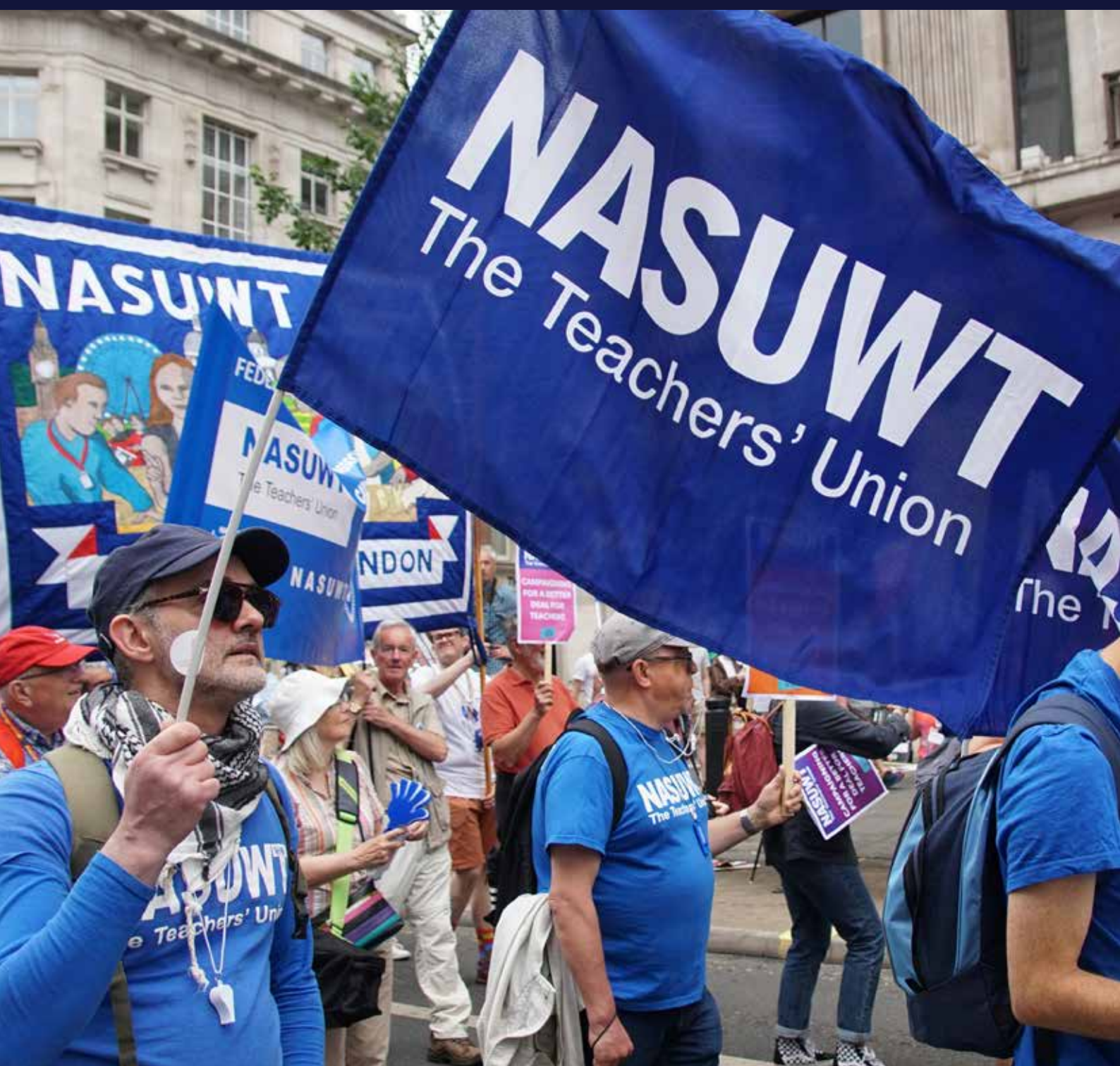


CAMPAIGN PLAN 2025



FOREWORD FROM THE ACTING GENERAL SECRETARY



The last General Election has delivered the change that our members demanded. After more than a decade of austerity that has devastated our schools and public services, the country voted in 2024 for a government committed to a new direction.

This must be a turning point for education. Teachers expect nothing less than decisive action to make the UK the best place in the world for children and young people to grow up and learn.

We have a new government – now we must hold it to account and ensure it delivers a New Deal for Teachers and for children's education.

