

NASUWT THE
TEACHERS'
UNION



ANNUAL 26 BIRMINGHAM
CONFERENCE

CONFERENCE
& EXHIBITION
GUIDE



WELCOME TO NASUWT ANNUAL CONFERENCE AND EXHIBITION GUIDE 2026

Dear Colleagues

We welcome you to our 2026 Annual Conference and Exhibition. This guide will provide you with a wealth of information to ensure you're prepared for Conference and you can fully participate and engage throughout.

Annual Conference is the main decision-making body of the Union. Over the next few days we will debate and determine the Union's policies to address the issues that are critical to the working lives of teachers and school leaders and to the future of education.

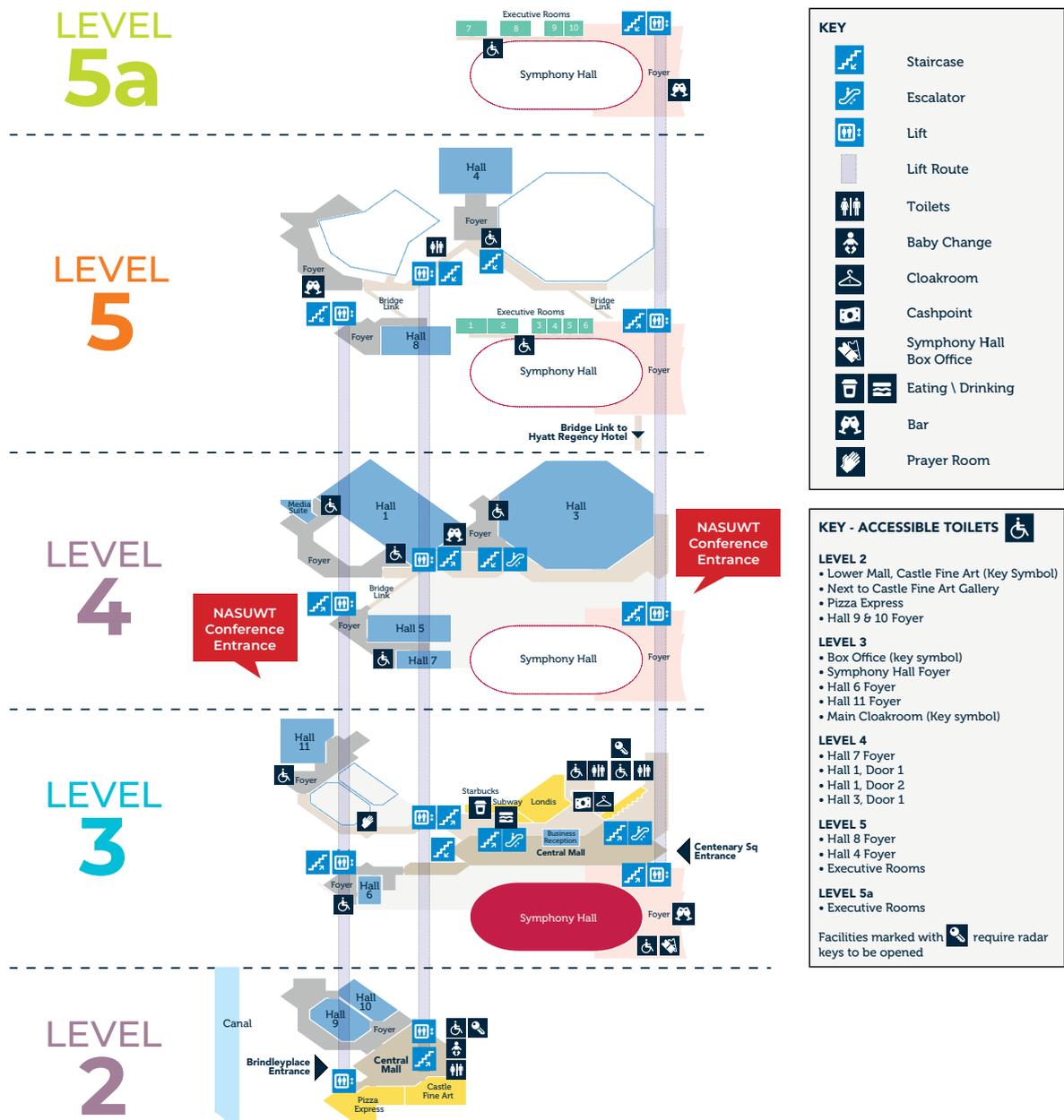
Conference will give you the opportunity to network and meet teachers from across the UK and beyond. So do make sure that you take the time to visit our exhibitors located in Hall 3 – the exhibition hall.

We are delighted this year to be building on our developing reputation for hosting sustainable events and will be measuring and taking steps to reduce our carbon footprint and to offset those unavoidable emissions, with the aim of hosting a carbon-neutral Annual Conference.

We hope you have a productive and enjoyable Conference.



ICC VENUE AND LOCAL AREA



Useful Telephone Numbers

Taxis

TOA Taxis: **0121 427 8888** Taxi Birmingham: **0121 000 2222**

Local services

Centro Hotline: **0121 200 7000** West Midlands Metro: **0121 502 2006**

How to get to the ICC

The postcode for your satnav for the venue is B1 2EA. [Getting to the ICC](#)

Clean Air Zone

Visitors arriving by car will need to be aware of Birmingham's Clean Air Zone. The ICC and associated visitor car parks are located within this area. Daily charges apply to vehicles entering the zone which do not comply with the zone's criteria. For further information, and to check if your car is Clean Air Zone compliant, [please click here](#).

Access to the ICC

This can be gained via the front entrance from Centenary Square or the rear entrance from Quayside and Brindley Place.

VENUE INFORMATION

Foyer of Hall 3:	Registration and information
Hall 4:	Crèche
Hall 3:	Exhibition, App support, wellness space and sessions, soundbite sessions, Organise to Win sessions and catering outlets
Hall 1:	Conference Hall
Hall 11:	Fringe sessions
Halls 9, 10, 11:	Caucus meetings

Registration and Conference Access

Entrance to all areas of Annual Conference is gained from the registration and information desks outside Hall 3, which is accessed via the escalators or lifts from the Mall.

App Support

If you require any support with the App, please visit App support in Hall 3.

