



# MINUTES OF ANNUAL CONFERENCE 2025

ACC, LIVERPOOL

18 April 2025 – 20 April 2025

## Officers

<i>President:</i>	<b>Wayne Broom</b>
<i>Senior Vice-President:</i>	<b>Mark Dickinson</b>
<i>Junior Vice-President:</i>	<b>Dan Lister</b>
<i>Ex-President:</i>	<b>Rashida Din</b>
<i>Honorary Treasurer:</i>	<b>Chris Holland</b>

## Members of the Executive

Folasade Afolabi	Alan Hackett	Rod McCready
Beverley Alderson	Fiona Hawksley-Cartwright	John McGill
Raymond Beggs	Stephen Howells	Colin Mills
Delma Boggs	Nik James	Katherine Moore
Karen Brocklebank	Helen Johns	Alison Morgan
Mark Burns	Omolo Johnson	Mark Morris
Jac Casson	Alan Jones	Kathleen Oliver
Sharron Daly	Gwilym Jones	Julie Parkin
Kathy Duggan	Rachel Knight	Anne Rycroft
Ruth Duncan	Mike Leigh	Anne Thompson
Deborah Eggleston	Howard Leighton	Tim Toepritz
Wendy Exton	Rowena Martin	Claire Ward
Howard Gurden	Bryan McConnell	Wendy Shuttleworth

## General Secretary

**Dr Patrick Roach**, Hillscourt, Rose Hill, Rednal, Birmingham B45 8RS

## Past Presidents

<b>Joe Boone</b> (Bolton)	1985-86	<b>Paula Roe</b> (Dudley)	2012-13
<b>Mike Inman</b> (Leek)	1986-87	<b>Mick Lyons</b> (Durham City)	2013-14
<b>Graham Terrell</b> (Merton)	1989-90	<b>Geoff Branner</b> (North Oxon)	2014-15
<b>Bill Morley</b> (Sefton)	1990-00	<b>Kathy Wallis</b> (Cornwall)	2016-17
<b>Sue Rogers</b> (Sheffield)	1991-92	<b>Fred Brown</b> (Belfast)	2017-18
<b>Olwyn Gunn</b> (Aycliffe)	1995	<b>Dave Kitchen</b> (Trafford)	2019-20
<b>Tony Hardman</b> (Liverpool)	2001-02	<b>Michelle Codrington-Rogers</b>	
<b>Terry Bladen</b> (Darlington)	2003-04	(Oxford City)	2020-21
<b>Pat Lerew</b> (NE Hants)	2004-05	<b>Phil Kemp</b> (North Tyneside)	2021-22
<b>Julian Chapman</b>		<b>Angela Butler</b> (Powys)	2022-23
(Cheltenham Cotswold)	2009-10		
<b>Chris Lines</b> (West Suffolk)	2010-11		
<b>John Rimmer</b> (Warrington)	2011-12		

# FIRST PRIVATE SESSION

09:01 to 09:54

Friday 18 April 2025

## APPOINTMENT OF CHIEF SCRUTINEER AND SCRUTINEERS

“That members of NASUWT be asked to act as scrutineers.”

The motion was

**CARRIED**

## MINUTES

*Chris Holland moved,*

*Wayne Broom seconded:*

“That the Minutes of Annual Conference 2024 be signed by the Chairperson as a correct record of the proceedings.”

The motion was

**CARRIED**

## FINANCIAL STATEMENTS

*Chris Holland moved,*

*Mike Leigh seconded:*

“(i) That the financial statements be received.”

The motion was

**CARRIED**

“(ii) That the financial statements be adopted.”

The motion was

**CARRIED**

“(iii) That the recommendations on subscriptions be adopted.”

**LOST**

## APPOINTMENT OF AUDITORS

*Chris Holland moved,*

*Rosemary Carabine seconded:*

“That Messrs Crowe UK LLP, Chartered Accountants, be, and are hereby, appointed auditors of the Union’s accounts for the year 2025.”

The motion was

**CARRIED**

## APPOINTMENT OF MEMBERSHIP ASSURER

*Chris Holland moved,*

*Rosemary Carabine seconded:*

“That Messrs Crowe UK LLP, Chartered Accountants, be, and are hereby, appointed the Union’s Membership Assurer for the year 2025/26.”

The motion was

**CARRIED**

# FIRST PUBLIC SESSION

10:04 to 10:35

Friday 18 April 2025

## Official Opening

The President, Rashida Din, declared open the first public session of Annual Conference.

## Induction of Wayne Broom as President for 2025/26

Rashida Din introduced the President-elect and installed him as President for 2025-26.

## President's Address

The President, Wayne Broom, addressed Conference.

It was proposed that the best thanks of this Conference be, and are hereby, tendered to Wayne Broom for his Address.

The motion was

**CARRIED WITH ACCLAMATION**

## Vote of Thanks to Retiring President Rashida Din

"That the best thanks of this Conference be, and are hereby, tendered to Rashida Din for her services to the Union over the past year."

The motion was

**CARRIED WITH ACCLAMATION**

## Introduction of New Officers

The President introduced the newly elected Senior Vice-President, Mark Dickinson; the Junior Vice-President, Dan Lister; the Ex-President, Rashida Din; and the Honorary Treasurer, Chris Holland.

Dan Lister, Junior Vice-President, addressed Conference.

## SECOND PUBLIC SESSION

10:39 to 12:35

Friday 18 April 2025

### BEHAVIOUR AND SCHOOL SAFETY

*Kathy Duggan moved,  
Wendy Exton seconded:*

“Conference reaffirms its belief that where there is disruption and violence, teachers are prevented from teaching, and pupils and students cannot learn effectively.

Conference notes with concern the increasing reports from teachers and leaders of extreme pupil indiscipline, including incidents involving knives and other weapons.

Conference condemns the failure of the previous government to take teachers’ concerns over rising levels of pupil and student indiscipline seriously, or to make clear that they had its full support in taking necessary action to secure and sustain positive pupil behaviour.

Conference further condemns the previous government for its refusal to put in place an effective post-pandemic recovery strategy that would have contributed to mitigating the ongoing pandemic-related behaviour issues that teachers and leaders continue to report.

Conference notes with profound concern the violent disturbances over the summer of 2024, instigated by far-right extremists, which brought distress and concern in towns and cities across the country. Conference is clear that the impact of these disturbances continues to impact school and college communities and places at risk the safety and security to which they are entitled.

Conference calls on the National Executive to work with the Government to:

- (i) ensure that staff in schools and colleges are clear that they have the unequivocal support of ministers in taking action to secure positive learner behaviour;
- (ii) reconvene the multi-stakeholder ministerial forum on school and college security, abolished in 2012, to support the work of schools and other agencies to keep learners and the workforce safe from physical and other forms of harm;
- (iii) strengthen the existing guidance on behaviour management to ensure ‘no exclusion’ policies are not legitimised across the education sector;
- (iv) introduce mandatory time for teachers to access nationally agreed CPD that is focused on behaviour management practice and strategies and
- (v) build more effective collaboration on behaviour matters between schools, and between schools and other children and young people’s services.”