Whilst we welcome the promises of change, we know that promises alone will not repair the damage done. Our members have endured years of declining pay, rising workload and attacks on their profession. 2024 was a year of change.

Join us in making 2025 the year of delivery. This Campaign Plan sets out our priorities for the year ahead, built on the resolutions adopted at our Annual

Conference. Together, we will press every politician and policymaker – through our ongoing industrial campaigns and our advocacy to secure a New Deal for Teachers – to secure the real changes teachers and pupils need.

2023 was a year of action. 2024 was a year of change. Now, 2025 must be the year we secure the promise of a New Deal for all Teachers.

A handwritten signature in black ink, reading 'M. Wrack'.

Matt Wrack
Acting General Secretary

THE ROLE OF NASUWT

NASUWT is The Teachers' Union – the undiluted voice of the teaching profession.

Our core purpose is to improve and protect the status, morale and working conditions of teachers and headteachers, enabling them to provide the best education and support to children and young people.

We are a member-led union that listens to teachers, empowers them to shape their union's direction, and speaks with their united voice to those who make decisions about teachers' working lives.

We prefer solution-focused approaches and negotiate positive change so that teachers can thrive throughout their careers – but we will not hesitate to protect our members' interests and take industrial action when necessary.

We remain committed to ensuring that teachers and school leaders are recognised and rewarded as highly skilled professionals, with working conditions that allow them to focus on their core role of leading teaching and learning.



A NEW GOVERNMENT FOR A NEW DEAL FOR TEACHERS

The outcome of the 2024 General Election must mark a new beginning for our schools, colleges and the teaching profession. The new Government has a mandate to deliver a New Deal for Teachers. This New Deal must address the entrenched challenges that have plagued education for years:

- (i) the serious decline in teachers' living standards after years of pay erosion;
- (ii) the de-funding of our public services since 2010, which has harmed education;
- (iii) the crisis in teachers' pay, morale, wellbeing, recruitment and retention, and the declining status of the profession;
- (iv) the sustained attacks on teachers' trade union rights over the last decade;
- (v) the undermining of teachers' collective voice through interference in pay review bodies and the scrapping of social partnership arrangements;
- (vi) the mounting pressures on teachers and the loss of too many talented, experienced staff, particularly in our most disadvantaged communities;
- (vii) the rampant discrimination and exploitation of teachers by some employers, supply agencies and umbrella companies;
- (viii) the failure to attract, recruit and retain sufficient new teachers into the profession; and
- (ix) the widening opportunity gap for children, caused by inequality linked to where they live and learn.

NASUWT will champion these issues with the new Government through our ongoing political campaigning. We have been clear that securing

a better future for pupils depends on securing a better deal for teachers.

In the run-up to the election, we fought for every major party to commit to our New Deal for Teachers. Now, we will hold the Government to its promises. Political engagement will take priority alongside industrial action – we will utilise all our resources to mobilise teachers and the public to ensure this government is truly on the side of teachers, education and public services.

We will campaign to secure a New Deal for Teachers that will deliver:

- real-terms pay restoration for all teachers, reversing the damage of austerity;
- a national framework of statutory, contractual conditions of service, including a maximum 35-hour working week for all teachers and headteachers;
- stronger rights and protections to tackle violence, assault or harassment of teachers by pupils or parents;
- equal rights for supply teachers, so they are no longer treated as second-class staff; and
- robust measures to eradicate discrimination – for example, requiring all school and college employers to publish their gender, ethnicity and disability pay gap data.

Every school, including academies, must contribute to local authority facility time funds or otherwise enable teacher trade union representatives to perform their duties. Facility time

is essential to resolving issues early and effectively, benefiting the whole school community.

A BETTER DEAL ON PAY AND PROGRESSION



NASUWT is campaigning for full restoration of teachers' pay to pre-austerity levels. If the Government offers any deal that's not fully funded or doesn't move meaningfully toward restoration, we are prepared to ballot members for industrial action.

We urge the Government to establish a clear plan – with timelines – for restoring teachers' lost earnings. A national framework is needed to guarantee decent pay and working conditions for all teachers, regardless of school type. A national workforce plan must also address recruitment, retention and equality in the profession.

Fair pay for responsibilities

Pay reform must also tackle internal inequities. Primary teachers deserve the same recognition as their secondary colleagues, especially around Teaching and Learning Responsibility (TLR) payments. We will push for consistent and fair compensation for all additional duties, across all school phases and settings.

