention when ECTs' statutory entitlements are not met.

TRANSFORMING EDUCATION

Conference acknowledges the value and importance of international solidarity and reaffirms the commitment to NASUWT's participation in international campaigning and policymaking.

Conference commends the work of Education International in bringing unions together to campaign for a New Deal for Teachers through the transforming education agenda.

Conference welcomes the creation of an International Commission on the Teaching Profession that was announced at the Transforming Education Summit in September 2022.

Conference believes that every learner should have access to a professional, trained and well-supported teacher and that every teacher has access to the tools, time, and trust necessary to reach, teach, and inspire the generations and communities they have been entrusted to serve. Teachers should be protected from having to promote harmful political propaganda and from interference in the workplace.

Conference calls upon the National Executive to continue to lobby governments and administrations to ensure they adopt and enact the five priorities of the Education International New Deal for Teachers campaign, to:

- (i) increase investment in quality public education systems;
- (ii) guarantee labour rights and decent working conditions;
- (iii) invest in quality teacher training and professional development;
- (iv) trust and respect teachers and their pedagogical expertise and
- (v) involve teacher unions in policy through social dialogue.

TEACHERS AND THE HOUSING CRISIS

Conference condemns the failure of successive governments and administrations to address the shortage of affordable housing for working people and their families, including teachers.

Conference recognises that the shortage of affordable housing for teachers affects all parts of

ACTIONS TAKEN

We continued to advocate for greater investment in education through our Better Deal for Teachers campaign.

We published our Manifesto for Teachers, which calls on the next Government to commit to a New Deal for Teachers.

We have engaged with representatives from all main political parties to explain our demands.

We continued to work with Education International to pursue this agenda on the international stage, and through the work of the International Summit on the Teaching Profession.

We continued to take a lead in defending trade union rights and freedoms at home and abroad.

ACTIONS TAKEN

We secured unanimous support for our motion on fixing the housing crisis at TUC Congress 2023.

The issue of housing is one of the headline asks in our Manifesto for Teachers. This is

the UK. Furthermore, geographical areas exist where the shortage has become acute. Conference asserts that the teachers' housing crisis is having a profound impact on teachers' living standards and teacher supply.

Conference calls on the National Executive to campaign for a change in government policy to address the housing crisis, which should:

- (i) include teachers in all definitions of key workers;
- (ii) ensure reserved housing provision across all areas solely for key workers and
- (iii) create and extend discount schemes for rental and first-time buyers of at least 30% below market prices in all areas where teachers struggle to afford suitable housing.

being used as part of our advocacy around the forthcoming General Election with politicians in each of the main parties.

We extended our work with Citizens UK, Shelter, trades councils and others on our shared policy objectives in this area.

NATIONAL OFFICERS' AND NATIONAL EXECUTIVE COMMITTEE 2022

(16 meetings were held during the year)

		Meetings attended
President:	Angela Butler <i>(to Conference 2023)</i>	7
	Rosemary Carabine <i>(from Conference 2023)</i>	9
Senior Vice-President:	Rosemary Carabine <i>(to Conference 2023)</i>	7
	Rashida Din <i>(from Conference 2023)</i>	9
Junior Vice-President:	Rashida Din <i>(to Conference 2023)</i>	7
	Wayne Broom <i>(from Conference 2023)</i>	9
Honorary Treasurer:	Michelle Codrington-Rogers	15
Ex-President:	Phil Kemp <i>(to Conference 2023)</i>	6
	Angela Butler <i>(from Conference 2023)</i>	9
District 1	John Hall <i>(until Jul 2023)</i>	12
	John Hall & Julie Parkin <i>(from Aug 2023)</i>	4
	Dan Lister <i>(until Jul 2023)</i>	12
	Dan Lister & Deborah Egglestone <i>(from Aug 2023)</i>	4
District 2	Lester Russell <i>(until Jul 2023)</i>	10
	Lester Russell & Howard Leighton <i>(from Aug 2023)</i>	4
District 3	Karen Brocklebank	13
District 4	Jac Casson	14
	Rachel Knight <i>(until Feb 2023)</i>	4
	Rachel Knight <i>(from Aug 2023)</i>	3
District 5	Claire Ward	15
District 6	Nuala Lavery-Noon <i>(until Jun 2023)</i>	4
	Anne Simmons <i>(Jun-Jul 2023)</i>	2
	Bryan McConnell <i>(from Aug 2023)</i>	4
	Anne Rycroft	13
District 7	Tim Toepritz	12
	Sharon Calvert <i>(until Jul 2023)</i>	12
	Wendy Shuttleworth <i>(from Aug 2023)</i>	2