The motion was

**CARRIED**

### AMENDMENT (1)

*Christopher Lewandowski moved,  
Neil Jeffery seconded:*

“In (ii) after ‘schools’ add ‘, colleges’

In (v) after the first ‘schools’ add ‘and colleges’ and after the second ‘schools’ add ‘, colleges’

Add new bullet (vi) to read:

*‘remind school and college employers and managers of their legal duty to comply with Health and Safety Executive regulations including providing their employees with specific, comprehensive and relevant risk assessments for violent and aggressive behaviour as well as work-related stress.’”*

The amendment was

**CARRIED**

## **AMENDMENT (2)**

*Andrew Dunkley moved,  
Gary Upton seconded:*

“At the end add:

*‘Conference further calls the National Executive to formally acknowledge how the changing relationship between parents and schools is having a detrimental impact on pupil behaviour and take steps to support teachers with these challenges.’”*

The amendment was

**CARRIED**

## **AMENDMENT (3)**

*Shaun Copper moved,  
David Kearns seconded:*

*“Change ‘National Executive to work with the government’ to read ‘National Executive to work with governments and administrations’*

Add new bullet (vii) to read:

*‘formulate exemplar of appropriate consequences for schools to use.’”*

The amendment was

**CARRIED**

The motion, as amended, was

**CARRIED**

## **ANNUAL REPORT OF THE NATIONAL EXECUTIVE**

*Rashida Din moved,  
Mark Dickinson seconded:*

“(i) That the report be received;”

The motion was

**CARRIED**

“(ii) That the report be adopted.”

The motion was

**CARRIED**

## **CRISIS IN SPECIAL EDUCATIONAL NEEDS PROVISION**

*Alex Moscrop-Brown moved,  
Louise McAllister seconded:*

“Conference notes the significant rise in pupils presenting with complex special educational needs and disabilities (SEND).

Conference further notes with concern the current pressures on provision within SEND/ASN/ALN establishments due to oversubscription and the subsequent impact of this on pupils and staff in mainstream settings.

Conference calls upon the National Executive to campaign for governments and administrations to:

- (i) carry out research to quantify the current scale of under-provision for young people with SEND/ASN/ALN;
- (ii) develop a comprehensive strategy to plan for the future needs of SEND/ASN/ALN pupils and
- (iii) ensure that sufficient numbers of appropriately trained staff are available to support SEND/ASN/ALN provision.”

Debate suspended until the Third Public Session on Friday 18 April 2025.

The President announced the suspension of Standing Orders at 12:02.

## **GENERAL SECRETARY'S PUBLIC ADDRESS**

Dr Patrick Roach, General Secretary, addressed Conference.

The President, Wayne Broom, gave a vote of thanks on behalf of Conference.

The President announced the resumption of Standing Orders at 12:34.

# THIRD PUBLIC SESSION

14:04 to 17:42

Friday 18 April 2025

## HEALTH CONDITIONS AND THE WORKPLACE

*Claire Ward moved,*

*Mark Morris to second:*

“Conference commends the work of NASUWT in highlighting the issue of gendered health conditions and their impact on the workplace.

Conference particularly commends the work done to highlight and train members, reps, caseworkers and negotiators on issues such as: the menopause; endometriosis; adenomyosis and fibroids; and prostate cancer.

Conference asserts that there are many health conditions which have similar symptoms to menopause, or can be triggered by it, or arise at the same time.

Conference calls on NASUWT to:

- (i) expand its advice, guidance and training on gendered health conditions to include conditions affecting the heart and thyroid;
- (ii) campaign and bargain for greater gender-sensitive health and safety policies in the workplace;
- (iii) lobby governments and administrations to raise awareness of gender-specific health and safety issues in the workplace and
- (iv) work with all TUC bodies to raise these issues affecting teachers in the workplace.”

### AMENDMENT (1)

*Ava Verrier moved,*

*Karen Sewell-Morris seconded:*

“Delete ‘Conference calls on NASUWT to’ and replace with ‘Conference calls on the National Executive to:’

Add new bullet (iv) to read:

*‘campaign to increase the number of health and safety reps from under-represented groups.’”*

The amendment was

**CARRIED**

### AMENDMENT (2)

*Seamus Sheridan moved,*

*Hank Roberts seconded:*

“In the second paragraph after ‘fibroids’ add ‘mesothelioma’.

Add new bullet (iii) to read:

*‘urgently investigate if women teachers are at increased risk of mesothelioma and to lobby governments and administrations to provide a start date for the process of asbestos removal;’”*

The amendment was

**CARRIED**

The motion, as amended, was

**CARRIED**

## REPORT TO CONFERENCE: STATEMENT ON AI-ENABLED TECHNOLOGIES IN EDUCATION

*Kathy Duggan moved,  
Tim Toepritz seconded:*

- (i) That the report be received.

The motion was

**CARRIED**

- (ii) That the report be adopted.

The motion was

**CARRIED**

## URGENCY MOTION: THE UNDILUTED VOICE OF TEACHERS

*Alison Morgan moved,  
Gary Upton seconded:*

“Conference applauds NASUWT for being the voice of the teaching profession and for providing bespoke and dedicated representation for our profession.

Conference notes that NASUWT is a member-led union, we listen when teachers tell us what they need to succeed and we open up spaces for members to decide the direction of their union. NASUWT only represents teachers, we speak with the undiluted voice of the teaching profession to the people, organisations and governments who make the difference to teachers’ working lives.

Conference further notes that NASUWT prefers solution-focused approaches and negotiates positive change so teachers thrive throughout their careers and the profession is recognised for its contribution to society. However, we will protect members’ best interests and take industrial action when appropriate and necessary.

Conference further notes that other unions are advocating for a merger.

Conference firmly believes NASUWT is the union for every teacher, in every workplace at every stage in their career.

Conference therefore instructs the National Executive to:

- (i) continue to promote NASUWT – The Teachers’ Union as the only UK-wide union that speaks with the undiluted voice of teachers alone;
- (ii) continue to work jointly with other trade unions when it is appropriate for and in the best interests of NASUWT;
- (iii) report all attempts of poaching members and infiltrating of our lay structures to the TUC/STUC/TUCC and
- (iv) reiterate publicly that there is no desire by NASUWT to consider any union amalgamation or merger.”

The motion was

**CARRIED**

The President announced the suspension of Standing Orders at 15:50.

Paul Nowak, TUC General Secretary, addressed Conference.

The President, Wayne Broom, gave a vote of thanks on behalf of Conference.

The President announced the resumption of Standing Orders at 16:03.

## 2C MOTION – SCOTLAND – GETTING IT RIGHT FOR EVERY TEACHER

*Rod McCready moved,  
Nik James seconded:*

“Conference notes that the Scottish Government has a strong commitment through its national policy of Getting It Right for Every Child (GIRFEC) to provide all children, young people and their families with the right support at the right time.

Conference believes that it is now time that the Scottish Government committed to get it right for every teacher as well.

Conference is deeply concerned that teacher workload remains one of the top two concerns for members in Scotland, with teachers continuing to face dystopian levels of stress at work.