Continuing professional development (CPD)

Too often, CPD is generic and not aligned to individual needs. We demand:

- better funding for high-quality CPD;
- tailored CPD based on subject, role and career stage;
- teacher-led planning, giving professionals control over their learning; and
- entitlement for supply teachers to access ongoing development.

We also call for mandatory national CPD on behaviour management, so all teachers are equipped to handle pupil discipline confidently and safely.

Supporting early career teachers (ECTs)

New teachers often face overwhelming workloads, pressure and mistreatment.

To protect them, we propose a national induction framework with clear standards across all schools.

NASUWT will expand training, guidance and outreach for ECTs, and we will act against schools that exploit or bully new teachers.

Every teacher deserves a fair start. Our union is committed to supporting and retaining the next generation of professionals.

Academy Trust accountability

NASUWT is campaigning to improve accountability in academy trusts and stop the waste and inequities in the system. We have called for greater regulation of academy trusts to ensure transparency and fairness. We are urging the Government to cap excessive executive pay in state-funded schools by introducing national pay scales for academy CEOs and executives. It is indefensible that some trust bosses pay themselves hundreds of thousands while teacher pay is held down.

Fair pay, professional growth and safe, supportive workplaces are essential for a thriving teaching profession. NASUWT will continue fighting to ensure every teacher is valued, supported and empowered.

A BETTER DEAL ON WORKLOAD AND WORKING HOURS

Excessive workload remains a major issue for teachers across the UK. Despite hard-won contractual limits on working hours, these are often ignored, forcing teachers to work far beyond their contracted time – damaging their health, wellbeing and personal lives.

NASUWT is committed to ensuring these limits are respected, strengthened and enforced.

Enforcing directed time

We are campaigning for inspectorates like Ofsted to prioritise workload compliance during inspections. As agreed at Conference, inspectors should meet workplace union reps to hear directly about breaches and abuses.

We will also expand our campaign to help members understand and enforce their rights, providing tools and training on directed time calculations. Schools must consult unions annually on directed time calendars – if not, we will take action to defend our members.

Reducing total working hours

Securing a 35-hour contractual working week remains a core goal. In Wales, progress has begun, but we will continue campaigning for a statutory cap across the UK. In the short term, we're pushing for immediate workload reductions.

A key priority is increasing planning, preparation and assessment (PPA) time to at least 20% of timetabled hours. We're lobbying to reclassify PPA as 'protected non-contact time', calculated from all pupil contact hours to close loopholes.

PPA policies must also support disabled and neurodivergent teachers. NASUWT will publish guidance to ensure equality and access in how this time is allocated and used.

Out-of-hours expectations

Teachers are under increasing pressure to run extracurricular activities, revision sessions and clubs – often under the guise of 'voluntary' work. These commitments frequently impact wellbeing and add to unsustainable workloads.

NASUWT is clear: out-of-hours duties must remain genuinely voluntary. We will campaign

to protect teachers from being pressured into unpaid or unmanageable extra work and support members who push back against unfair expectations.

Cutting bureaucracy

Administrative overload continues to drain teachers' time. We will push to eliminate excessive marking, data drops, and other low-impact tasks. Inspection regimes must also be reformed to avoid driving unnecessary paperwork.

In Scotland and elsewhere, we are monitoring education reforms to ensure they don't add new burdens. Any new initiative must be backed with time or staffing – not simply added on top of already overstretched workloads.

Flexible working rights for teachers in all schools

All teachers should have the option of a flexible working week or part-time arrangements within the national pay framework, to improve work-life balance and retention.

Our message is clear: teachers' time should be spent on teaching and learning – not cover, admin, or unpaid extras. If employers or governments fail to act, NASUWT stands ready to defend our members' rights, including through industrial action.



A BETTER DEAL ON SAFETY AND WELLBEING



Teachers have a right to work in an environment that is safe, healthy and conducive to their wellbeing. NASUWT is campaigning on multiple fronts to ensure that every teacher can do their job without fear for their safety, and with the support needed to maintain good health and wellbeing.

Tackling violence, abuse and indiscipline

Disruption and violence in schools undermine teaching and learning. Across the UK, pupil indiscipline is worsening, with increasing incidents of verbal and physical abuse – including some involving weapons. This is unacceptable. Every teacher and child deserves a safe environment, and violence must never be seen as 'part of the job'.