Wi-Fi Services

Attendees can connect to the NASUWT dedicated Wi-Fi network – simply select the NASUWT26 network when searching for a connection on your device and enter the password **NASUWT26**.

Cloakroom and Luggage

There is a cloakroom available. Please note that items cannot be left in the cloakroom overnight. The cloakroom has limited room to store luggage; this will be made available on a first-come, first-served basis. It may therefore be advisable to make arrangements for any necessary storage of luggage to be facilitated at your hotel.

Smoking Policy

Smoking must take place outside of the venue in the designated smoking areas. Using e-cigarettes or vaping is not permitted inside the venue.

Facilities for attendees with disabilities

The ICC is fully committed to ensuring the venue is accessible to every attendee. Find out more about their provisions – [Accessible to all | The ICC, Birmingham](#) and view their reports via [AccessAble ICC Birmingham](#)

In the case of an emergency, trained stewards will assist any delegates requiring support to evacuate the building.

There are designated spaces for wheelchair users in the Conference Hall in Row Q on the lower level.

If you need a walking frame, wheelchair or mobility scooter and don't want to bring your own, you may be able to hire from: [ShopMobility UK | Enhancing Accessibility with Mobility Aids](#)

Please let us know in advance if you wish to bring a guide dog so we can make sure your animal is catered for.

The stewards are always available during events, should assistance be required.

The ICC belongs to the Employers' Forum on Disability and has signed up to the Disability Access Charter. An in-house committee meets regularly to discuss services for disabled visitors. Means of access to the building are regularly audited.

If NASUWT attendees have any suggestions or comments, they are encouraged to e-mail businessservices@theicc.co.uk. NASUWT makes every effort to ensure that any venue used is accessible for members with disabilities.

Evacuation Procedures

In the event of an emergency situation, the ICC Birmingham's fire evacuation plan will be implemented immediately. Only trained personnel should be involved in the management and co-ordination of a building evacuation. Please follow the instructions of the ICC front-of-house hosts and/or venue staff who will direct you to your nearest exit and safe assembly point. Please also follow any instructions given by the automated PA announcement, should it be activated.

Medical Provision and Accident Reporting

As a city centre location, the ICC is serviced by the West Midlands Ambulance Service. The ICC security staff provide trained first-aid responders. Should you require medical assistance, contact an ICC host, who will then arrange for first-aiders to attend and/or request a paramedic. Hosts should also be advised of all accidents on site to ensure that they're properly recorded.

Prayer Room

The ICC Prayer Room will be available throughout the duration of Conference and is situated In the Mall, past Starbucks. This is for use by all religious groups and accessed via the security keypad by the entrance door. Please speak to an ICC steward to gain access. A sign is situated in the room indicating which direction is east.

Sustainability

NASUWT is committed to becoming a sustainable organisation and our conferences and events are leading the way. NASUWT will work with partners to measure and reduce the carbon footprint of Annual Conference and will offset that which we can't avoid, to ensure this event is carbon neutral. Please see our sustainability document on the App for further information.

Here are some ways in which you can make your journey to Birmingham greener:

- consider car-sharing or using an electric vehicle;
- recycle – please use the recycling bins available throughout the venue;
- go paperless – please use our Conference App and avoid printing;
- bring your own refillable water bottle and use the venue's water stations;
- try the vegetarian or vegan catering options available; and
- opt out of housekeeping at your hotel, where possible.

Catering

All menus served during Conference are available on the Conference App to allow attendees to be aware of the options available.

Catering stations can be found in the exhibition, Hall 3 of the ICC, with a variety of catering options to suit every palate. These stations do not accept cash payments. Each catering station has a dedicated member of staff responsible for managing allergens and will assist any members with dietary requirements.



CONFERENCE AT A GLANCE

THURSDAY 2 APRIL

16:00 to 19:00

REGISTRATION AND APP SUPPORT

17:00 to 17:30

Familiarisation venue tour

17:30 to 18:30

Getting the most out of Conference session

FRIDAY 3 APRIL

09:00 to 10:30

FIRST PRIVATE SESSION

Appointment of Chief Scrutineer

Minutes

Financial Statements

Appointment of Auditors

Standing Orders Amendments

10:30 to 12:30

FIRST PUBLIC SESSION

Opening Ceremony

SECOND PUBLIC SESSION

Set Motion 1

LET TEACHERS TEACH

Annual Report

Balloted Motions

12:30 to 14:00

LUNCH BREAK

Caucus meetings

Soundbite sessions

Organise to Win

Wellness sessions

14:00 to 17:45

THIRD PUBLIC SESSION

Set Motion 2

WORKPLACE SUPPORT FOR MEMBERS
EXPERIENCING MENOPAUSE

Matt Wrack, General Secretary

2B Motion

Balloted Motions

17:45 to 18:30

NETWORKING & REFRESHMENTS

18:30 to 19:30

Fringe session – The Employment Rights Act:
A New Deal or a Missed Opportunity?

SATURDAY 4 APRIL

09:00 to 12:30

FOURTH PUBLIC SESSION

Set Motion 3

MAKING STAFF WELLBEING POLICIES
A LEGAL DUTY

2C Motion – WALES

Cassandra Hallet, DGS Education
International

Balloted Motions

FIFTH PUBLIC SESSION

Set Motion 4

REVERSING THE DETERIORATION IN
TEACHERS' PAY AND CONDITIONS
OF SERVICE

Balloted Motions

12:30 to 14:00

LUNCH BREAK

Caucus meetings

Soundbite sessions

Organise to Win

Wellness session

14:00 to 17:00

SIXTH PUBLIC SESSION

Set Motion 5

CLIMATE CHANGE AND EDUCATION

2C Motion – NORTHERN IRELAND

Balloted Motions

SEVENTH PUBLIC SESSION

Set Motion 6

STAFF AND STUDENT MENTAL HEALTH
CONCERNS

2C Motion – SCOTLAND

Balloted Motions

17:00 to 17:30

EIGHTH PUBLIC SESSION

President's Business

CONFERENCE INFORMATION

Paperless Conference and App Support

As part of the Union's commitment to increased sustainability and reduced contact throughout, Annual Conference will be paperless. All Conference information will be available both via the Union's Conference App and via the NASUWT website. We would recommend accessing the materials via the App for maximum interaction with Conference and an enhanced experience.