Conference further notes that teacher workload is being impacted by:

- (i) teachers having to dedicate increasing amounts of time to dealing with challenging behaviour;
- (ii) the failure of the current presumption of mainstream policy and
- (iii) resources and specialist provision for learners with additional support needs that impact learning, such as neurodivergent conditions, learning disabilities and physical disabilities, proportionately reducing.

Conference believes the current trajectory is unsustainable and calls on the National Executive Committee of NASUWT to:

- (a) continue its campaign for the National Action Plan on Relationships & Behaviour to be effectively embedded in schools;
- (b) campaign for a re-envisioning of the presumption of mainstream policy;
- (c) lobby government for investment in sufficient resources for local authorities, schools, teachers and school leaders, including the provision of professional supervision for teachers to reduce workload-related mental health issues;
- (d) monitor forthcoming proposed education reforms and campaign for any changes to be workload assessed and
- (e) engage with local authorities, the Scottish Government and the Convention of Scottish Local Authorities (COSLA) to agree tailored solutions to reduce teacher workload.

The motion was

**CARRIED**

## CRISIS IN SPECIAL EDUCATIONAL NEEDS PROVISION

Debate continued from the Second Public Session on Friday 18 April 2025.

### AMENDMENT (1)

*Kathryn Downs moved,  
Celia Foote seconded:*

“Insert new bullet (iv) to read:

*‘to campaign for an end to unregistered independent SEND provisions which put both staff and students at risk of harm and abuse.’”*

The amendment was

**LOST**

### AMENDMENT (2)

*Shaun Copper moved,  
David Kearns seconded:*

“Insert new bullet (iv) to read:

*‘to develop suitable formulas that reduce class size based upon the number of SEND/ASN/ALN pupils in a mainstream class.’”*

The amendment was

**LOST**

### AMENDMENT (3)

Andrew Dunkley moved,  
Neil Jeffery seconded:

“Insert new (iv) to read:  
*‘advocate for academic research to be undertaken to identify the reasons for the apparent recent rise in SEND/ASN/ALN.’*”

The amendment was

**CARRIED**

The motion, as amended, was

**CARRIED**

### FALSE AND MALICIOUS ALLEGATIONS

Beverley Alderson moved,  
Helen Johns seconded:

“Conference reaffirms the importance of schools and colleges implementing effective policies to help keep all children and young people safe from abuse and neglect.

Conference is concerned, however, that too many teachers and leaders continue to be the subjects of malicious allegations by learners.

Conference is further concerned that teachers and leaders subject to allegations have little opportunity to secure meaningful redress when they are found not to have acted inappropriately and when allegations made against them are driven by malicious intent.

Conference notes that the impact of malicious allegations on teachers’ professional lives and psychological wellbeing can be extremely damaging and long-lasting.

Conference further notes that the impact of malicious allegations is to undermine the levels of trust in safeguarding practices on which the protection of children and young people depends.

Conference calls upon the National Executive to press governments and administrations to establish more effective expectations on schools on the management and investigation of malicious allegations, including ensuring that schools and colleges:

- (i) recognise the need to secure the anonymity and confidentiality of those subject to ongoing investigations;
- (ii) act on the principle that those subject to allegations are innocent until the allegations against them are substantiated;
- (iii) undertake timely, clear and rigorous investigations of any allegations made against individual members of school staff;
- (iv) remove references to allegations that have been found to be malicious from the records held by schools, colleges and employers;
- (v) can access more effective training on the management of allegations of abuse and
- (vi) put in place arrangements that ensure that no teacher or leader is forced to work in the same school or college attended by a pupil or student who has made a false or malicious allegation against them.

Conference reaffirms the longstanding NASUWT position that where a pupil making a malicious allegation against a member of NASUWT is not permanently excluded, the Union will support members in that workplace who wish for an industrial action ballot to refuse to teach the pupil.”

### AMENDMENT

Stuart Irving moved,  
Kuldip Hoonjan seconded:

“Add new bullet (vii) to read:  
*‘guarantee the right of supply teachers to equal treatment with their permanent colleagues when suspension takes place.’*”

The amendment was

**CARRIED**

The motion, as amended, was

**CARRIED**

## FOURTH PUBLIC SESSION

09:00 to 11:23

Saturday 19 April 2025

### TEACHER WELLBEING

Louise Earl moved,  
Becks Tebbett seconded:

“Conference is concerned that not all workplaces have adequate facilities, resources and school support systems to support teachers with their wellbeing and mental health.

Conference notes that in the recent Big Question Survey data, 82% of teachers nationally said their job had adversely impacted their mental health.

Conference calls upon the National Executive to campaign to:

- (i) ensure all teachers have access to an Employee Assistance Programme and
- (ii) allocate time on the timetable for teacher wellbeing.”

### AMENDMENT (1)

Sharron Daly moved,  
Mark Morris seconded:

“In bullet (i) between ‘access to an’ and ‘Employee’ insert ‘independent, confidential’

Replace bullet (ii) with ‘increase PPA time and further workload reduction measures.’”

The amendment was

**CARRIED**

### AMENDMENT (2)

Kathryn Downs moved,  
Nick Tones seconded:

“At the end add new bullets to read:

- (iii) *provide a specific wellbeing support line for caseworkers, reps and officials who often have to deal with emotionally challenging cases;*
- (iv) *continue to encourage all reps and caseworkers to complete the Union’s training to be a Mental Health First Aider and*
- (v) *to continue to improve the advice and support provided to and for neurodivergent members by the advice line, reps and caseworkers.”*

The amendment was

**CARRIED**

### AMENDMENT (3)

David Gutmann moved,  
Marc Fielder seconded:

“At the end add new bullet (vi) to read:

*‘encourage employers to provide free voluntary annual health checks for serving teachers to be taken during working times, ensuring teachers remain healthy to carry out their working duties.’”*

The amendment was

**CARRIED**

The motion, as amended, was

**CARRIED**

## 2B MOTION – FULLY FUND OUR SCHOOLS, COLLEGES AND PUBLIC SERVICES

*Dan Lister moved,  
John McGill seconded:*

“Conference condemns the policies of austerity pursued by the Conservative-led Westminster Government between 2010 and 2024, which have resulted in a profound crisis affecting all public services and the staff who work in them.

Conference notes with serious concern the harm caused by more than a decade of substantial real-terms cuts which continue to impact adversely on children’s life chances and on the living standards, morale and wellbeing of teachers.

Conference asserts that at the 2024 General Election the country voted for real change and for ending the policies of economic austerity.

Conference is deeply dismayed by the Westminster Government’s decision to cut financial support for vulnerable people, including the elderly and disabled, whilst sticking doggedly to damaging fiscal rules agreed prior to the General Election.

Conference further asserts that real-terms cuts to spending on our public services and welfare system will inevitably reduce opportunity for our children and young people, further damaging life chances and hitting the poorest hardest.

Conference condemns those individuals and organisations that continue to exploit public services for profit.