We are demanding urgent action to restore order and safety in schools:

- **Support for teachers on discipline:** Governments must back teachers in maintaining authority, ensuring their reasonable behaviour management decisions are upheld.
- **Reinstate a national school safety forum:** The ministerial forum scrapped in 2012 must be revived to coordinate responses to school and college security issues.
- **Stronger guidance and the right to exclude:** Behaviour guidance should support teachers, not restrict them. Schools must retain the right to exclude persistently violent or abusive pupils.
- **Training in behaviour management:** Funded and mandatory CPD on managing behaviour must be built into teachers' schedules.
- **Collaboration with children's services:** Serious behavioural issues should trigger multi-agency support, not fall solely on classroom teachers.
- **Risk assessments and legal accountability:** Employers must conduct proper risk assessments for

violence and stress, fulfilling their legal duty to protect staff.

We are also urging the Health and Safety Executive (HSE) to enforce compliance where schools fail to protect staff.

Far-right-instigated violence in 2024 has affected school communities, with ripple effects on staff and student safety. NASUWT is working with police and community partners to keep such threats out of schools and stop extremist influence.

Another concern is rising hostility from some parents. Social media and cultural shifts have emboldened a minority to challenge teachers aggressively. We are calling for clear parental conduct policies, swift sanctions – including legal action – against those who abuse staff, and training for school leaders on managing parent relationships. Teachers must be treated with respect, and parent-school partnerships should be grounded in trust and shared responsibility for children's education.

Protecting staff from false or malicious allegations

NASUWT recognises that safeguarding is critical – schools must have robust procedures to protect children from abuse. However, we also know that too many teachers and leaders have been subject to false or malicious allegations by pupils (and even parents).

Such allegations, even when proven untrue, can be devastating to a teacher's career, reputation and mental health.

We are pressing for stronger protections for staff against malicious allegations and clearer expectations on schools for handling these cases properly:

- Schools and colleges must maintain strict confidentiality and anonymity for staff involved in ongoing allegation investigations.
- 'Innocent until proven guilty' must be the guiding principle.
- Investigations of allegations must be timely, transparent and rigorous.
- If an allegation is found to be malicious or unfounded, all references to it should be removed from the teacher's record.
- Teachers (including supply teachers) who are suspended due to an allegation should have the same rights and support during the process as any permanent staff member.

- Critically, no teacher or school leader should be forced to continue teaching a pupil who has made a false, malicious allegation against them.
- We also call for better training for school managers on handling allegations, so that they support staff fairly while meeting safeguarding duties. Leaders should know how to investigate without bias and how to distinguish genuine concerns from malicious attacks.

NASUWT is prepared to support members in any workplace where these principles are not upheld. As noted, if a school attempts to make a teacher teach a pupil who has made a malicious allegation against them, we will back the teacher's refusal and organise collective action to protect them.

Challenging far-right extremism and hate

Extremism and polarisation are rising, creating serious challenges for schools.

Far-right movements increasingly target young people via social media, messaging apps and gaming platforms, spreading conspiracy theories and hate – misogyny, racism, antisemitism, Islamophobia and more. They exploit young people's frustrations with dangerous and simplistic answers.

As teachers and trade unionists, we are well-placed to counter far-right influence. NASUWT rejects all forms of hate and believes schools must remain inclusive spaces that respect diversity and foster critical thinking. Extremist views often infiltrate classrooms, affecting the wellbeing of both students and staff.

We will intensify efforts to confront this threat, working with UK and international partners to assess risks, monitor the impact of extremism in schools, and develop informed responses. We'll also collaborate with other unions and allies to build community resilience and press governments for stronger safeguards – like regulating online platforms and improving digital literacy education.

We urge the Government to support teachers in challenging extremist views. Teachers must have guidance, training and clear safeguarding protocols to protect any at-risk students. Public backing for inclusive education is vital.

NASUWT will share anti-extremism resources and support members who

face risks for defending equality. By confronting hate, we protect both students and the values of education: democracy, human rights and mutual respect. Teachers must be empowered to stand as a united front against far-right extremism.

Supporting teacher wellbeing and mental health Teacher wellbeing is vital, yet too many face unsustainable stress. NASUWT is fighting for systemic changes to make schools healthier workplaces. Teaching should not come at the cost of mental or physical health, but burnout is at crisis levels. In NASUWT's Big Question Survey, 82% said their mental health had been harmed by work, with many reporting serious physical symptoms, or turning to alcohol or medication to cope.