District 8	Fiona Hawksley-Cartwright	14
District 9	Dinsdale Shaw (<i>until Jul 2023</i>)	6
	Kathleen Oliver (<i>from Aug 2023</i>)	3
District 10	John Crofts	13
District 11	Alan Hackett	11
District 12	Anne Thompson	16
District 13	Alan Jones (<i>until Jul 2023</i>)	9
	Alan Jones (<i>from Oct 2023</i>)	1
	Robert Dowey (<i>until Jan 2024</i>)	1
District 14	Harold Gurden	14
District 15	Caroline Clode	13
District 16	Mark Burns	12
District 17	Katherine Moore	15
District 18	Stephen Howells (<i>from June 2023</i>)	7
District 19	Wendy Exton	13
District 20	Mike Leigh	14
District 21	Nigel Williams (<i>until Jul 2023</i>)	11
	Beverley Alderson (<i>from Aug 2023</i>)	1
District 22	Ruth Duncan	16
District 23	Kathy Duggan	8
	Chris Holland	14
District 24	Alison Morgan	13
District 25	John McGill	15
District 26	Folasade Afolabi	15
District 27	Mark Dickinson	15
District 28	Row Martin	15
District 29	Dona Vickers (<i>until Jul 2023</i>)	5
District 30	Stephen Witherden	10
District 31	Mark Morris	14
	Sharron Daly	11
District 32	Helen Johns	14
District 33	Scott McGimpsey	13
	Eddie Carroll	14
District 34	Raymond Beggs	12
	Delma Boggs	11

NATIONAL EXECUTIVE STANDING COMMITTEES

Education – Eight members

(National Official - Darren Northcott)

Lester Russell (Vice-Chair) *(until Jul 2023)*
Wendy Shuttelworth *(from Jul 2023)*
Sade Afolabi
Tim Toepritz *(Vice-Chair from Aug 2023)*
Nigel Williams *(until July 2023)*
Anne Simmons *(until July 2023)*

Kathy Duggan (Chair)
Beverley Alderson *(from Aug 2023)*
Lester Russell/Howard Leighton (RS) *(from Aug 2023)*
Dona Vickers *(until July 2023)*
Eddie Carroll
Robert Dowey *(from October 2023)*

Legal Aid, Services and Central Benevolent Committee – Six members

(National Official – Sam Oyebitan)

Helen Johns
Fiona Hawksley-Cartwright
Mike Leigh (Vice-Chair)
Mark Burns

Chris Holland (Chair)
Rachel Knight *(from Aug 2023)*
Dinsdale Shaw *(until July 2023)*

Recruitment and Organising – Eight members

(National Official – Andy O’Callaghan)

Anne Rycroft (Chair)
Ruth Duncan
Katherine Moore
Raymond Beggs

John Crofts
Alison Morgan (Vice-Chair)
Stephen Witherden
Kath Oliver *(from Aug 2023)*

Salaries, Pensions and Conditions of Service – Eight members

(National Official – Damien McNulty)

Scott McGimpsey
Caroline Clode
Dan Lister *(until Jul 2023)*
Harold Gurden
Dan Lister/Deborah Egglestone (RS) *(from Aug 2023)*

Alan Jones *(until July 2023) (from Oct 2023)*
Jac Casson (Vice-Chair)
John McGill (Chair)
Sharon Calvert *(until July 2023)*

Trade Union Education and Training – Seven members

(National Official – Jennifer Moses)

Mark Dickinson (Chair)
Claire Ward (Vice-Chair)
Karen Brocklebank
Sharron Daly

John Hall *(until Aug 2023)*
Anne Thompson
Stephen Howells
John Hall/Julie Parkin (RS) *(from Aug 2023)*