Conference calls on the Westminster Government to use the 2025 Spending Review to reject the pursuit of damaging and regressive fiscal rules and instead prioritise:

- (i) real-terms investment in our public services and welfare state;
- (ii) fully funding our public services to ensure that schools, colleges and other frontline services can recruit and retain the staff needed to deliver the high-quality services that the public expects;
- (iii) removing the opportunities for CEOs and corporations to exploit our public services for profit and to line their own pockets;
- (iv) cracking down on tax avoidance and tax evasion and
- (v) implementing a progressive programme of wealth taxes to ensure that those with the broadest shoulders pay the most.

Conference further calls on the National Executive to step up its campaigning to secure fully funded, real-terms pay awards for all teachers in 2025/26

Conference mandates the National Action Committee to reject any pay award that is not fully funded and to move immediately to ballot members for industrial action.”

### AMENDMENT

*Fergal McGuckin moved,  
Brian Banks seconded:*

“Add new bullets (vi) and (vii) to read:

- (vi) *restoring and expanding welfare support for children and families in need and*
- (vii) *providing schools with the services, resources and funding essential to support students affected by welfare cuts.*

In the eighth paragraph change ‘step up its campaigning to secure fully funded, real-terms pay awards for all teachers in 2025-26’ to be bullet (a) and add new (b) to read ‘issue a statement, condemning the welfare cuts and their impact on schools, students, teachers and communities.’”

The amendment was

**CARRIED**

The motion, as amended, was

**CARRIED**

## **URGENCY MOTION: IMPACT OF THE SUPREME COURT RULING ON TRANS AND NON-BINARY TEACHERS**

*Becks Tebbett moved,  
Rob Tollman seconded:*

“Conference notes that the Supreme Court Ruling this week on the definition of a woman may lead to policies both inside and outside of educational workplaces that put transgender and non-binary teachers at significant risk of abuse, inequality and harm. UK law already fails to recognise non-binary people and therefore there is a lack of awareness and protection for these teachers, with many schools failing to provide safe spaces for non-binary and transgender teachers and students.

Conference also notes that certain public bodies have already changed their policies in light of this ruling before further guidance has been consulted on. Hate crime against transgender and non-binary people has continued to increase and many crimes go unreported or fail to be successfully prosecuted and this ruling may lead to a further increase in transgender hate crime.

Conference is further concerned that the current political situation in the USA may impact how the UK Government now responds to policies designed to protect the rights of transgender people.

Conference calls for NASUWT to:

- (i) work with government to strengthen the legal protections of transgender people and protect safe spaces for transgender people;
- (ii) campaign for proper recognition and protection under the Equality Act for all non-binary people;
- (iii) consider training NASUWT LGBTI mentors to provide support for members experiencing anti-LGBTI within the workplace or the Union and
- (iv) ensure that model guidance for schools on supporting LGBTI members is reviewed to ensure schools continue to meet their obligations under the Equality Act and campaign and collectivise against any knee-jerk policy changes in educational settings.”

The motion was

**CARRIED**

The President announced the suspension of Standing Orders at 10:40.

Mugwena Maluleke, President, Education International, addressed Conference.

The President, Wayne Broom, gave a vote of thanks on behalf of Conference.

The President announced the resumption of Standing Orders at 10:48.

## **2C MOTION – WALES – RELATIONSHIP WITH WELSH GOVERNMENT**

*Mark Morris moved,  
Gwilym Jones seconded:*

“Conference congratulates NASUWT for compelling the Welsh Government to agree to a summit on Learner Behaviour in 2025 through its actions and lobbying.

Conference further congratulates NASUWT on achieving talks with the Welsh Government to discuss limits to teachers’ working hours and a single pay scale for teachers.

Conference, however, considers that these successes are too little, too late.

Conference remains concerned by the continuing failure of the Welsh Government to engage in meaningful discussions with NASUWT to resolve a number of key issues that significantly impair the quality of educational provision in Wales and teacher wellbeing, including:

- (i) the current crisis in pupil behaviour within schools;
- (ii) the underfunding and lack of preparedness over the Additional Learning Needs (ALN) Code;
- (iii) the lack of progress on excessive teacher workload;
- (iv) the failure of the Welsh Government’s National Supply Pool and
- (v) the serious concerns over the new GCSE qualifications in Wales.

Conference calls upon the National Executive to continue to lobby the Welsh Government to:

- (a) introduce a whole Wales Learner Behaviour Policy;
- (b) review the ALN Code to ensure that it is actually workable, that staff are appropriately trained, and that accountability lies with local authorities;
- (c) progress all the recommendations of the Strategic Review in full;
- (d) introduce Social Partnership into schools to control teacher workload;
- (e) ensure that the Wales National Supply Pool is up and running in all local authorities in 2025 and
- (f) consider whether the Curriculum for Wales and associated qualifications are fit for purpose.”

The motion was

**CARRIED**

# FIFTH PUBLIC SESSION

11:24 to 12:20

Saturday 19 April 2025

## PPA TIME

*Maria Gill moved,*

*Louise Steel seconded:*

“Conference commits to campaign for an increase in planning, preparation and assessment (PPA) time to a minimum of 20%.

Conference recognises that the formula used to calculate PPA time needs clarification in the School Teachers’ Pay and Conditions Document (STPCD).

Conference calls on the National Executive to:

- (i) campaign for a change to the wording in the STPCD from ‘teaching time’ to ‘contact time’;
- (ii) change the name of PPA to protected non-contact (PNC) and
- (iii) campaign for PNC to be calculated from a school’s complete timetabled contact time.

Conference further calls on the National Executive to campaign for an increase in PPA time to at least 20% for all teachers in state-funded education establishments, with full government funding to support this increase.”

## AMENDMENT (1)

*Harold Gurden moved,*

*Wendy Shuttleworth seconded:*

“In the last paragraph between ‘establishments,’ and ‘with full’ insert ‘including sixth-form colleges, within a 35-hour working week’”

The amendment was

**CARRIED**

## AMENDMENT (2)

*Timothy Lambillion-Jameson moved,*

*Russell Hammond seconded:*

“Add new third paragraph to read:

‘Conference condemns the excessive use of after-school training which distracts teachers from more important tasks.’

Add new bullet (iv) to read:

‘campaign to reduce needless training.’”

The amendment was

The motion, as amended, was

**LOST  
CARRIED**

## SMALLER CLASS SIZES AND RATIOS IN EARLY YEARS AND PRIMARY SETTINGS

*Candida Mellor moved,  
Paramjeet Bhogal seconded:*

“Conference notes that the latest education annual report by the Organisation for Economic Cooperation and Development (OECD), *Education at a Glance 2024*, found that, compared to 50 other nations, the UK spends ‘well below’ the average on early years education and that class sizes in UK primary schools are amongst the highest in the OECD.

Conference acknowledges that paucity of funding for early years education has an impact on future opportunities for children and young people.

Conference further acknowledges that large class sizes in primaries impact negatively on the quality of learning for pupils and are a significant contributing factor in excessive workload and working time.

Conference instructs the National Executive to:

- (i) campaign to highlight the benefits of smaller class sizes and
- (ii) work in partnership with governments and administrations to develop long-term plans to reduce maximum class sizes to 20 and increase funding for early years and primary settings.”