How to access the App

- If you're using a laptop, you will be able to open the App on your web browser.
- If you're using a tablet or smartphone, you will be required to download the App from your App stores.

It is worth noting that you can have access to the App on multiple devices, e.g. both logged in via your smartphone and on your laptop web browser.

Only those who have registered for Conference can have access to the App.

You are encouraged to download and save the main documents to your device before attending Conference.

If you wish to have any documents printed, you will be able to download these documents from the website or the Conference App and you can print these documents yourself at home.

There will be no printing facilities at Conference

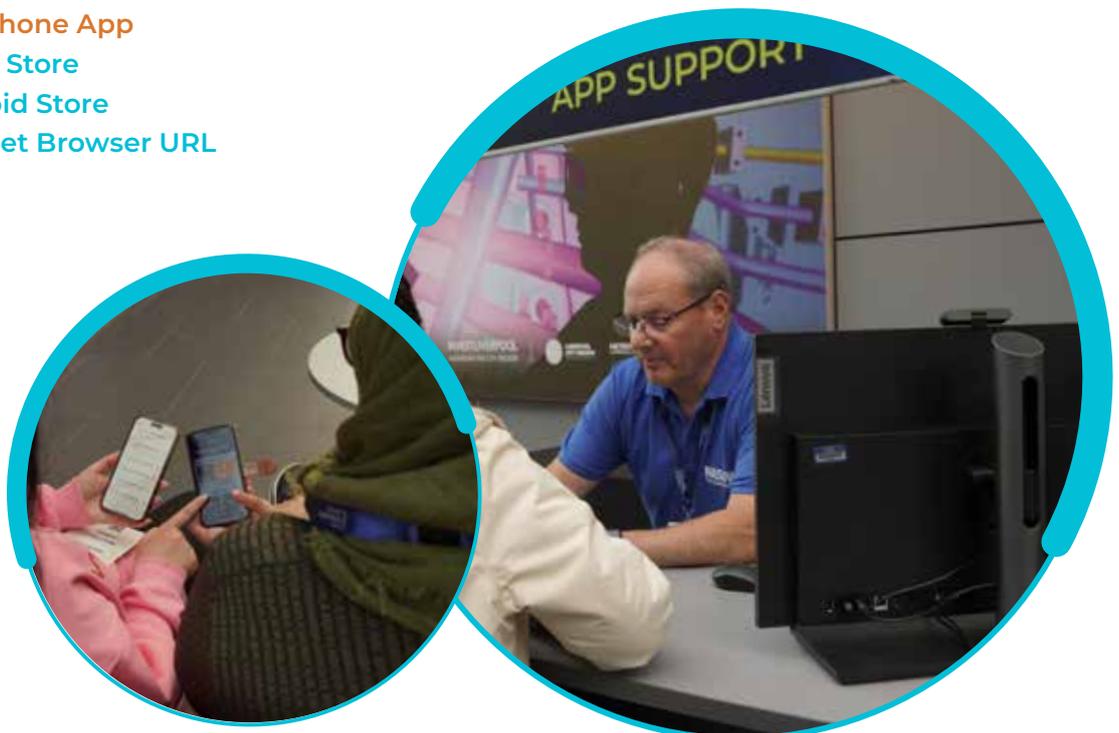
When you're at Conference, an App support help desk will be available. If you experience any difficulties, please do visit colleagues who will be on hand to ensure you have the maximum usability and accessibility.

Download the App now!

If you haven't yet, please download the Conference App now, have a look at the functionality including the agenda, fringe sessions and exhibition and start connecting with other attendees.

Mobile phone App

- [Apple Store](#)
- [Android Store](#)
- [Internet Browser URL](#)



APP GAME COMPETITION TIME!



The in-App game is an exciting way to quickly learn how to navigate the App while uncovering new networking opportunities. As you explore the App and unlock achievements, you'll earn points, securing your place on the leader board alongside other event attendees. While everyone benefits from playing, only a few will rise to the top.

On **Saturday 4 April**, the top players will be entered into a prize draw during President's Business for a chance to win afternoon tea for two at the Hyatt Hotel in Birmingham.

Good luck!

Getting the most out of Conference

A Zoom meeting will be held on Tuesday 31 March from 17:00-18:00. If you wish to attend this meeting, please email annconf@mail.nasuwat.org.uk

An in-person 'Getting the most out of Conference' session will be held on Thursday 2 April from 17:30-18:30 at the ICC in Hall 11.

These sessions will explain Conference procedures, provide an overview of the Conference App, and support engagement and involvement in Annual Conference. These meetings are aimed at first-time elected representatives, but they are open to all.

Conference Badge

We are encouraging members to collect their badge on Thursday from 16:00-19:00 from the ICC to ensure no delays are experienced on Friday morning with accessing the Conference. Registration will be open from 08:00 on Friday morning.

Members will be provided with a coloured lanyard. These will be different, depending on the type of delegate you are, e.g. elected representative, medal holder, staff member etc.

Conference Hall

The main Conference takes place in the ICC auditorium (Hall 1).

Crèche

The crèche is based in Hall 4 and access will be restricted to individuals dropping off and collecting their children. Without exception, only children who have been pre-registered will be accepted by the crèche.

Photographs

Photographs of speakers will be available on the Conference App. If you'd prefer not to have your photograph taken, please speak to a member of staff at the registration desk who will issue you with an additional coloured lanyard to avoid our photographer capturing you on camera.

NASUWT EXHIBITION – HALL 3

The exhibition in Hall 3 is an integral part of our Conference and has been designed with you in mind. Meet our partner organisations, re-connect with familiar faces and meet new friends over a brew.

There are a range of opportunities to engage with NASUWT. Short, engaging sessions will be running in the lunch breaks on our popular Soundbite Stage, in the Wellness Tipi and throughout the day at the Organise to Win Hub on the NASUWT National Stand.

Take time out to recharge your batteries in the Chill and Recharge and Health and Wellness areas and visit our on-site library.