Health and Safety Committee – Six members

(National Official – Wayne Bates)

Delma Boggs
Mark Morris (Chair)
Bryan McConnell *(from Aug 2023)*
Row ena Martin

Wendy Exton (Vice-Chair)
Alan Hackett
Alan Jones *(until 2023)*

Equal Opportunities – Eight members (National Official – Jennifer Moses)

Tim Toepritz (Education) *(from Jul 2023)*
Mark Burns (Legal) (Vice Chair)
Anne Rycroft (Recruitment) *(until Jul 2023)*
Nuala Lavery-Noon (Education) *(until Jul 2023)*
Ruth Duncan (Recruitment) *(from Aug 2023)*
Sharon Calvert *(until 2023)*

Caroline Clode (Salaries) *(until Jul 2023)*
Delma Boggs (H&S)
Claire Ward (Training) (Chair)
Dan Lister/Deborah Egglestone (RS) (Salaries)
(from Aug 2023)

2b Oversight Group

Rosemary Carabine
Wayne Broom
Angela Butler
Row Martin (H&S)
Mark Dickinson (Training)
Mike Leigh (Legal)

Rashida Din
Michelle Codrington-Rogers
Tim Toepritz (Education)
Caroline Clode (Salaries)
Claire Ward (Equal Opps)
John Crofts (Recruitment)

The following served on the committees until 31 July 2023:

Black Members' Advisory Committee

Ajaz Aslam
Maria Smith

Lucy Charlton
Ava Verrier

Muhammad Khan
Andrea Welter

Disabled Members' Advisory Committee

Kathryn Downs
Harjinder Nahal
Carol Wood

Josephine Howard
Bernadetta Omundi

Lara Morris
Claire Stewart

Leadership Group Advisory Committee

Pushpalata Chaure
Alan Parkhurst

Robert Kent
Suresh Singh

Sandie Mulligan
Javay Welter

Lesbian, Gay, Bisexual, Trans and Intersex Members' Advisory Committee

Stephen Dyer
NKhan
Lee Williscroft-Ferris

Asa Haycock
Addele Lynas

Nik James
Rebecca Tebbett

Post-16 Advisory Committee

Cheryl Danher
Anita McGowan

Matthew Herman
Siddhartha Nandi Purkayastha

Annette Margolis

Primary Advisory Committee

Beverley Alderson
Shaunagh Lambe
Alister Parker

Claire Colling
Jane McConville

Kevin Donaghy
Joshua Moodie

Special Education Advisory Committee

Claire Gosling
Jemma Parton

Susan Griffiths

Barry Leslie

Women Members' Advisory Committee

Sidra Hussain	Kat Lord Watson	Candida Mellor
Mumtaz Quayum	Sally Rees	Dianne Reynolds
Rebecca Stroud		

Sexual Harassment Task Group

Angela Butler	Rosemary Carabine	Rashida Din
Michelle Codrington-Rogers	Sharon Calvert	Candida Mellor
Mumtaz Quayum	Dianne Reynolds	Sally Rees
Becky Stroud	Claire Ward	Kat Lord Watson

The following served on the committees from 01 August 2023

Black Members' Advisory Committee

Ajaz Aslam	Yvette Carnegie	Lucy Charlton
Matthew Karangi	Muhammad Khan	Maria Smith
Natasha Logan	Ava Verrier	Andrea Welter
Javay Welter		

Disabled Members' Advisory Committee

Clive Bowles	Kathryn Downs	Josephine Howard
Lara Morris	Harjinder Nahal	Bernadetta Omundi
Claire Stewart	Michelle Towe	Tracey Whelan
Carol Wood		

Leadership Group Advisory Committee

Pushpalata Chaure	Kevin Donaghy	Helen James
Robert Kent	Sandie Mulligan	Alan Parkhurst
Gavin Quinn	Suresh Singh	Ronan Sharkey
Javay Welter	Karen Williams	

Lesbian, Gay, Bisexual, Trans and Intersex Members' Advisory Committee

Stephen Dyer	Asa Haycock	Nik James
NKhan	Christopher Kerrigan	Addele Lynas
David Owen-Harris	Rebecca Tebbett	Lee Williscroft-Ferris