Employers have a duty of care, and we're insisting this be taken seriously. Conference highlighted gaps in wellbeing support across schools. Voluntary measures like the Government's Wellbeing Charter are not enough – we need action. NASUWT calls for mandatory adoption of the Charter and for wellbeing to become a measurable school priority.

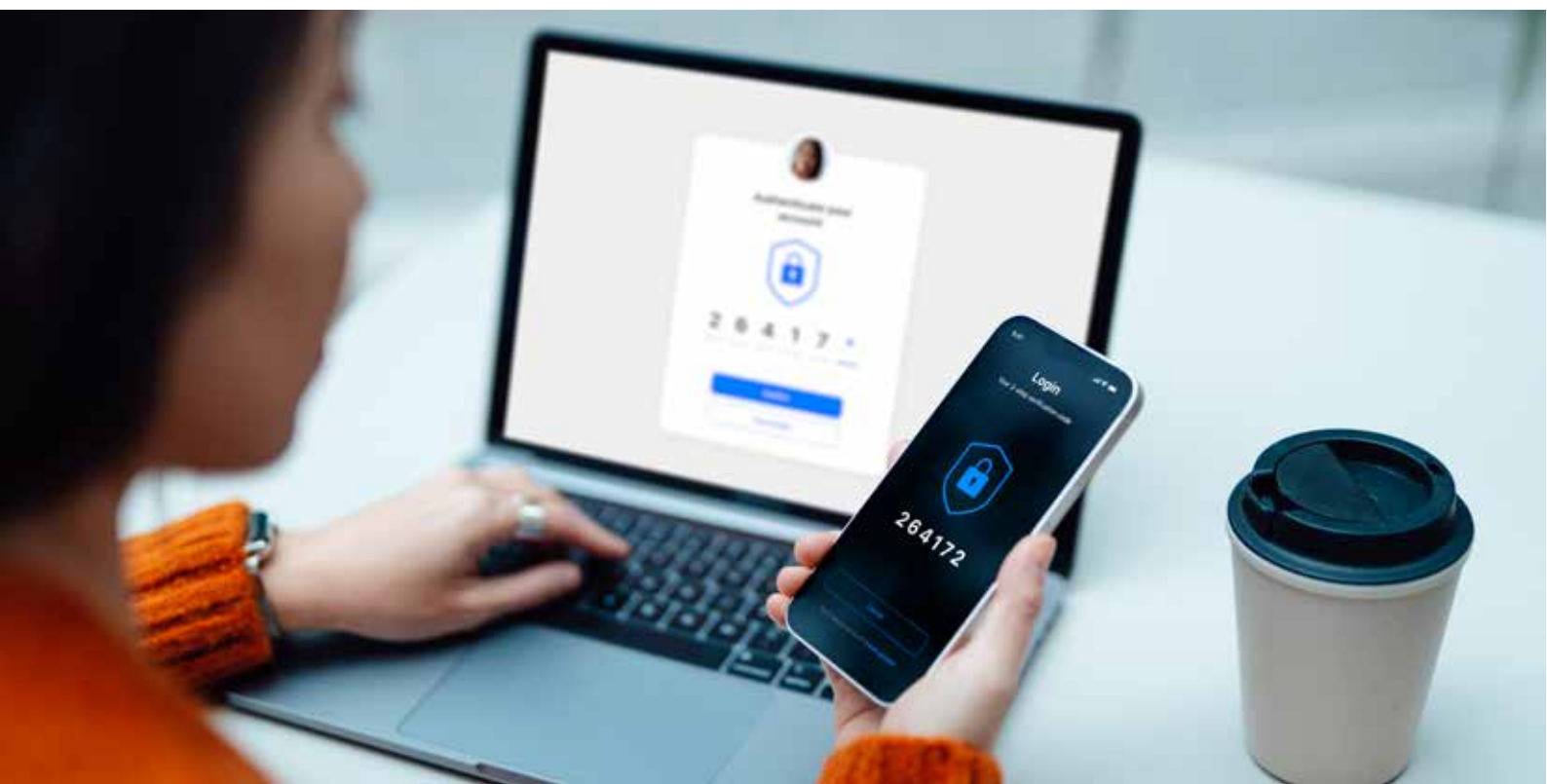
Key campaigning areas include:

- **Guaranteed support services:** Every teacher should have access to a confidential Employee Assistance Programme (EAP). Early support can prevent crises.
- **Time for wellbeing:** Employers must allow time during the workday

for wellbeing – whether through collaborative planning, mindfulness, or meeting-free time.