The Conference also includes a professionally supervised SensoryCalm™ Quiet Room at the back of Hall 3, delivered in line with the QSSS™ (Quiet Room Safety & Supervision Standard). The space is designed as a calm, low-stimulation environment for attendees who need time away from the main exhibition or Conference floor. The room includes reduced lighting, comfortable seating, gentle sensory tools, and a predictable layout to support nervous system regulation. It is supported by trained hosts to ensure the space remains safe, welcoming and appropriately managed. The Quiet Room is available to neurodivergent attendees, those with anxiety, chronic illness, sensory sensitivities, or anyone experiencing overwhelm. No explanation is required to use the space.

Welcome Reception and Networking, Friday 3 April, 17:45-18:30 in Hall 3

The reception will provide an opportunity for attendees to relax and network after the first day of Conference in the stimulating environment of our exhibition hall, whilst enjoying some light refreshments.

NASUWT Stand

The National Stand is used in exhibitions throughout the year to promote NASUWT policy and campaigns and to celebrate the Union's successes.

The stand will also host our Organise to Win Hub, which will provide a focal point at Annual Conference for the Union's renewed focus on organising, including the training, tools and resources available to members to assist them in this essential aspect of the work of NASUWT. Staff will be available throughout Conference to speak to members on a one-to-one and drop-in basis. Sessions will take place each day with short presentations and Q&As on particular elements of organising or campaign technology.

Trussell Trust Foodbanks

At NASUWT, we believe in solidarity – not just in the workplace, but in our communities too. That's why at our 2026 Annual Conference, we are fundraising for Central Birmingham Foodbank – a vital local organisation providing emergency food and support to people in crisis.

Central Birmingham Foodbank is part of the Trussell Trust network, supporting individuals and families across the city. By contributing to this cause, we are standing with those in need, reinforcing our commitment to social justice, and making a real difference in the local community.

Your donations, whether food, money or time, will help ensure that no-one in Birmingham goes hungry. Together, we can show that teachers care beyond the classroom.

Donate by Text

Text **TRUSSELL** plus the amount **1, 2, 3, 4, 5** or **10** to **70085**

E.g. to donate £5 text **TRUSSELL 5**

(Texts cost the chosen donation amount, plus one standard network rate message)

If you wish to donate food items, priority items include:

Chopped Tomatoes, Tinned Meat, Tinned Fish, Squash and Long Life Fruit Juice, Biscuits, Pasta Sauce, Cereal, Rice 500g, Toothpaste, Toilet Roll, Shower Gel or Shampoo.

VIRTUAL FOODBANK



Birmingham Central **Foodbank** Together with Trussell

Every day in Birmingham, local people face food insecurity due to benefit delays, low income, rising living costs or unexpected bills. When someone is in crisis, a simple food parcel can make a real difference, providing dignity and a lifeline during difficult times.

At our foodbank, we provided food and toiletries to over **6,100** people in the last year, which is an increase of over 20% compared to the same period two years ago.

2011 – The year the foodbank opened and began serving the Birmingham community.

Birmingham Central Foodbank is part of the Trussell Trust's UK-wide network, working with local agencies to provide emergency food and compassionate support to people in crisis across our city.

Your food and text donations help ensure that we can continue to provide emergency food parcels to people when they need them most.

Please donate food or text to give! Together, we can help ensure no-one in Birmingham goes hungry.

For more information on how to donate or support the work of Birmingham Central Foodbank, please visit www.birminghamcentral.foodbank.org.uk



We are delighted to confirm that Splashes of Hope, a non-profit organisation dedicated to transforming healthcare environments through art, will be joining us for Conference. Located in the exhibition hall (Hall 3), **Splashes of Hope will be offering attendees a unique opportunity to get creative and paint as part of their inspiring mission.**

www.splashesofhope.org

We invite all attendees to visit them to learn more about their impactful work, participate in a live painting experience, and discover ways to get involved. Don't miss this chance to be part of something truly meaningful!

Positively BIRMINGHAM

BIRMINGHAM WALKING TOUR ALL AROUND CENTENARY SQUARE

Join Positively Birmingham Walking Tours for a unique guided tour on **Sunday 5 April at 11:00-12 noon** and explore the city through the eyes of those who know it best.

Positively Birmingham Walking Tours offers engaging, informative guided tours of Birmingham, exploring the city's history, architecture, public art and cultural highlights. One of their key aims is to raise money for SIFA Fireside, a charity who work with Birmingham's homeless community.

Spaces are limited, so be sure to secure your spot early! You can book your place at NASUWT Registration.

Don't miss this chance to experience the city in a way you never have before!

THE VENUE – ICC, BIRMINGHAM

Our company values are all focused around people – celebrating the diverse and different people that we deliver show-stopping in-person experiences for every day. These values drive what we do and the culture across all of our venues. The incredible work that our colleagues do is the heart of our business, so whilst they create memorable experiences for our visitors, we work hard to give them amazing work experiences.

These experiences range from taking care of practical needs with free parking, hot or cold meals and private healthcare and cash back benefits, through to making the most out of life with flexible additional holiday packages, extensive retail and services discounts and a portal full of helpful financial and wellbeing advice.

Our recognition schemes not only highlight our superstars, they reward them with discounts – and we give everyone the chance to make memories at our events with special discounts and offers.

Nurturing our talent is key, with our suite of internal development opportunities supported with a development pot that colleagues can spend on strengthening their skills. We're committed to providing apprenticeship opportunities and also opportunities for future talent to explore careers within the events industry. Our award-winning initiatives like Event Week Live allow them to experience live events, hear from industry experts and build their networks. We work with a wide range of local universities, colleges and schools, offering mentoring, work experience and visits across a range of age groups.

Sponsoring local schools, we create memorable moments for children who may otherwise not get to experience events by sponsoring them to take part in events like Young Voices. We also get to make a difference to them through volunteering with them, improving their facilities or providing special seasonal experiences.

ICC Catering Partner – Levy

Levy are the official catering and hospitality partner at ICC Birmingham, bringing global expertise in food, beverage and service delivery across major venues and events. As part of Compass Group, the world's largest catering company, Levy combines large-scale operational capability with a focus on guest experience, sustainability and innovation. Their approach goes beyond traditional catering, offering support from menu design through to service delivery, ensuring that food and hospitality enhance the overall event experience.

