

SCOTLAND

NASUWT THE
TEACHERS'
UNION

MINUTES OF SCOTLAND
ANNUAL CONFERENCE 2024

MINUTES OF SCOTLAND ANNUAL CONFERENCE

Held on Friday 10 May

Attendance

Delegates/Observers

Aberdeenshire:	Nik James, Claire Stewart
Argyll & Bute:	Jamie Wire, David Kearns
East Ayrshire:	David Anderson
Edinburgh:	Louise Pirie, Nahid Aslam, Catriona Varini
Fife:	John Melville
Glasgow:	Stuart Baird, Nicola Hassard, June Hegarty, Neil Farmer, Scott McGimpsey, Linda McCann
Highlands & Islands:	Niall McKinnon, Derrick Roberts
North Lanarkshire:	Simon Kirkwood, John Armour, Zaf Hussain
Perth and Kinross:	Shaun Cooper, Russell Edwards
Renfrewshire:	Lorraine McDermott
South Lanarkshire:	Vickie Leck, Scott McGregor, Maureen Kennedy
West Lothian:	Simon Hopkins

Officers

General Secretary:	Patrick Roach
Deputy General Secretary:	Jane Peckham
SEC President:	Sarah Walker
SEC Ex-President:	Helen Auld
SEC Treasurer:	Carol Wood
NEM:	Rod McCready
Senior Vice-President:	Wayne Broom

Staff

National Official:	Mike Corbett
Policy Official:	Tara Lillis
Policy Casework Official:	Darren Waplington
Casework Official:	Claire McInnes
Organiser:	Stephen Brown
Events Officer:	Rheo Clarke
Admin & Clerical:	Elena Miranda
Office Manager:	Maria Daniilidou
Press & Media Officer:	Lena Davies
National Official, Campaigns and Communication:	Chris Weavers

OPENING

Helen Auld (SEC Ex-President) opened the first Public Session by welcoming delegates and observers and inducted the SEC President, Sarah Walker.

SEC PRESIDENT'S ADDRESS

The President, Sarah Walker, delivered her Presidential address.

The Past President Medal was presented to Helen Auld.

David Anderson was confirmed as the incoming Vice-President.

ADOPTION OF STANDING ORDERS

The President confirmed the adoption of Standing Orders.

Nik James, Chair of the Standing Orders Committee, explained how speakers could submit requests to speak and other key aspects of how the Conference would operate.

MINUTES OF SCOTLAND ANNUAL CONFERENCE 2023

Helen Auld proposed and Carol Wood seconded that the Minutes be adopted.

Motion carried unanimously.

SEC ANNUAL REPORT

Rod McCready proposed and Helen Auld formally seconded the Annual Report. It was put to Conference that the Report be adopted. Motion carried unanimously.

SEC FINANCIAL REPORT

Carol Wood proposed, and Helen Auld formally seconded, the Financial Report. It was put to the Conference that the Financial Report be adopted. Motion carried unanimously.

GENERAL SECRETARY'S ADDRESS

The General Secretary delivered his address and this was followed by a question and answer session.

The President suspended Standing Orders at 11:03.

Break

The President resumed Standing Orders at 11:25 and introduced the motions for debate, beginning with the two Officers' Motions.

Ventilation and Clean Air

Rod McCready (National Executive Member) proposed.

David Anderson (SEC Vice-President) seconded.

Conference agrees that air quality remains an ongoing concern for workers both within and outwith their place of work.

Conference notes that ventilation of learning spaces in our schools has been acknowledged as a key mitigation in the prevention of transmission of SARS-Cov-2 and other airborne pathogens.

Conference further notes that providing adequate ventilation indoors, proxy measured by the concentration of Carbon Dioxide (CO₂) in the air, and reduction of air pollutants have a positive impact by increasing the ability of pupils to learn, reducing levels of sickness absence, improving educational outcomes and reducing costs.

Conference mandates the Scotland Executive Council to campaign to:

- i. secure air filters in every learning space, office area and common area in all schools;
- ii. maintain pressure on Public Health Scotland (PHS) and the Scottish Government to promote the use of specific concentrations of CO₂ within schools to determine specific actions to increase ventilation;
- iii. reinforce the use of CO₂ monitors with employers and members via local authority Health and Safety Committees and
- iv. support the recommendation that air quality monitors are installed in Scotland's primary schools to assess levels of air pollution.

Shaun Topen Cooper (Perth & Kinross) spoke For the motion.