- **Tackling workload:** Reducing working hours and admin is central to improving wellbeing. Conference-linked workload cuts directly to mental health.
- **Mental health training:** We continue to call for funded training in mental health first aid and suicide prevention for staff and leaders, and we're extending this to our reps and caseworkers.
- **Support for Union Reps:** Reps handling traumatic cases need wellbeing support, too. NASUWT will provide a dedicated support line and training opportunities.
- **Health checks:** We support annual health checks for teachers during work time, and we also promote school-based preventative care like flu jabs and wellness clinics.
- **Family-friendly workplaces:** Teachers should not have to choose between career and family. We'll research barriers to parenthood and push for better maternity/paternity leave, childcare and housing access.

Teacher wellbeing should be a core performance measure in schools and colleges. A supported and healthy teacher is not only happier, they are more effective. It's time wellbeing was treated as essential, not optional.



A BETTER DEAL ON EQUALITY FOR ALL TEACHERS

NASUWT is proud to lead the fight for equality in education – for teachers and the pupils they serve. We believe in a profession that is inclusive, diverse and free from discrimination.

At our 2025 Conference, members passed motions on trans rights, women's health and disability justice – recognising that fairness and equal treatment are essential to teacher wellbeing and retention, not optional extras.

Protecting trans and non-binary teachers

Trans and non-binary teachers are facing increasing hostility, with recent legal rulings raising serious concerns about their rights at work. In 2025, NASUWT passed an emergency motion in response to a Supreme Court decision that risks eroding protections for trans women. Non-binary identities also remain unrecognised in UK law, leaving gaps in safeguarding.

We will take action to:

- **Strengthen legal protections:** Lobbying for reforms to ensure the Equality Act explicitly protects trans and non-binary people, and challenging any misinterpretations of the law that allow discrimination.
- **Ensure safe, inclusive schools:** Updating and promoting our model guidance for supporting LGBTI staff and students, and opposing blanket policies that exclude or target trans individuals.
- **Provide direct support:** Exploring LGBTI peer support networks or mentoring to help members facing harassment or exclusion.
- **Tackle misinformation:** Promoting education on gender identity within the profession and challenging hate-fuelled narratives – including those from the far right.

- **Stay globally connected:** Monitoring international developments and standing in solidarity with trans teachers abroad.

Our message is clear: trans rights are human rights. We will always defend the dignity,

safety and equality of our trans and non-binary members.

Defending the rights of disabled and neurodivergent teachers Disabled teachers continue to face barriers – from workplace discrimination to government welfare cuts. We condemn the new reductions to disability benefits like Personal Independence Payment (PIP), which many rely on to remain in employment.

We will work to:

- **Improve access to health services:** Pushing for timely mental health and physiotherapy support, tailored for the teaching profession.
- **Support neurodivergent teachers:** Advocating for better diagnostic and support services, and neurodiversity training for school staff.
- **Fix access to work:** Campaigning to streamline the scheme and ensure it meets the real needs of disabled teachers, from assistive technology to job coaching.
- **Enforce legal rights:** Many employers fail to provide reasonable adjustments, especially for supply staff. We will hold them to account and push regulators to act.
- **Advance flexible working:** Calling for proactive and creative working arrangements as a standard part of inclusion.





We'll also research the wider impact of benefit cuts on disabled educators and families of pupils with disabilities – ensuring no voice is ignored in policy debates.

Promoting gender equality and supporting women teachers' health

Women make up most of the teaching workforce, but gender-specific health needs are still poorly understood or supported. NASUWT continues to lead in pushing for recognition of conditions like menopause, endometriosis, fibroids and the hidden impacts of heart and thyroid conditions.

We're committed to:

- **Expanding workplace guidance:** Enhancing NASUWT's advice, training and resources on women's health issues to ensure they are recognised and accommodated.
- **Embedding gender-sensitive health and safety:** Campaigning for policies that support flexible working during menopause, emergency leave for severe period pain, and appropriate risk assessments for pregnancy and long-term conditions.
- **Investigating asbestos risks:** Supporting calls for urgent removal of asbestos in schools, and for more

research into whether women teachers face higher mesothelioma risks.

- **Increasing representation:** Encouraging more women to train as health and safety reps, and ensuring their lived experience informs workplace decisions.

We are also working with the TUC and sister unions to raise the profile of gendered health in education and other sectors. Progress is being made, but we must embed these changes into everyday practice.

We will keep fighting for workplaces where no teacher has to hide who they are, battle alone for adjustments, or suffer in silence due to stigma. This is how we secure a stronger, more inclusive future for our schools – and our students.