- At the heart of Levy's offer is a commitment to creating memorable guest experiences that prioritise people and the planet. Their service model centres on high-quality food, inclusive hospitality and strong partnerships with organisers and venues. The company works across a wide range of environments, including conference and exhibition centres, arenas and large-scale congress venues, meaning their teams are experienced in delivering catering for everything from small meetings to large conferences and exhibitions at ICC Birmingham.
- Sustainability is a core part of Levy's ethos. They focus on seasonally sourced ingredients, plant-forward menus and reducing food waste, while embedding environmental considerations into every stage of their operations. Initiatives such as banning air-freighted fruit and vegetables and investing in regenerative agriculture projects demonstrate their commitment to decarbonisation and responsible sourcing, supporting organisers who want their events to align with wider environmental goals.
- Alongside food and service, Levy place strong emphasis on people and culture. Their CARE service mantra highlights respectful, welcoming and responsive hospitality, with teams trained to anticipate guest needs and deliver consistently high standards. This people-first approach, combined with data-driven insight and creative menu development, allows Levy to deliver flexible, high-quality catering experiences tailored to the diverse audiences and event formats hosted at ICC Birmingham.

RECHARGE & REBALANCE – WELLNESS SESSIONS IN THE WELLNESS TIPI IN HALL 3

Take a break from the Conference hustle and refresh your body and mind with wellness sessions.

These quick, energising sessions will leave you feeling recharged and ready to dive back in.

No booking needed – but spaces are limited!

Schedule of Sessions

Friday 3 April

13:20-13:50 | Seated Yoga

A gentle and accessible session designed to release tension, improve focus and provide a calm reset during the Conference day. No mats required.

Saturday 4 April

13:20-13:50 | Bhangra Dance

An uplifting and energising session celebrating rhythm, culture and community. A great opportunity to boost your energy and connect.

Join us in the giant tipi

All abilities are welcome.

**No booking required –
simply drop in.**



SOUNDBITE SESSIONS: POWERFUL LEARNING IN JUST 20 MINUTES

Join us in Hall 3 to engage with our Soundbite sessions, which are designed to give you actionable insights from experts and fellow educators. These sessions will ideally give you fresh ideas, practical strategies and inspiration to take back to your classroom.

Make the most of your Conference experience and join us for a Soundbite session and invest in your professional growth, one idea at a time.

Schedule of Soundbite Sessions

Friday 3 April

13:00-13:20 Using the New Employment Rights Act

Key Focus

Turning New Legal Powers into Workplace Wins

Helping members understand what has changed under the new Employment Rights Act and how those changes strengthen collective action, job security and workplace rights.

Core Themes

- What the new legal framework means for teachers and union reps in practice
- Automatically unfair dismissal protections linked to industrial action
- Day one rights and strengthened protections at work
- How activists can use new rights confidently in negotiations and disputes
- Moving from legal change to real change in schools

13:30-13:50 Behaviour in Schools

Key Focus

Protecting Teachers and Supporting Learning

Addressing escalating behaviour challenges through campaigning, policy influence and collective action.

Core Themes

- Behaviour as a recruitment and retention issue across all nations
- The link between behaviour, workload and teacher wellbeing
- Stronger employer accountability and consistent behaviour policies
- National campaigns on violence, abuse and safe working environments
- What effective behaviour support actually looks like in practice



SOUNDBITE SESSIONS: POWERFUL LEARNING IN JUST 20 MINUTES

Saturday 4 April

13:00-13:20 Where Has All the Money Gone?

Key Focus

Following the Funding and Fighting for Investment

Helping members understand education funding pressures and how to challenge funding decisions politically and locally.

Core Messages

- Understanding school budgets, funding pressures and accountability
- The impact of austerity legacy and current funding decisions
- How funding gaps affect workload, SEND provision and staffing
- Turning financial arguments into effective political campaigning
- Using evidence and data to challenge government narratives

13:30-13:50 SEND and the Schools White Paper

Key Focus

What the Consultation Means for Teachers and Pupils

Explaining the implications of the Schools White Paper and SEND consultation and how members can influence the direction of reform.

Core Themes

- What the proposals mean for mainstream schools and specialist provision
- Risks and opportunities for teachers' workload and professional autonomy
- The Union's priorities on funding, training and support structures
- Ensuring teacher and parent voices shape the consultation outcomes
- How activists can engage with consultations and political lobbying



ORGANISE TO WIN SESSIONS HOSTED ON THE NATIONAL STAND IN HALL 3

Friday 3 April

10:00-10:30 Delivering NASUWT Campaigns in the Workplace

Key Focus

Turning National Campaigns into Workplace Wins

Helping reps and activists translate national policy priorities into real change in schools and colleges, focusing on the campaign toolkits.

Key Themes

- Using campaign messaging in local negotiations
- Linking national priorities to directed time, workload and wellbeing issues
- How local activism strengthens national campaigning

13:00-13:30 Organising Across Fragmented Employers

Key Focus

Winning Collective Strength in Trusts and multi-academy trusts

Adapting organising strategies to modern education structures.

Key Themes

- Building activism across Multi Academy Trusts
- Supporting isolated reps
- Creating collective identity beyond a single workplace

14:00-14:30 The Next Generation of Activists

Key Focus

New Leadership Models for a Changing Profession

Addressing declining participation in elected roles.

Key Themes

- Flexible activism pathways
- Mentoring and peer organising
- Engaging young teachers and under-represented members
- Reducing barriers to involvement

15:00-15:30 Technology and the Future of Organising

Key Focus

What Activists Need to Know

Helping activists understand emerging technologies shaping the profession and union work.

Key Themes

- AI in teaching and its impact on workload
- Protecting professional autonomy
- Using technology ethically in organising and campaigns
- Digital confidence for activists

16:00-16:30 Campaigning for Workload and Wellbeing

Key Focus

From Individual Problems to Collective Action

Turning workload and mental health concerns into organising opportunities.

Key Themes

- Directed time campaigns as organising tools
- Using survey data to build campaigns
- Creating safe spaces for members to raise issues collectively
- Linking wellbeing to contractual rights

ORGANISE TO WIN SESSIONS HOSTED ON THE NATIONAL STAND IN HALL 3

Saturday 4 April

10:00-10:30 Making an Impact in Elections

Key Focus

Influencing Decision Makers in Every Nation

Supporting activists to engage with political campaigning in a practical way.