The motion was

**CARRIED**

## SIXTH PUBLIC SESSION

14:00 to 15:28

Saturday 19 April 2025

### TEACHER RETENTION IN AREAS OF DEPRIVATION

*Kate Westrop moved,  
Asa Haycock seconded:*

“Conference notes that many schools are facing challenges with antisocial behaviour, and some pupils are struggling with social, emotional and mental health issues.

Conference further notes that these issues are exacerbated in areas with high levels of poverty and deprivation, leading to increased challenges of teacher retention and adversely impacting pupil outcomes.

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

- (i) improve teacher retention in schools with high levels of deprivation through incentives to retain teachers in schools and
- (ii) develop specific resources to support members working in challenging workplaces.”

### AMENDMENT

*Rashida Din moved,  
Katherine Moore seconded:*

“In the first paragraph between ‘*many schools*’ and ‘*are facing*’ insert ‘*and colleges*’

In the second paragraph between ‘*of teacher*’ and ‘*retention*’ insert ‘*recruitment and*’

In bullet (i):

between ‘*improve teacher*’ and ‘*retention*’ insert ‘*recruitment and*’  
between ‘*deprivation through*’ and ‘*incentives*’ insert ‘*appropriate*’  
between ‘*in schools*’ and ‘*with high levels*’ insert ‘*and colleges*’  
between ‘*incentives to*’ and ‘*retain*’ insert ‘*recruit and*’  
between ‘*retain*’ and ‘*teachers in schools*’ insert ‘*and colleges*’

In bullet (ii) delete ‘*develop*’ and replace with ‘*allocate*’ and between ‘*specific*’ and ‘*resources*’ insert ‘*physical and financial*’

Insert a new bullet (iii) to read ‘*ensure safe staffing levels.*’”

The amendment was

**CARRIED**

The motion, as amended, was

**CARRIED**

### 2C MOTION – NORTHERN IRELAND – ADDRESSING TEACHER WORKLOAD

*Raymond Beggs moved,  
Delma Boggs seconded:*

“Conference commends the work done by NASUWT in relation to addressing excessive teacher workload and improving the contractual position of our members over the years.

Conference applauds the NASUWT activists in Northern Ireland who established the think1265 campaign, which has educated teachers and school leaders in relation to their contractual rights.

Conference is extremely concerned, however, that these hard-won contractual rights have still not been implemented in many of our schools.

Conference believes that much more needs to be done to tackle practices which force teachers to work beyond their contractual hours, adversely affect their work/life balance and ultimately damage their mental health and wellbeing.

Conference asserts that schools and colleges must be held accountable when they breach the contracts of our members.

Conference commits the National Executive to campaign to ensure that:

- (i) inspection bodies prioritise the health and wellbeing of teachers and FE lecturers by ensuring full compliance with agreed contractual frameworks for managing workload and
- (ii) inspection teams are mandated to meet with workplace representatives and union health and safety representatives during all school or college inspections.”

The motion was

**CARRIED**

### **BARRIERS TO PARENTHOOD**

*Becks Tebbett moved,  
Hazel Bradford-Jones seconded:*

“Conference recognises that many teachers in the UK are experiencing extreme challenges if they wish to have a child, such as:

- (i) prohibitive costs of suitable housing;
- (ii) lack of permanent contracts;
- (iii) management’s expectation for teachers to take on extra workload;
- (iv) expensive childcare costs and
- (v) a level of maternity pay comparable with other professions.

Conference notes that the effect of these challenges often means that teachers are forced to defer having a family, and this could lead to significant complications with pregnancy.

Conference calls on the National Executive to:

- (a) conduct research with members to survey the extent of this issue and
- (b) lobby governments and administrations to improve terms and conditions of service to support teachers in planning a family.”

### **AMENDMENT (1)**

*Tim Toepritz moved,  
Dan Lister seconded:*

“Replace bullet (ii) with *‘the inappropriate use of temporary contracts;’*

In bullet (v) between *‘maternity’* and *‘pay’* insert *‘and paternity’* and between *‘pay’* and *‘comparable’* insert *‘not’* and between *‘other’* and *‘professions’* insert *‘postgraduate’*

In bullet (b) after *‘administrations to’* delete *‘improve’* and insert *‘adopt family-friendly’* and after *‘a family’* insert *‘to include:*

- (1) *access to affordable family homes for teachers,*
- (2) *mandatory provision of affordable childcare for teachers,*
- (3) *flexible maternity and paternity provision with remuneration comparable with other postgraduate professions.”*

The amendment was

**CARRIED**

### **AMENDMENT (2)**

*Luke Akhurst moved,  
Peter Mattock seconded:*

“In bullet (v) after *‘maternity’* insert *‘and paternity’*

Add new bullet (vi) to read:

*‘lack of understanding in schools around the rights to shared parental leave.’”*

The amendment was

**CARRIED**

The motion, as amended, was

**CARRIED**

The President announced the suspension of Standing Orders at 15:23.

**The Secretary of State for Schools**

The Secretary of State for Schools, Bridget Phillipson, addressed Conference via video.

The President announced the resumption of Standing Orders and declared the Sixth Public Session closed at 15:28.

## SEVENTH PUBLIC SESSION

15:28 to 17:16

Saturday 19 April 2025

### GUARANTEED FACILITY TIME/TIME OFF FOR TRAINING

*Nic James moved,*

*Kath Oliver seconded:*

“Conference declares that the provision of facility time is crucial to the successful running of NASUWT and helps resolve issues at the lowest possible level in workplaces.

Conference asserts that achieving a Better Deal for Teachers must recognise the essential role that NASUWT Workplace Representatives play in Union renewal and growth. Access to facility time must remain a key campaigning action.

Conference notes with concern that the current fragmentation of education presents distinct challenges in terms of how we organise and represent members in schools and colleges.

Conference welcomes the commitment from governments to enhance workers' rights and improve conditions in workplaces across the country through new employment rights legislation, including the expansion of rights for trade unions.

Conference calls upon the National Executive to continue to lobby governments and administrations to ensure that NASUWT activists have a statutory entitlement to time off for trade union duties, as outlined in Acas Codes of Practice, and to have guaranteed facility time, including time off for training for all elected representatives.”

### AMENDMENT

*Luke Akhurst moved,*

*Peter Mattock seconded:*

“In the fifth paragraph after ‘activists’ and before ‘statutory’ insert ‘have access to their’

At the end insert new paragraph to read:

*‘Conference further calls on the National Executive to support claims to the Employment Tribunal if employers reject legitimate requests for time off for trade union training and duties’”*

The amendment was

**CARRIED**

The motion, as amended, was

**CARRIED**

### PROTECTING TEACHERS' PENSIONS

*Neil Jeffery moved,*

*Abigail Reynolds seconded:*

“Conference recognises the vital importance of secure, sustainable and accessible pension schemes for all teachers and is deeply concerned at a number of threats to the schemes.

Conference notes several difficulties facing Teacher Pension Schemes across the UK, including:

- (i) the growing number of independent schools who force their staff to opt out and join alternative pension schemes;
- (ii) academy trusts that offer differential salaries for staff who opt out of the Teacher Pension Schemes and
- (iii) the difficulties in resolving queries encountered by members who contact Teacher Pension Schemes across the UK.