Post-16 Advisory Committee

Kevin Abbott	Cheryl Danher	Matthew Herman
Eoin Loughran	Annette Margolis	Anita McGowan
Siddhartha Nandi Purkayastha		Paul Wearmouth
Conor Wilson		

Primary Advisory Committee

Beverley Alderson	Claire Colling	Shaunagh Devlin
Kevin Donaghy	Jane McConville	Joshua Moodie
Alister Parker	Jenni Parker	Michael Parsons

Special Education Advisory Committee

Martin Gault
Marie Irwin
Barry Leslie
Dave Wilkeley

Claire Gosling
Muhammad Khan
Jemma Parton

Susan Griffiths
Marie Kirby
Pod Serge

Women Members' Advisory Committee

Mary Hogg
Kat Lord Watson
Sally Rees
Deborah White

Sidra Hussain
Candida Mellor
Dianne Reynolds

Lorraine Morton
Mumtaz Quayum
Rebecca Stroud

Young Members' Advisory Committee

Emily Alderson
Thomas Hookham

Kira Chan
Gareth Owen

Mathias Flamenco

Organising Taskforce

Row Martin
John Crofts
Wayne Broom
Ronan Sharkey (Northern Ireland)
Candy Mellor (North East)
Donna Hammond (East Midlands)
Pushpa Chaure (South East)
Gee Rossouw (Eastern)

Claire Ward
Rosemary Carabine
Michelle Codrington-Rogers
Luke Lockyer (Wales/Cymru)
Aqsa Rasul (North West)
Alan Parkhurst (West Midlands)
Keith Kilkenny (Greater London)
Sophie Etherington (Yorkshire and Humberside)

AFFILIATIONS, DONATIONS AND SPONSORSHIPS (OVER £500)

Sponsorship

British Youth Music Theatre
Burma Campaign
Durham Miners' Association and Gala
UK Global Campaign for Education (Send My Friend to School)
Hazards
National Youth Choir of Scotland
NASUWT Riverside Band
Time for Inclusive Education
Tolpuddle Martyrs' Festival
White Ribbon Scotland
Ulster Schools Athletics
Welsh Schools Athletic Association

Affiliations

Amnesty International
Campaign for Trade Union Freedom
Citizens UK
Education International
Education and Solidarity Network
ICTU
Justice for Colombia
Labour Research Department
Liberty
National Children's Bureau
Scottish TUC
TUC
TUC Cymru

Sponsorship

UK Disability History Month

Emergency International Support

EI Appeal for Turkey and Syria
EI Solidarity Fund for Humanitarian Aid (Palestine)

CONSULTATION RESPONSES

England/UK

Department for Education

- ITT core content and Early Career Framework: updating evidence
- Children's social strategy
- Use of reasonable force and restrictive practices in schools
- TPS Transitional Protection Regulations consultation
- Children missing education
- Early years foundation stage (EYFS): regulatory changes
- Future arrangements for ensuring the resilience of qualifications
- The use of generative AI in education
- Revisions to the Working Together to Safeguard Children statutory guidance
- Information sharing advice for safeguarding practitioners

Department for Science, Innovation and Technology and Office for Artificial Intelligence

- A pro-innovation approach to AI regulation

National Audit Office

- Examination of the School Estate

House of Commons Education Select Committee

- Recruitment, training and retention of teachers
- Ofsted's work with schools
- Persistent absence and support for disadvantaged pupils
- Screen Time: Impacts on education and wellbeing

Ofsted

- Changes to Ofsted's post-inspection arrangements and complaints handling: proposals 2023

Department for Business and Trade

- Retained EU Employment Law
- Statutory code of practice on reasonable steps to the Minimum Service Act 2023: work notice guidance feedback
- DLME Strategy 2024/25
- Non-statutory flexible working

HMRC

- Tougher consequences for promoters of tax avoidance
- Mandatory reporting of child sexual abuse
- Tackling non-compliance in the umbrella company market