Key Themes

- Engaging MPs, MSs, MLAs and MSPs
- Using campaign briefings effectively
- Building relationships with local politicians and communities
- Preparing for devolved election cycles

11:00-11:30 Building Stronger Member Participation

Key Focus

From Passive Membership to Active Union

Practical ways to increase participation in campaigns, ballots and union democracy.

Key Themes

- Removing barriers to participation
- Inclusive organising practices
- Digital engagement alongside face-to-face activity
- Showcasing member wins to motivate activism

12:00-12:30 Smart Organising in Practice

Key Focus

Using Digital Tools to Grow Activism

Hands-on guidance on the Union's modern organising tools.

Key Themes

- Keeping member data accurate and campaign-ready
- Targeted communication through digital tools
- Using iParl for political engagement with MPs and devolved politicians
- Building hybrid organising models



JOIN OUR FRINGE MEETING AT CONFERENCE!

FRINGE SESSION

Friday 3 April

18:30-19:30 | The Employment Rights Act: A New Deal or a Missed Opportunity? (Hall 11)

The Employment Rights Act has the potential to reshape employment protections across the UK, but its success is not guaranteed. This fringe event asks whether the Act represents a genuine new deal for workers or whether key challenges risk undermining its impact. Chaired by NASUWT General Secretary Matt Wrack, panel speakers will reflect on what the legislation means for trade unions, how it intersects with organising and enforcement, and what must happen next to ensure it delivers for working people. The discussion will be followed by an open Q&A with the audience.

- **Matt Wrack**, General Secretary, NASUWT – The Teachers' Union
- **Sarah Woolley**, General Secretary of Bakers, Food and Allied Workers Union and Chair of the Campaign for Trade Union Freedom
- **Rachel Knight**, National Executive Member, NASUWT – The Teachers' Union
- **Kudsia Batool**, Director of Equalities, International and Strategic Governance, TUC



JOIN OUR CAUCUS MEETINGS AT CONFERENCE!

JOIN OUR CAUCUS MEETINGS AT CONFERENCE

We're excited to host a series of Caucus meetings during Conference, providing a welcoming space for Black, young, leadership, women, and LGBTI members to connect, share experiences, and discuss key Conference topics. These informal gatherings offer an opportunity to network, support each other, and explore ways to drive positive change within our profession.

Friday 3 April

12:40-13:10 | LGBTI Teachers' Caucus (Hall 9)

An opportunity for LGBTI teachers to connect, exchange ideas and foster a supportive community. Facilitated by members of the Union's Equal Opportunities Committee.

13:15-13:55 | Leadership Caucus (Hall 10)

An informal networking space for leaders to connect and share experiences.

13:20-13:50 | Women Teachers' Caucus (Hall 11)

An informal networking space for women members to connect and share experiences. Facilitated by members of the Union's Equal Opportunities Committee.

Saturday 4 April

12:40-13:10 | Young Teachers' Caucus (Hall 10)

A chance for young members to meet, network and support one another in their professional journeys. Facilitated by members of the Union's Equal Opportunities Committee.

12:40-13:10 | Disabled Teachers' Caucus (Hall 9)

An informal networking space for members who self-identify as disabled to connect and share experiences. Facilitated by members of the Union's Equal Opportunities Committee.

13:20-13:50 | Black Teachers' Caucus (Hall 11)

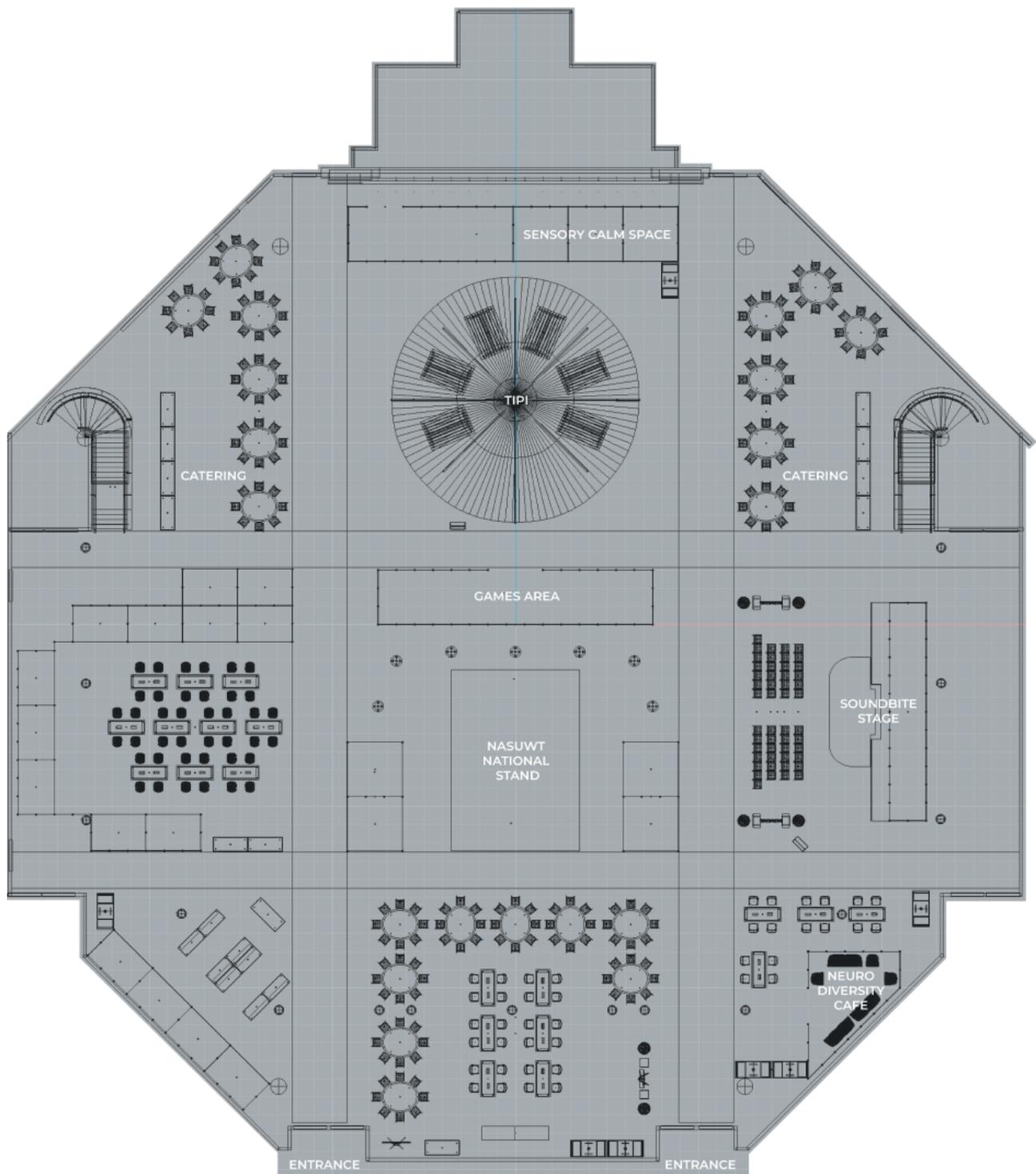
A dedicated space for Black teachers to network and discuss shared challenges and aspirations. Facilitated by members of the Union's Equal Opportunities Committee.