The motion was:

CARRIED UNANIMOUSLY

Paid Miscarriage Leave

Carol Wood (SEC Treasurer) proposed.

David Anderson (SEC Vice-President) seconded.

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

Conference calls on the Scotland Executive Council to:

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

The motion was:

CARRIED UNANIMOUSLY

The President moved to balloted motions.

Work-related Violence

Rod McCready (National Executive Member) proposed.

Carol Wood (SEC Treasurer) formally seconded.

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

Conference is significantly concerned about teachers' health, safety and wellbeing; firstly, as the stress caused to their wellbeing by work-related violence is inadequately addressed in terms of the Health and

Safety Executive's six standards for managing stress at work by employers: demands, control, support, relationships, role and change; additionally, as current indiscipline and lack of consequences for pupils has resulted in the ever-increasing number of serious violent incidents being responded to less robustly than necessary.

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

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

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

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

The following concerns of classroom teachers are to be addressed and considered:

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

Derrick Roberts (Highland), Louise Pirie (Edinburgh), Shaun Topen Cooper (Perth & Kinross), Scott McGimpsey (Glasgow) spoke For the motion.

The motion was:

CARRIED UNANIMOUSLY

Teachers should be Leaders of Learning, not Assessment

Stuart Baird (Glasgow) proposed.

Claire Stewart (Aberdeenshire) seconded.

Conference is concerned that:

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

Conference notes that while efforts are being made by the SQA to improve consultation and engagement, real change has not yet been seen on the ground.

Conference calls on the Scotland Executive Council to lobby government and the SQA to ensure:

- i. the voice of practising teachers is embedded within all new structures;
- ii. clarification, consultation and agreement around the centre for teaching excellence;

- iii. any changes in assessment do not increase bureaucracy and workload;
- iv. any changes to the curriculum and assessment structure result in a robust and reliable system;
- v. teachers should be leaders of learning, not assessment;
- vi. external assessments are maintained and expanded moving forward and
- vii. the time, leadership and resources necessary for any agreed change are committed.

This motion was:

LARGELY CARRIED

Paternity Leave

Helen Auld (East Ayrshire) proposed.

Louise Pirie (Edinburgh) seconded.

Conference recognises that:

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

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

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

This motion was:

CARRIED UNANIMOUSLY

Seclusion and Restraint

Simon Kirkwood (North Lanarkshire) proposed.

Helen Auld (East Ayrshire) seconded.

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

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

- a. be created in partnership with NASUWT to ensure guidance clearly reflects the views of teachers;
- b. include clear and agreed definitions of seclusion and restraint/physical intervention;
- c. take into account the duty of care to all in the school community by ensuring rights are not viewed exclusively through the lens of the child who may be the subject of an intervention;
- d. have been considered through an intersectional equality lens, taking, for example, appropriate cognisance of the impact of gender-based violence, and linking to the ongoing national work of

the Gender Equality Taskforce in Education and Learning (GETEL), as well as the racism and racist incidents sub-group of the Anti-Racism in Education Programme (AREP);

- e. have been through a workload impact assessment;
- f. avoid placing anyone in the school community in harm's way, ensuring teachers will feel safe and supported at work;
- g. be accompanied by the right for any teacher who wishes to access appropriate training;
- h. be supported by an investment in sufficient resources for local authorities, schools, headteachers and teachers, including the provision of supervision for teachers and
- i. include a timeframe for national review and have appropriate mechanisms built in to allow for further revision as appropriate.

Shaun Topen Cooper (Perth & Kinross) and Nik James (Aberdeenshire) spoke For the motion.

Carol Wood (SEC Treasurer) spoke To the motion.

This motion was:

CARRIED UNANIMOUSLY

Broken Promises

Carol Wood (SEC Treasurer) proposed.

Nik James (Aberdeenshire) seconded.

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

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

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

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

Shaun Topen Cooper (Perth & Kinross) spoke For the motion.

This motion was:

CARRIED UNANIMOUSLY

The President suspended Standing Orders at 12:55 for a lunch break.

The President reinstated Standing Orders at 13:40 and moved back to balloted motions.

Equalities

Nik James (Aberdeenshire) proposed.

Claire Stewart (Aberdeenshire) seconded.

Conference notes:

1. the Equalities Act 2010, which includes the nine protected characteristics;
2. the leading role that NASUWT and other unions have taken in promoting equality for all minorities over the course of decades and
3. that although progress has been made in many areas, there is still a long way to go.