Conference calls upon the National Executive to continue to campaign vigorously and take action, up to and including industrial action, in schools where teacher membership of Teacher Pension Schemes across the UK is under threat.

Conference further calls upon the National Executive to lobby governments and administrations to:

- (a) ensure that all teachers are entitled by law to be members of their respective national Teacher Pension Schemes;
- (b) no longer outsource the administration of national Teacher Pension Schemes and
- (c) require employers to enable teachers withdrawn from national Teacher Pension Schemes to opt back into their respective scheme on their original terms, covering gaps in service as necessary."

#### **AMENDMENT (1)**

*Deborah Egglestone moved,  
Jac Casson seconded:*

"At the end of bullet (i) add *'frequently by using the threat of dismissal and re-engagement'*

In bullet (ii) between *'academy trusts'* and *'that offer'* insert *'and independent schools'*

After the second paragraph, add a new paragraph to read: *'Conference congratulates those members who have courageously stood up to threats to worsen their pensions, by taking industrial action to defend their terms and conditions.'*

In the new fourth paragraph between *'vigorously and'* and *'take action,'* insert *'authorise members to'*

At the end of bullet (a) insert *'without detriment to their pay and terms and conditions'*

At the end of bullet (b) insert *'bring back in-house the England and Wales Teacher Pension Scheme after the outsourced contract is concluded and'"*

The amendment was

**CARRIED**

#### **AMENDMENT (2)**

*Celia Foote moved,  
Natasha Logan seconded:*

"In first paragraph in between *'all teachers'* and *'and is deeply concerned'* insert *'including supply teachers,'*"

The amendment was

**CARRIED**

#### **AMENDMENT (3)**

*Anthony Kenny moved,  
Louise McAllister seconded:*

"At the end of bullet (i) insert *'including fire and rehire.'*"

The amendment was

**CARRIED**

#### **AMENDMENT (4)**

*Peter Matlock moved,  
Harjinder Lally seconded:*

"At the end of bullet (b) replace *'after the out sourced contract is concluded'* with *'at the earliest opportunity'"*

The amendment was

**CARRIED**

The motion, as amended, was

**CARRIED**

## PAY

*Elliot Flood moved,  
John Hall seconded:*

“Conference applauds members who have campaigned tirelessly to achieve the first above-CPI inflation pay award in 14 years in England.

Conference condemns the erosion of teachers' pay in England over that period of time and asserts that pay restoration has not been achieved.

Conference calls upon the National Executive to:

- (i) continue to campaign for pay restoration in England;
- (ii) consider further national balloting of members in England and
- (iii) set a clear framework of working with the Government with a view to establishing how pay restoration can be achieved.

Conference further calls upon the National Executive to:

- (a) share the historical pay award and inflationary pressure information from the NASUWT evidence to the School Teachers' Review Body (STRB) relating to the erosion of teachers' pay in England since 2010 and
- (b) use this data to inform a consultation process with members on whether to accept or reject pay offers.”

## AMENDMENT

*John McGill moved,  
Mark Dickinson seconded:*

“In the first paragraph replace ‘CPI’ with ‘RPI’

Insert new bullet (c) to read: ‘campaign for restoration of pay for sixth-form colleges.’”

The amendment was

**CARRIED**

The motion, as amended, was

**CARRIED**

## FIGHTING FOR NATIONAL PAY AND CONDITIONS OF SERVICE FOR ALL TEACHERS IN STATE-FUNDED SCHOOLS

*Rashida Din moved,  
Deborah Egglestone seconded:*

“Conference calls upon the new Labour Government to put in place a national workforce plan for all state-funded schools that will address the recruitment and retention crisis and build an inclusive, diverse and representative teaching profession.

Conference strongly asserts that the quality of an education system cannot exceed the quality of its teachers and leaders and the pay, terms and conditions afforded them.

Conference calls on the National Executive to lobby the Westminster Government to:

- (i) require all state-funded schools, including academies and free schools, to follow all the provisions within both the School Teachers' Pay and Conditions Document (STPCD/Blue Book) and the Burgundy Book (National Conditions of Service for Teachers in England and Wales) as a minimum;
- (ii) require all state-funded schools to offer a flexible working week for teachers within the STPCD;
- (iii) build social partnership with the recognised workforce trade unions and employers, and strengthen collective bargaining rights to improve the current pay and conditions provisions for teachers and school leaders;
- (iv) require all state-funded schools, including academies and free schools, to recognise trade unions for the purpose of collective bargaining and
- (v) require all state-funded schools, including academies and free schools, to contribute to local authority facility time arrangements.”

The motion was

**CARRIED**

## **CAMPAIGN TO ENSURE TEACHERS' TERMS AND CONDITIONS ARE MAINTAINED**

*Jac Casson moved,*

*Rachel Knight seconded:*

“Conference notes with concern that over the course of the last few years, members of NASUWT have increasingly had to fight employers intent upon degrading their terms and conditions, most notably regarding membership of the Teachers’ Pension Scheme (TPS), through so-called ‘fire and rehire’.

Conference reasserts that Teachers’ Pension provision is a key part of the remuneration package for teachers and is crucial to the recruitment, retention and motivation of the teacher workforce.

Conference also reasserts that the TPS should continue to be a defined benefit (DB) public service pension scheme, providing security and certainty over benefits in retirement.

Conference further reasserts that all teachers, irrespective of their setting or employer, should have access to the TPS – with no detriment to their pay and conditions of service arising from enrolment in the scheme.

Conference condemns all employers which have incentivised opt-outs from the TPS.

Conference pays tribute to all members who have successfully fought, through industrial action and at the employment tribunal, to maintain their terms and conditions, including those in the independent school sector who have courageously taken industrial action to defend their pensions in recent years.

Conference welcomes the UK Government’s pledge to end ‘fire and rehire’ practices under the Employment Rights Bill.

Conference, however, notes with concern that due to the Government’s need to consult on the Employment Rights Bill first, most reforms in it will not take effect until at least 2026. This gives less scrupulous employers time to carry on engaging in the practice of ‘fire and rehire’.

Conference calls upon the National Executive to:

- (i) continue to utilise all available means to defend teachers’ terms and conditions, including regarding access to the TPS;
- (ii) lobby the Government to ensure the provisions within the Employment Rights Bill are not watered down during the consultation period;
- (iii) press the Government and the Pensions Regulator to take action to prevent state-funded schools, colleges and universities from inducing or incentivising opt-outs from the TPS;
- (iv) press for reforms to the Teachers’ Pension Scheme Regulations, Agency Workers Regulations and the Pensions Auto-enrolment Regulations, to ensure that all supply teachers, irrespective of the nature of their employment, are enrolled in the TPS and
- (v) campaign for legislative changes to compel all employers to continue to pay the TPS employer pension contribution when an employee has opted out of any of the national Teacher Pension Schemes.”

The motion

**FELL**

## **FAIR PAY FOR SUBJECT LEADS AND WHOLE-SCHOOL RESPONSIBILITIES**

*Shaunagh Lambe moved,*

*Helen Furniss seconded:*

“Conference notes that both subject leadership and whole-school responsibilities, such as curriculum planning, safeguarding, SEND co-ordination and staff development, require significant expertise and additional workload.