A BETTER DEAL ON PENSIONS

A decent pension is central to the teaching profession. Teachers accept modest pay in return for a reliable and secure pension in retirement. NASUWT is fighting to defend this promise by protecting access to the Teachers' Pension Scheme (TPS), improving administration and safeguarding pension value.

Protecting TPS membership

The TPS remains one of the best public sector pensions. Yet some employers – especially in academies and independent schools – are removing staff from the scheme. NASUWT has taken strike action, where necessary, to stop this.

We stand ready to act wherever pensions are threatened.

We are also lobbying for legal protections to ensure all teachers, especially those in statefunded schools, are entitled to TPS membership by default, with no detriment to pay or conditions.

Fixing pension administration

In England and Wales, TPS administration was outsourced – leading to service failures, incorrect payments and delays. NASUWT is calling for pension administration to be brought back in-house, as it is in Scotland and Northern Ireland. Pensions should be managed by accountable public bodies, not private contractors.

Meanwhile, we continue to support members experiencing issues and are closely watching the 2020 scheme valuation delays, pushing for fair and transparent processes.

Restoring and protecting pension value

We want teachers removed from the TPS by past employer decisions to be allowed back in on original terms. No one should suffer for decisions made to cut costs.

NASUWT also opposes linking the pension age to the rising State Pension Age. Teachers shouldn't be expected to work into their late 60s. We'll continue campaigning for

fair pension ages and early retirement options, especially for those in demanding roles.

UK-wide action and member education

In Northern Ireland, we welcomed recent progress that also supported pensions. We will continue to work with devolved administrations to resolve local issues around contribution rates and governance.

Across the UK, we're committed to educating members on their pension options and why Defined Benefit schemes must be protected.

Pensions are deferred pay. We won't allow that promise to be broken. NASUWT will fight any move to diminish teachers' pensions and ensure every teacher retires with security and dignity.



SCOTLAND: GETTING IT RIGHT FOR EVERY TEACHER

Teachers in Scotland continue to face unmanageable stress due to excessive workload and poor support. While the 2023 pay deal brought some relief, it didn't solve the workload crisis. NASUWT Scotland says the Government's Getting It Right For Every Child approach must now be extended to include every teacher.

What's driving the workload crisis?

- **Pupil behaviour:** More time is spent managing disruptive or distressed behaviour, often without specialist support.
- **Mainstreaming without resources:** The policy of including pupils with additional support needs (ASN) in mainstream classrooms is under strain due to insufficient resources, increasing pressure on teachers.
- **Cutbacks to ASN support:** Resources for neurodivergent and disabled pupils have been cut, leaving teachers without vital help.

Our campaign priorities:

- **Real support, not rhetoric:** We're demanding effective delivery of the National Action

Plan on Relationships and Behaviour.

- **Fix mainstreaming:** Inclusion must mean appropriate support and settings – not placing every pupil in the same classroom regardless of need.
- **Specialist staffing and supervision:** Teachers should have trained assistants, smaller class sizes and access to professional supervision to reduce stress and prevent burnout.

Workload, reform and local action

We are demanding that all curriculum and assessment reforms undergo workload impact assessments. We will work with councils and COSLA on local workload solutions – like limits on meeting hours, policies on contact time, and tailored support in areas of high need.

Our 2025 goals for Scotland are clear: cut workload, fund inclusive education properly, and ensure teacher voices shape every policy. If Scotland wants the best for every child, it must start by getting it right for every teacher.



WALES: DRIVING FORWARD THE AGENDA FOR CHANGE

NASUWT Cymru's campaigning has brought real wins – like the 2025 Learner Behaviour Summit, secured after pressure on the Welsh Government. Talks on limiting working hours and establishing a single national pay scale have also begun. However, as our Conference motion put it: these steps are 'too little, too late' without follow-through.

Behaviour crisis

Violent incidents in schools more than doubled in three years, with over 6,400 recorded in 2023-24. This is driving teachers out of the profession. NASUWT continues to push for a Whole-Wales Behaviour Policy – a consistent national strategy backed by training and resources, including more alternative provision for pupils displaying extreme behaviours.

ALN reform

Wales' new Additional Learning Needs (ALN) Code is under-resourced and poorly implemented. Teachers with ALN responsibilities report unmanageable workloads and insufficient time or training. We are demanding a review of the ALN Code, full implementation of the ALN Strategic Review, and clear accountability for delivery, with proper funding.