*NASUWT uses the term Black in a political and inclusive sense to describe those who self-identify as African, Caribbean or Asian and those with a common and direct history of racism, racist oppression and diminished opportunities in today's society.

These meetings are designed as safe and inclusive spaces to empower members and build stronger networks. We look forward to seeing you there!

For more information or to confirm attendance, email annconf@mail.nasuwt.org.uk

EXHIBITION FLOOR PLAN



MEET OUR EXHIBITORS

- Alzheimer's Society
- British Youth Music Theatre
- Burma Campaign UK
- CND Peace Education
- Education Support
- Ex Cathedra
- Federation of Retired Members
- FM Promotions
- Inclusive Fashion Charity
- Institute of Employment Rights
- Jallianwala Bagh 1919 Centenary Massacre Committee
- Justice for Colombia
- Just Like Us
- Labour Research Department
- NASUWT – The Teachers' Union
- Pellacraft Ltd
- Slater & Gordon
- Socialist Education Association
- Splashes of Hope
- Stand up to Racism
- Stop the War Coalition
- Thompsons Solicitors

Virtual exhibitors

- BBC Bitesize
- Politics for the Many
- War on want
- Fflag

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For over a century, Thompsons has been working shoulder-to-shoulder with trade unions, fighting for the injured and mistreated and against injustice.

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Legal services for trade union members with Slater and Gordon

Our experts at Slater and Gordon have been representing Trade unions and their members for over 90 years. We offer a range of bespoke legal services to trade unions and their members to meet their needs at whichever stage of their life that they might need us, both in and outside of the workplace.

Personal injury:

If you've been injured in an accident at work, or a non-work-related incident, then you could be eligible for compensation. All our services are provided by a specialist personal injury team and cover:

- Accidents at work
- Stress claims including harassment and sexual assault
- Disease claims e.g. deafness, dermatitis or repetitive strain injury
- Catastrophic injury, compensation and support for life altering injuries
- Medical negligence including substances treatment or misdiagnosis
- Road traffic accident as a passenger or driver
- Accidents in a public place

If you're a trade union member and have suffered injuries in any of these ways, our personal injury specialists are here to help you achieve the compensation that you deserve.

Employment law:

If you experience a problem of any kind at work, whether it be discrimination, bullying, or issues with your pension, then our expert employment team are here to help. Having been repeatedly acknowledged as leading practitioners in the field of employment law, our specialists understand how important it is to help keep our clients' careers on track while seeking to ensure that justice is done.

Family law:

Our team of expert family lawyers offer bespoke legal services to trade union members to help handle the issues that arise following the breakdown of a relationship. We know that every family is unique, and that you need tailored advice to meet you and your family's needs. From breaking down the legal jargon involved in the process, to offering help with matrimonial finances, property and children issues during your divorce, we work at your pace to resolve your family issues.

Wills, trusts and estate planning:

Our team of specialist lawyers take the time to understand your needs and suggest innovative, tailored solutions to safeguard your assets.

Our wills and probate solicitors are here to make the process stress-free and provide you with the peace of mind that everything is in place for your wishes to be met.

Why Slater and Gordon?

As part of our bespoke trade union service, you and your immediate family will have the support of a long established and respected law firm, who have a positive approach to resolving your legal issues. Providing exceptional customer service is at the heart of everything we do, and we strive to provide world-class, tailored legal support to union members. The complete union law service from Slater and Gordon is here for you during all of life's events.

The complete trade union law service from Slater and Gordon is here for you during all of life's events. For more details, and to learn how we can help you today, call us on 0800 916 9084.

Tel: 0800 916 9084

Website: slatergordon.co.uk

Authorised and Regulated by the Solicitors Regulation Authority.

**Slater
Gordon**
Lawyers

SEATING AND VOTING ARRANGEMENTS

Conference Hall Seating – the Conference Hall is fixed theatre-style seating.

Speakers Seating – Reserved seating for speakers is in Row D on the lower floor near the stage.

Wheelchair Users – Row Q on the lower floor is the reserved area for representatives using wheelchairs. The speaker's rostrum can be adjusted in height and is at the front of the hall which has an accessible route. Please speak to a steward who can assist.

Limited Mobility – Anyone who has difficulties negotiating stairs or any distances should speak to an NASUWT staff member who will make appropriate arrangements.

Hearing Impairment – The ICC features an infrared assisted listening service, which is available throughout the auditorium. A personal neck loop can be collected from a member of ICC staff. Please enquire for more details if you require this service. In the case of an emergency, trained stewards will assist any delegates with a hearing impediment to evacuate the building.

Observers, Visitors, Guests and the Press – Will only be allowed to sit in Block D.

Elected Representatives Seating – The President will not take into account any votes made by those in Block D.