Conference believes that:

1. whether we have direct policy or not, all people with any of the nine protected characteristics should have their rights protected by NASUWT, both publicly and privately;
2. education is part of the equalities campaign and
3. current and prospective members not being in favour of supporting people with one or more of the characteristics is not a reason to stop actively promoting that support.

Conference instructs:

1. the Scotland Executive Council to require that Scotland Officers challenge anything which undermines the equality agenda within NASUWT Scotland social media accounts and
2. the Scotland Executive Council to include in a bulletin to all members an article explaining why all strands of the equality agenda are important and that we cannot pick and choose.

Point of Order from the floor – that the motion be ‘not put’.

Rod McCready (National Executive Member) spoke on this Procedural Motion.

It was formally seconded by David Anderson (SEC Vice-President).

The vote for the motion to be ‘not put’ was:

LARGELY CARRIED

Replacement Body for the SQA

Helen Auld (East Ayrshire) proposed.

Louise Pirie (Edinburgh) seconded.

Conference notes that:

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

Conference calls for the Scotland Executive Council of NASUWT to:

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

This motion was:

CARRIED UNANIMOUSLY

ASN – Failure of CfE

Carol Wood (SEC Treasurer) proposed.

Helen Auld (East Ayrshire) seconded.

Conference notes that resources and specialist provision for learners with additional support needs (ASN), such as neurodivergent conditions, learning disabilities and physical disabilities that impact learning, are reducing, whereas, with better diagnostic tools, the number of learners being identified as requiring support in learning is increasing.

Conference notes that in many schools, 48% or more learners now have an identified support need for learning.

Conference takes into consideration these issues and believes that:

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

Conference calls for the Scotland Executive Council to campaign for:

- i. the end of the presumption of mainstream and integration masquerading as inclusion;
- ii. the reopening of special centres for children with severe and complex needs, including multiple neurodivergent conditions;
- iii. effective staffing and resources of the centres;
- iv. training at a postgraduate level for all teachers who wish to be registered with the GTCS as an ASN specialist and
- v. the right of all of our school communities to feel safe.

ASN – Failure of CfE (amendment)

To add:

- iv. effective staffing and resources of ASN provision in mainstream establishments;

Meaning the remainder of the motion would read:

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

Linda McCann (Glasgow) proposed.

Nicola Hassard (Glasgow) seconded.

Amendment accepted.

Shaun Topen Cooper (Perth & Kinross) spoke For the motion.

This motion was:

CARRIED UNANIMOUSLY

Classify Physical Education, Drama and Music as practical classes

Scott McGimpsey (Glasgow) proposed.

Conference notes that the SNCT definition of 'PRACTICAL CLASSES', contained in Appendix 2.9 of Part 2 of the SNCT Handbook, has not moved with the times to recognise changes in schools and in the curriculum.

Physical Education, Drama and Music are subjects where pupils need to move around, with the teacher there to ensure there is a safe learning environment and full participation.

Conference believes that the class sizes of these subjects need to be reconsidered to ensure that teachers are confident that class sizes ensure a safe learning environment and full participation.

Conference calls upon the Scotland Executive Council to gather and submit evidence on class sizes in Physical Education, Drama and Music in order to lobby COSLA and the Scottish Government to classify Physical Education, Drama and Music as practical subjects, with a maximum number of 20.

Classify Physical Education, Computing Science, Drama, and Music as practical classes (amendment)

Scott McGimpsey (Glasgow) proposed.

To add 'Computing Science' at all points where the other subjects are mentioned:

Conference notes that the SNCT definition of 'PRACTICAL CLASSES' contained in Appendix 2.9 of Part 2 of the SNCT Handbook has not moved with the times to recognise changes in schools and in the curriculum.

Physical Education, Computing Science, Drama, and Music are subjects where pupils need to move around, with the teacher there to ensure there is a safe learning environment and full participation.

Conference believes that the class sizes of these subjects need to be reconsidered to ensure that teachers are confident that class sizes ensure a safe learning environment and full participation.

Conference calls upon the Scotland Executive Council to gather and submit evidence on class sizes in Physical Education, Computing Science, Drama, and Music.

Conference further calls upon the Scotland Executive Council to use this evidence to lobby COSLA and the Scottish Government to classify Physical Education, Computing Science, Drama, and Music as practical subjects, with a maximum number of 20.

David Anderson (SEC Vice-President) proposed.

Helen Auld (East Ayrshire) seconded.

The amendment was:

LARGELY CARRIED

This motion was:

LARGELY CARRIED

SQA Remuneration

Helen Auld (East Ayrshire) proposed.