Department of Health and Social Care

- Creating a smokefree generation and tackling youth vaping

ACAS

- Flexible Working Code of Practice (September)

School Teachers' Review Body

- STRB's 33rd Report and draft STPCD

Independent Committee on Standards in Public Life

- Panel Composition in the Employment Tribunals and the Employment Appeal Tribunal
- **Employment Appeals Tribunal - EAT**
Rules and Practice Direction

Guernsey

States of Guernsey

Committee for Education, Sport and Culture Education Law Review

Northern Ireland

Department of Education NI

Relationships and Sexuality Education (RSE)

NITPS Transitional Protection Regulations

Statutory Guidance on the Reduction and Management of Restrictive Practices in Educational Settings

Scotland

Scottish Government

- Professor Hayward's Independent Review of Qualifications and Assessment
- Covid-19 Recovery Committee Long Covid inquiry
- Professor Hayward's Independent Review of Qualifications and Assessment Phase 3-prescribing the minimum annual number of learning hours
- Scottish Employment Injuries Advisory Council Bill
- Consultation by Daniel Johnson MSP Proposed Restraint and Seclusion (Prevention in Schools) (Scotland) Bill
- RAAC in schools
- A Human Rights Bill for Scotland
- Guidance on the Delivery of Relationships, Sexual Health and Parenthood (RSHP) Education in Scottish Schools
- Education Bill provisions

Scottish Parliament

- Disabled Children and Young People (Transitions to Adulthood) (Scotland) Bill
- PE1989: Increase defibrillators in public spaces and workplaces
- Violence in Schools Roundtable
- Additional Support for Learning (ASL) in Scotland

Scottish Public Pensions Agency (SSPA)

- Implementing the 2015 remedy to the STPS

Scottish Labour

- How to Change the Future for Women and Girls: Ending Violence and Sexual Harassment Against Women and Girls

Scottish Human Rights Commission

- Strategic Plan 2024-28

General Teaching Council for Scotland

- Memorandum on Entry Requirements to Programmes of Initial Teacher Education

Wales

Welsh Government

- Curriculum for Wales – Clarifying the Humanities area in relation to the history of Wales and the world
- New registration categories for the Education Workforce Council: second consultation on draft statutory instrument
- Changes to school admission appeal arrangements
- Refresh of the 'Criteria for accreditation of initial teacher education in Wales'
- Welsh Language Education: white paper
- Proposed changes to the suite of Regulations under which independent schools in Wales operate
- Belonging, engaging and participating
- Education Workforce Council Investigating Committee and Fitness to Practise Committee membership
- Curriculum for Wales: continuing the journey
- Reform of the School Year

Welsh Parliament

- Residential Outdoor Education (Wales) Bill

REPRESENTATION ON TRADE UNION CENTRES

TUC

General Council	Michelle Codrington-Rogers Patrick Roach
Executive Committee	Patrick Roach
Finance Committee	Patrick Roach
Implementation Oversight	Patrick Roach
Disabled Workers' Committee	Carol Wood
LGBT+ Committee	Michelle Codrington-Rogers Stephen Dyer (until June 2023) NKhan
Race Relations Committee	Michelle Codrington-Rogers Patrick Roach Andrea Welter Ruth Duncan (from May 2023)
Women's Committee	Michelle Codrington-Rogers Ruth Duncan (until March 2023) Sharon Calvert Kat Lord Watson (from March 2023) Ajaz Aslam (from March 2023)
TUC Aid	Michelle Codrington-Rogers

ICTU

Executive Council	Sally Rees Justin McCamphill
Northern Ireland Committee	Justin McCamphill Ronan Sharkey
Women's Committee	Sally Rees Maxine Murphy-Higgins
Disability Committee	Delma Boggs Clive Bowles
LGBT Committee	Shaunagh Lambe Addele Lynas
Youth Committee	Ronan Sharkey Aideen D'Arcy