Conference is aware that:

- (i) many teachers in primary and special schools, despite holding key subject or whole-school responsibilities, are often not awarded a Teaching and Learning Responsibility (TLR – England and Wales) payment or Teaching Allowance (TA – Northern Ireland);
- (ii) a significant pay gap exists between primary and secondary staff, with primary teachers frequently underpaid for comparable roles and

- (iii) the underpayment of primary teachers may reflect a gender pay gap, given that primary education has a higher proportion of female staff.

Conference calls upon the National Executive to:

- (a) challenge the systemic underpayment of primary and special school staff by failure to apply the criteria for the award of TLRs and TAs, emphasising the importance of addressing potential gender pay gap implications and
- (b) advocate for transparent, fair and consistent allocation of TLR payments by employers across all settings to ensure that all staff with additional responsibilities are adequately compensated.

Conference further calls upon the National Executive to campaign for a fair recognition of primary teachers' workload and responsibilities, and to establish a mechanism to ensure equitable TLR and TA payments for primary teachers, ending the pay disparity between primary and secondary sectors."

#### **AMENDMENT**

*Geoffrey Smith moved,  
Jack Hazeldine seconded:*

"Add new bullet (a) to read:

*'conduct research to assess the full extent of this issue among a range of schools and colleges'"*

The amendment was

**CARRIED**

The motion, as amended, was

**CARRIED**

#### **THE RIGHT FOR TEACHERS TO BE ABLE TO ACCESS SABBATICALS**

*Anne Rycroft moved,  
Ruth Duncan seconded:*

"Conference calls for the introduction of employment policies that support the wellbeing of teachers by providing the opportunity for educators to engage in activities that support their mental health and wellbeing.

Conference asserts that opportunities for personal and professional development are extremely important within the education workforce. Following a time of immense change, flexibilities within employment practices are needed now more than ever before.

Conference highlights the recruitment and retention issues being faced by the teaching profession, often driven by the high levels of stress and anxiety present in the profession.

Conference believes that a teaching workforce being offered the opportunity to take sabbaticals may see an improvement in recruitment and retention into the profession.

Conference further believes that mental health and personal wellbeing needs to be at the forefront of policy development and employment practices in the teaching profession.

Conference considers that workplace flexibilities, such as sabbatical leave, are more widely offered by supportive employers across many professions.

Conference calls upon the Government and employers to introduce policies that allow teachers to take a period of sabbatical leave.

Conference calls on the National Executive to:

- (i) communicate the advantages of paid sabbaticals for the health and wellbeing of teachers;
- (ii) pursue sabbaticals as a key employment entitlement for all teachers in every teaching establishment and
- (iii) relay the benefits to the whole education system of the right to paid sabbaticals in terms of recruitment and retention into the profession."

The motion was

**CARRIED**

## TEACHERS AND ADDITIONAL CURRICULAR ACTIVITIES

*Luke Akhurst moved,  
Ian Jones seconded:*

“Conference condemns the pressure put on staff to run voluntary activities after school or in the holidays.

Conference considers that such practices have a significant negative impact on teacher wellbeing/welfare and a negligible effect on student outcomes.

Conference calls on the National Executive to:

- (i) campaign to ensure that teachers are aware of their rights, and employers of their responsibilities, around extra lessons or additional curricular activities and working outside the regular pupil sessions and
- (ii) commission research into the negative effect on teacher health and wellbeing/welfare that extra sessions cause.”

The motion was

**CARRIED**

## CHALLENGING FAR-RIGHT AND POPULIST MOVEMENTS

*Candida Mellor moved,  
Paramjeet Bhogal seconded:*

“Conference notes that far-right and populist movements have significantly shifted their means of recruitment away from more traditional means and onto a variety of social media, messaging and online gaming platforms.

Conference acknowledges that far-right and populist movements are appealing to young people’s disaffection with life – using a range of conspiracy-based narratives including misogyny, racism, anti-immigration and classist tropes, among others.

Conference further acknowledges that as teachers and teacher trade unionists, we are uniquely placed to identify and challenge far-right attempts to recruit and organise pupils and students.

Conference instructs the National Executive to:

- (i) work with teachers across the UK and internationally to assess the risk that far-right and populist movements pose to young people;
- (ii) conduct research into the impact of the far right in the education system and the effects upon pupils and teachers;
- (iii) continue to work with similarly minded trade unions to share common experiences of challenging far-right and populist narratives;
- (iv) work with governments and administrations to identify how far-right and populist movements gain access and communicate with young people;
- (v) work with governments and administrations to support teachers in challenging far-right and populist narratives presented to young people and
- (vi) share anti-far right initiatives widely with the membership.”

The motion was

**CARRIED**

## ACADEMY ACCOUNTABILITY

*Louise Fielding moved,  
Nicola Best seconded:*

“Conference asserts that the Westminster Government needs to better regulate education, increasing transparency to ensure school and trust leaders are more accountable for the organisation of academies and their professional conduct.

Conference calls upon the National Executive to lobby the Government to:

- (i) require effective regulation of academy trusts;
- (ii) prevent excessive executive pay in publicly funded education and
- (iii) mandate the employment of all teachers under the STPCD.

Conference further calls upon the National Executive to:

- (a) advocate for the establishment of Joint Negotiating Committees in all academy trusts, promoting effective negotiation and consultation on policy and practice changes;
- (b) identify academy trusts with existing Joint Negotiating Committees and
- (c) facilitate the sharing of best practices in negotiation and consultation across educational institutions.”

The motion was

**CARRIED**

### **EXPLOITATION OF TEACHERS IN THE EARLY STAGES OF THEIR CAREER**

*Ruth Duncan moved,  
Claire Ward seconded:*

“Conference commends NASUWT and the support and training offered to teachers at the start of their careers.

Conference notes the rising number of teachers who are being exploited during their induction years.

Conference further notes the reports of inadequate support during induction years, with teachers being informed that they are failing their induction programme and being placed on support plans.

Conference notes with alarm the cases of reported bullying and discriminatory practices by school leaders and the diverse and inconsistent nature of induction programmes.

Conference asserts that all teachers deserve the best training, equality of opportunity and a level playing field when starting their career.

Conference calls on the National Executive to:

- (i) campaign for a statutory framework for teacher induction which must apply to all educational and training establishments;
- (ii) expand the current NASUWT training provision for teachers at the start of their career to include equalities, discrimination and employment rights;
- (iii) produce guidance to better inform teachers about their employment rights and the duties of their employers and
- (iv) ensure that NASUWT is viewed as The Teachers’ Union and the union of choice for all new teachers and early career teachers.”

The motion was

**CARRIED**

### **URGENCY MOTION: CUTS TO DISABILITY PAYMENTS AND THE IMPACT ON DISABLED AND NEURODIVERGENT TEACHERS**

*Kathryn Downs moved,  
Sharon Calvert seconded:*

“Conference is concerned about the impact these cuts will have on disabled and neurodivergent teachers, many of whom use Personal Independence Payments to help them maintain or access employment.