Louise Pirie (Edinburgh) seconded.

Conference notes that:

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

- d. this calls into question the robust nature of the assessment process and its potential impact on results as the valuable experience of many teachers who could mark is taken out of the equation.

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

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

This motion was:

CARRIED UNANIMOUSLY

Job Sizing Toolkit: Questionnaire Review/Update

David Anderson (SEC Vice-President) proposed.

Neil Farmer (Glasgow) seconded.

Conference notes that:

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

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

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

This motion was:

CARRIED UNANIMOUSLY

Women's Health

Nik James (Aberdeenshire) proposed.

Janet Westwater (East Dunbartonshire) seconded.

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

Conference notes that:

- i. almost eight out of ten women go through the menopause at work;
- ii. one in ten women live with endometriosis;
- iii. women's health issues continue to be downplayed and even dismissed by many employers, resulting in many women being forced out of work;
- iv. women overwhelmingly outnumber men as sufferers of the longer-term effects of Covid-19 and

- v. women are disproportionately vulnerable to long-term inflammatory immune conditions such as endometriosis and ME/CFS, and many sickness absence and health and safety policies fail to address gender-specific conditions.

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

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

Carol Wood (SEC Treasurer) and Helen Auld (East Ayrshire) spoke For the motion.

This motion was:

CARRIED UNANIMOUSLY

Stop Education Cuts

Nicola Hassard (Glasgow) proposed.

Stuart Baird (Glasgow) seconded.

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

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

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

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

This motion was:

CARRIED UNANIMOUSLY

Poverty

Rod McCready (National Executive Member) proposed.

Simon Kirkwood (North Lanarkshire) seconded.

Conference is appalled at the figures showing increasing numbers of children living in poverty in Scotland.

Conference is concerned that one of the most profound and damaging consequences of child poverty is the impact it has on pupils' educational attainment, their wider wellbeing and their future life chances.

Conference notes that there is a growing body of evidence indicating that high levels of income inequality increase instability, debt and inflation which are damaging for a developed economy in the long term.

Conference believes that poverty and socioeconomic inequality has the greatest effect of any inequality on a person's health, mortality and overall life chances.

Conference calls on the Scotland Executive Council to:

- i. work with STUC, CPAG, Poverty Alliance and others to continue to campaign to eradicate poverty in Scotland;
- ii. continue to support the Food for Thought campaign;

- iii. campaign robustly to ensure poverty is viewed through a similar lens to protected characteristics, and 'povertyism' to be included in anti-discrimination law, as well as raising the profile of socioeconomic inequality in the overall equalities discussion and
- iv. look to support a more diverse teaching profession which, inter alia, includes those with lived experience of poverty.

This motion was:

CARRIED UNANIMOUSLY

Education Cuts and Low-Income Families

Stuart Baird (Glasgow) proposed.

Neil Farmer (Glasgow) seconded.

Conference condemns the ongoing assault on all education budgets and particularly condemns the disregard for the effect this has on the most deprived areas and the future life chances of children from these areas.

Conference calls upon the Scotland Executive Council to evaluate the effect cuts have on low-income families.

Conference calls upon the Scotland Executive Council to lobby COSLA and the Scottish Government to protect education budgets with particular regard to the most deprived areas.

This motion was:

CARRIED

EMERGENCY MOTION: RWANDA – STOP DEPORTATION

Carol Wood (SEC Treasurer) proposed.

Helen Auld (East Ayrshire) seconded.

Conference recognises that the passing of the Rwanda Bill flies in the face of everything we stand for as a society – despite the findings of the damning parliamentary report and the Supreme Court that this Bill is fundamentally incompatible with Britain's human rights obligations. Conference cannot ignore that brazenly designating Rwanda as a safe haven for deportation is contrary to historical and current facts.

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

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

Conference is appalled at the removal of documents and mobile devices, which contain vital information, and the removal of asylum seekers to other parts of the UK, away from support networks.

Conference urges the Scotland Executive Council of NASUWT to:

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

Nahid Aslam (Edinburgh) spoke To the motion.

This motion was:

CARRIED

The President suspended Standing Orders at 15:07.

NATIONAL OFFICIAL'S ADDRESS

The National Official (Scotland) delivered his address to Conference.

Jamie Wire (Argyll & Bute) gave the Vote of Thanks and the President was given a gift.

The President reminded Scotland Executive Council members of their next meeting on 31/5/24 and closed Conference at 15:57.