Workload

Eighty-five per cent of teachers say workload increased last year. We're calling for a Social Partnership model in schools – binding agreements between unions, government and employers to reduce workload. This includes:

- capping contact hours;
- ensuring 20% PPA time; and
- hiring more support staff.

Supply system reform

The National Supply Pool is failing – nearly half of supply teachers couldn't get enough work in 2023-24, despite

school shortages. We are pushing for urgent reforms or alternatives, including local authority pools or direct employment. Supply teachers must also access CPD and fair pay.

Curriculum and qualifications

We've raised serious concerns about the Curriculum for Wales rollout and new GCSEs – like the rushed history qualification. These reforms must come with adequate time, training and resources. Teachers support the vision, but not under pressure and chaos.

2025 priorities for Wales:

- Implement outcomes from the behaviour summit, including a national behaviour policy.
- Fix ALN rollout with proper funding and training.
- Deliver real reductions in workload – or face industrial action.
- Reform the failing supply system.
- Ensure curriculum reform is fully resourced and realistically paced.

NASUWT will continue challenging the Welsh Government at every level until Wales is not only the best place to be a pupil – but also to be a teacher.



NORTHERN IRELAND: ADDRESSING WORKLOAD AND SECURING THE FUTURE

Teachers in Northern Ireland face unique challenges – segregated schools, underfunding, political deadlock and excessive workload. While a 2025 pay deal brought some progress, serious issues remain, particularly around workload and working conditions.

Workload and the think1265 campaign

NASUWT's think1265 campaign reminds schools that teachers are contractually limited to 1,265 directed hours per year. Thanks to our activists, awareness has grown – but many schools still ignore the limit. Teachers continue to face pressure to work late, cover staff shortages and take work home. This must stop.

In 2025, we are demanding:

- stronger enforcement of think1265 through inspections – inspectorates must check compliance and meet union reps during visits; and
- accountability from school leaders and employers who exceed legal workload limits.

Stronger union rights

Union access remains uneven, particularly in the expanding academy-equivalent sector. NASUWT will:

- campaign for negotiating rights and facility time in every school; and
- push for the UK Government's promised trade union rights legislation to benefit Northern Ireland teachers.

Targeting workload drivers

Unpaid 'voluntary' duties, job insecurity and administrative overload all increase teacher stress. NASUWT will work with the Department of Education and the Education Authority to reduce bureaucracy, invest in support staff and end unrealistic demands on teachers' time.

Pay and parity

The recent pay award was a step forward, but we must maintain parity with pay scales in England and Wales. We'll monitor progression and address any inequalities between phases, such as primary vs secondary pay.

Funding, class sizes and safety

Chronic underfunding leads to larger classes and fewer support staff, increasing pressure and posing safety risks. NASUWT will continue lobbying for improved funding – and, if necessary, consider industrial action where oversized classes pose health and safety concerns.

Making teachers' voices heard

With Stormont often inactive, NASUWT will ensure teachers' voices reach Westminster, the media and the Teachers' Negotiating Committee.

Our priorities are to enforce contractual workload limits, defend union rights and secure fair pay, conditions and respect. Northern Ireland's teachers have gone above and beyond – now it's time to reward their dedication with the working conditions they deserve.





GET ACTIVE

Join us and Join in

NASUWT is the voice of teachers – but that voice is strongest when members stand together. This Campaign Plan sets out bold goals, and we need the energy and involvement of members in every school and college to achieve them. Whether you're enforcing directed time, raising workload concerns, or supporting a colleague, every action makes a difference.

There are many ways to get active. You can take on a role as a Workplace or Health and Safety Rep, or simply support by attending meetings, completing surveys like the Big Question, and staying informed. Every step, big or small, strengthens our collective voice.

We also offer training and development – from rep training and legal briefings to national conferences. These opportunities help you build confidence, connect with other members, and feel the solidarity of the union community.

If you're not a member yet, now's the time to join. NASUWT is your protection and your platform – here for individual support when you need it, and united in strength when we campaign for better pay, conditions and respect.

We've already shown what collective action can achieve. But there's more to do. Together, we can turn the ambitions in our 2025 Campaign Plan into reality – creating fairer, safer and more rewarding schools.

Join us and join in. With NASUWT, your voice matters – and together, our voices cannot be ignored.

There are many ways to get involved and our reps are entitled to time off for training, too. Find out more at: www.nasuw.org.uk/GetActive