Conference is further concerned about the cuts to welfare spending and the impact this will have on families of those we teach who could be left without vital support.

Conference calls on the National Executive to:

- (i) campaign for a government commitment to improve access to long-term mental health services, physiotherapy and occupational therapy for all teachers, including those with rare conditions;
- (ii) lobby for improved access to services for neurodivergent teachers;
- (iii) lobby government to provide full funding and better access for Access to Work support;
- (iv) continue to campaign for stronger implementation of legislation to ensure that all employers meet their obligations in providing reasonable adjustments to all teachers, including supply teachers, and

- (v) continue to campaign for stronger implementation of flexible working legislation for disabled and neurodivergent teachers.

Conference further calls on the National Executive to carry out research on how cuts to welfare spending will affect both disabled members and the families that they teach, and submit evidence to relevant consultations.”

The motion was

**CARRIED**

## EIGHTH PUBLIC SESSION

17:21 to 17:35

Saturday 19 April 2025

### RECRUITMENT AWARDS

The President announced that Recruitment Awards have been awarded to:

#### **Recruiter of the Year**

Victoria Rhodes, Cheshire East Local Association

#### **Representative of the Year**

Sean Purcell, Eastern Region

#### **Young Activist of the Year**

Cassie Jones, Durham Local Association

#### **Best Communication or Organising Activity**

Helen Doogan and Brian Banks, Belfast Local Association

#### **Best Engagement with Under-representative Groups**

Kat Downs, Leeds Local Association

### HEALTH AND SAFETY AWARD

The President announced that the Health and Safety Award has been awarded to Ashley More, Gateshead Local Association.

### PRESIDENT'S BUSINESS

#### **i Members leaving National Executive**

The President reported that the following members were leaving Executive: Eddie Carroll, Stephen Witherden and Karen Williams.

*The President moved:*

"That this Conference places on record its appreciation of the services rendered by Eddie Carroll and Stephen Witherden."

The motion was

**CARRIED WITH ACCLAMATION**

#### **ii Vote of thanks to the Former General Secretary, Patrick Roach**

The President announced that Patrick Roach will be afforded all the rights and privileges traditionally afforded to former General Secretaries, including the right to attend Annual Conference as a guest of the National Executive in perpetuity.

"That the best vote of thanks be, and are hereby, tendered to Patrick Roach for his services to the Union."

The motion was

**CARRIED WITH ACCLAMATION**

#### **iii Vote of thanks to Conference Organisers**

*The President moved:*

"That the best vote of thanks be, and are hereby, tendered to all those involved in the smooth running of Conference, including Scrutineers, NASUWT Staff, Standing Orders Committee, ACC Staff, Nipperbout and Cue Media."

The motion was

**CARRIED WITH ACCLAMATION**

**iv Vote of thanks to President**

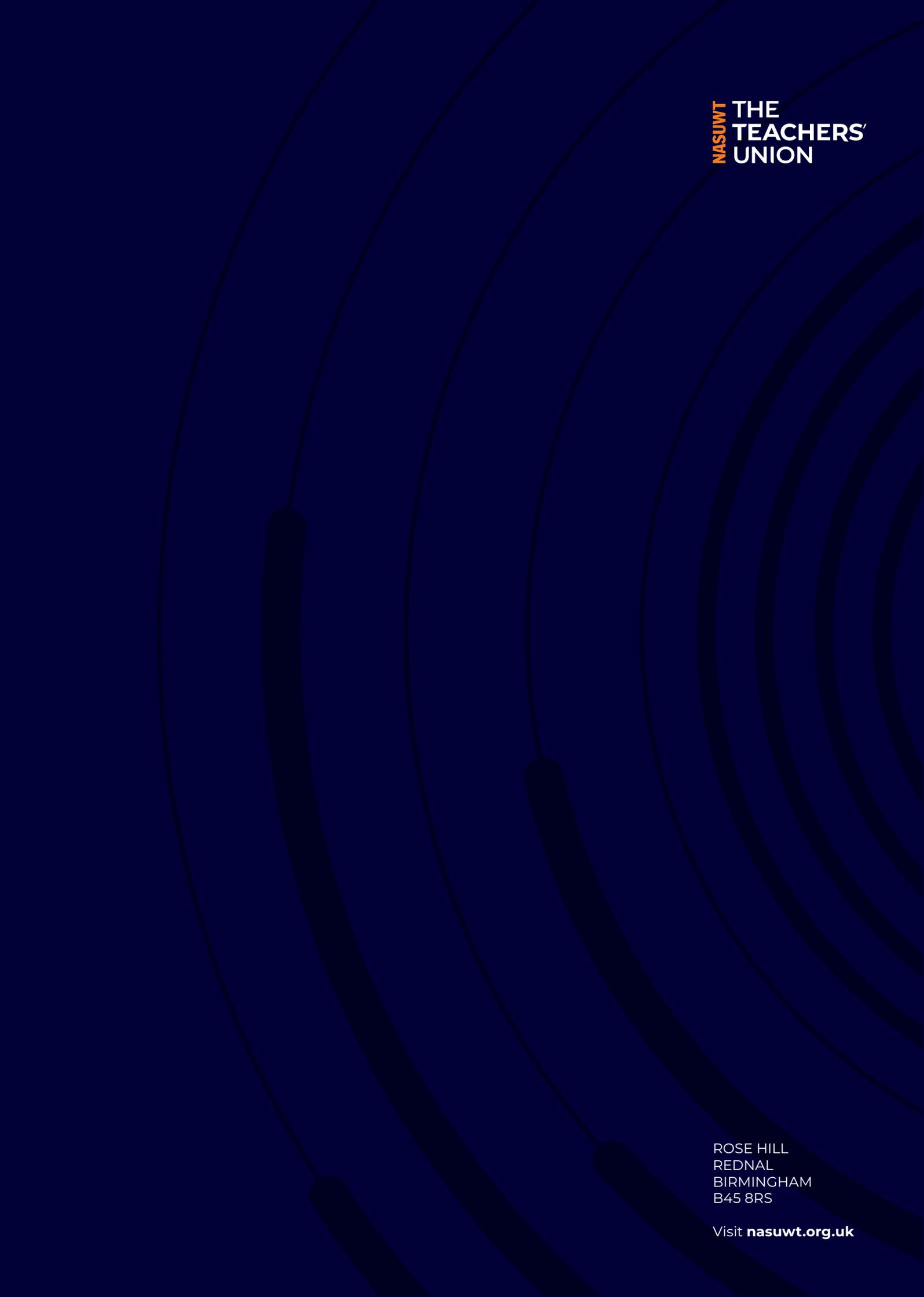
*Anthony Kenny moved,  
Alexander Moscrop-Brown seconded:*

“That the best thanks of Conference be, and are hereby, tendered to the President, Wayne Broom, for his excellent conduct in the Chair.”

The motion was

**CARRIED WITH ACCLAMATION**

The President declared Annual Conference 2025 closed at 17:35.



**NASUWT** THE  
TEACHERS'  
UNION

ROSE HILL  
REDNAL  
BIRMINGHAM  
B45 8RS

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