STUC

General Council

LGBT+ Committee

Black Workers' Committee

Disabled Workers' Committee

Women's Committee

Mike Corbett

Nik James

Sara Medel Jiménez

Carol Woods

Tara Lillis

WTUC

General Council

Angela Butler

Neil Butler

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

Guernsey

- Negotiating Committee for Teachers and Lecturers

Northern Ireland

- Education Authority NITC Engagement Forum
- Education Authority Joint Consultative Forum
- Education Authority/Northern Ireland Teachers Council Engagement Forum
- Northern Ireland Teachers' Council
- ICTU Education Committee (Northern Ireland)
- ICTU Executive Council
- ICTU Finance and General Purposes Committee
- ICTU Global Solidarity Committee
- ICTU Health & Safety Committee
- ICTU North/South Committee
- ICTU Northern Ireland Committee
- ICTU Northern Ireland Finance and General Purposes Committee
- ICTU Women's Committee
- ICTU Youth Committee
- Joint Secretaries Forum
- Northern Ireland Teacher's Negotiating Committee
- Northern Ireland Teachers' Pension Board
- Northern Ireland Teachers' Pension Scheme Advisory Board
- Northern Ireland Workforce Review Oversight Group

Scotland

- 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
- Community Collaborative Group
- Education Reform Stakeholder Reference Group

- Education Scotland – Professional Learning and Leadership Stakeholder Forum
- Gender Based Violence in Schools Working Group
- GTCS Contemporary Code Partner Group
- GTCS Professional Associations Liaison Group
- Headteacher Recruitment Working Group
- Inspection External Stakeholder Reference Group
- Justice for Columbia Supporter Network
- LGBT Inclusive Education Implementation Group
- Mental Health in Schools Working Group
- National Improvement Framework Professional Associations Group
- National Qualifications 24 Working Group
- National Summit on Relationships & Behaviour
- Physical Intervention Working Group
- Post-Independent Review Group meeting (Hayward Review)
- PSE Delivery & Implementation Group
- PSE ITE and CLPL Sub Group
- Respect for All Working Group
- School Uniform Working Group
- Scottish Advisory Group on Relationships and Behaviour in Schools
- Scottish Board for Teacher Education
- Scottish Learning for Sustainability Leadership Group
- Scottish Employment Injuries Advisory Council Steering Group
- Scottish Government Gender Equality Taskforce
- Scottish Government Workforce Wellbeing Group
- Scottish Negotiating Committee for Teachers
- Scottish Negotiating Committee for Teachers ASN Subgroup
- Scottish Negotiating Committee for Teachers General Secretaries
- Scottish Negotiating Committee for Teachers Support Group
- Scottish Negotiating Committee for Teachers – Job Sizing Group
- Scottish Teachers’ Pension Scheme Advisory Board
- Strategic Board for Teacher Education
- 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 Black Workers’ Committee
- STUC Equality Officers’ Network
- STUC Fair Work & Covid Group
- STUC General Council
- STUC LGBT Committee
- STUC Organising Group
- STUC Public Services Affiliates Group
- STUC/TUC Trade Union Education Strategy Group
- STUC Women’s Committee
- STUC Disabled Workers’ Committee
- Supporting Workforce Wellbeing Stakeholder Reference Group

UK/England

- Amnesty International Trade Union Network Committee
- Anti-Bullying Alliance Advisory Group
- AQA General Teachers' Unions meeting
- Asbestos in Schools Group
- David Ross Education Trust EDI Steering Group
- DfE Asbestos Steering Group
- DfE Flexible Working Advisory Group (FWAG)
- DfE Ministerial Stakeholder Group on Covid-19
- DfE Ministerial Stakeholder Group on Qualifications
- DfE Permanent Secretary's Stakeholder Group
- DfE School Buildings Stakeholder meeting
- DfE School and Academy Funding Group
- DfE Sustainability & Climate Change Working Group
- DfE Trade Unions Group on Special Educational Needs
- DfE Trade Union Working Group on Recruitment and Retention of Teachers
- DfE – Teachers Pay and Affordability Group
- DfE – Working Lives of Teachers and Leaders – Professional Autonomy
- DfE Programme of Talks
- DfE qualifications policy stakeholder meeting
- DfE stakeholder meeting on climate change and sustainability
- DfE stakeholder meeting on the Advanced British Standard
- DfE trade unions meeting on special educational needs and disabilities
- DfE Working Lives of Teachers and Leaders Advisory Group
- DfE Workload Reduction Taskforce
- Edge Policy Network
- Eduqas Teacher Associations meeting
- End Violence Against Women Prevention Network
- England and Wales Teachers' Pension Scheme – Scheme Advisory Board
- Joint Council for Qualifications Teacher Associations meeting
- Joint Union Asbestos Committee
- Labour Research Department Board
- National Hazards Committee
- National Joint Council for Staff in Sixth Form Colleges
- Northern Ireland Teachers' Pensions Board
- OCR Trade Unions Meeting
- Ofsted Standing Group of Teacher Associations
- Ofqual Examinations Stakeholder Engagement Group
- Partnership on Work-related Violence
- Pearson Qualifications Teacher Associations Group
- Primary Umbrella Group
- Scottish Teachers' Pensions Board
- Send My Friend to School Steering Group
- Special Educational Needs Consortium

- Standards and Testing Agency Teacher Associations meeting
- Teachers' Pension Scheme Board (England and Wales)
- Traveller Movement – Education Steering Group
- TUC Anti-Racism Implementation and Oversight Group
- TUC Anti-Racism Taskforce
- TUC Anti-Trade Union Restrictions Working Group
- TUC Artificial Intelligence Working Group
- TUC Black Women and Sexual Harassment Advisory Group
- TUC Disabled Workers' Committee
- TUC Education Unions Group
- TUC Equality Officers' Network
- TUC Executive Committee
- TUC General Council
- TUC Health and Safety Specialists Network
- TUC International Officers' Meeting
- TUC LGBT+ Committee
- TUC Pensioners' Committee
- TUC Pension Specialists' Committee
- TUC Public Services Liaison Group
- TUC RAAC Joint Unions Group
- TUC Race Relations Committee
- TUC Union Legal Officers' Network
- TUC Unions and the World of Work Steering Group
- TUC Women's Committee
- TUC Fair Pay Agreements Working Party
- TUC Faith and Belief Network
- TUC Trade Union Sustainable Development Advisory Committee
- UK Safer Internet Centre Expert Advisory Board
- Universities Council for the Education of Teachers

Wales

- Education Trade Union Partnership Group
- Education Leaders Summit
- Estyn Stakeholder Group
- Joint Further Education Trade Unions
- Strategic Workload Co-ordination group
- Post-16 Estyn Workload Group
- Qualifications Wales
- School Teachers' Pay and Conditions Partnership Forum
- Schools Social Partnership Forum
- Wales TUC General Council
- WJEC Teacher Associations Meeting
- Workforce Partnership Council (WPC) trade union side meeting

Other

- British and Irish Group of Teachers' Unions
- Education International 9th World Congress
- Education International Research Network
- Education and Solidarity Network Board
- Education International OECD Advisory Committee
- ETUCE Executive Committee
- ETUCE Standing Committee for Equality
- Trade Union Advisory Committee to the OECD
- United Nations Commission on the Status of Women

FORMATION, DISSOLUTION AND AMALGAMATION OF LOCAL ASSOCIATIONS

The National Executive approved the following changes to Local Associations:

Highlands and Orkney Islands

The existing negotiating Local Association known as Highlands and Islands was dissolved.

A newly constituted Negotiating Local Association, Highlands, was formed with boundaries based on the area covered by the former Highlands and Islands Local Association without the area covered by the Orkney Islands Council local authority area.

A newly constituted Negotiating Local Association, Orkney Islands, was formed with boundaries based on the area covered by the Orkney Islands Council local authority area.

North Yorkshire

The five existing non-negotiating Local Associations and Federation, known as Barkston Ash (B03), Harrogate (H17), Richmondshire and Hambleton (R56), Scarborough (S10), Skipton and Settle (S24), Whitby (W37) and North Yorkshire Federation (N300), were dissolved.

A newly constituted negotiating Local Association, North Yorkshire (H17), was formed with boundaries based on the area covered by the former North Yorkshire Federation.

Annex

Industrial Action 2023

Members of the NASUWT voted to take part in industrial action in thousands of schools and colleges across the country. Further details of workplaces balloted successfully for industrial action during the year can be found **here**.