Hand Voting

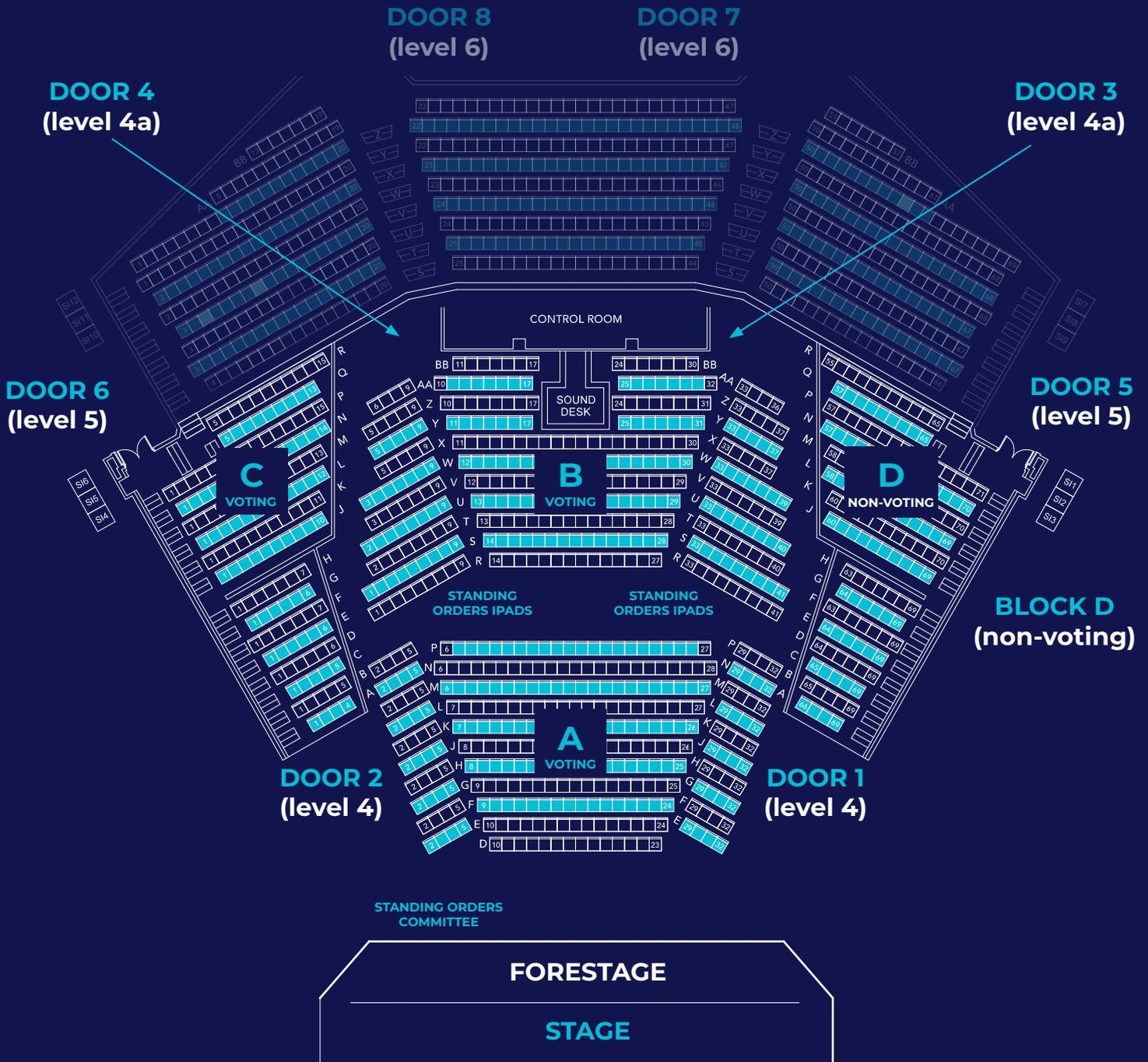
All elected representatives will vote using a show of hands and must be in the correct voting area of the hall. The President will not count any other votes in non-voting areas, so it is vital that elected representatives sit in the correct area.

Voting Cards

Card votes will be conducted electronically. Should a card vote be called, the lead elected representative from each Local Association will be emailed with a link to cast their votes.



AUDITORIUM SEATING PLAN



No entry will be granted to any session unless credentials are presented. For queries, please go to the registration desk. **Non-voting attendees must sit in Block D.** Any votes cast in these blocks will not be counted.

IMPORTANT INFORMATION ON THE CONDUCT OF CONFERENCE

ADMISSION TO PRIVATE SESSIONS

Access to these sessions is restricted to NASUWT members only. Proof of membership must be shown to enter. Elected representatives will only be allowed access to these sessions with their elected representative or observer badge, membership card or other proof of NASUWT membership.

ADMISSION TO PUBLIC SESSIONS

Public Sessions of the NASUWT Annual Conference are open for all NASUWT members and members of the public to observe. Nobody will reasonably be denied access, but all observers and visitors will need to collect credentials from the registration and information desks.

NASUWT will record the name and address of every visitor issued with a badge. Observers and visitors are not allowed on the lower floor of the Conference and will only be allowed to sit in Block D.

CODE OF CONDUCT

NASUWT is committed to ensuring that all members, representatives, staff, visitors, contractors and other third parties behave in a courteous manner at all times when engaged in work for, and on behalf of, the Union.

Aggressive, offensive, intimidatory or unacceptable behaviour will not be tolerated

NASUWT has zero tolerance for any type of harassment. This supports the commitment set out in the NASUWT's rules to promote equality and inclusion for all and to eliminate all forms of harassment, including sexual harassment, prejudice and unfair discrimination.

It is crucial that everyone can participate in NASUWT activities in an inclusive, respectful and safe environment.

At NASUWT meetings and events, you agree to:

- interact with colleagues and visitors in a respectful, considerate and inclusive manner. This includes refraining from behaviour that could be considered intimidation, harassment, abuse, discrimination or inappropriate conduct;
- recognise and adhere to the structures and decision-making processes set out in the NASUWT rules;
- let an official or NASUWT member of staff know, straight away, if you notice a potentially dangerous, or concerning, situation or someone in distress;
- comply with health and safety guidelines to avoid placing yourself or others at risk;
- treat all NASUWT staff with dignity and respect and in line with this code of conduct;
- use inclusive language that avoids offensive reference to someone's race, ethnicity, age, religion, gender, sexual orientation, disability or marital status; and
- adhere to the NASUWT policy guidance on use of pronouns.

THE USE OF SOCIAL MEDIA

Please remember that social networking sites such as Facebook and X (formerly known as Twitter) are public spaces and that any tweet or Facebook comment can be quoted by the media. Consequently, please refrain from tweeting during private sessions.

NASUWT does encourage representatives to re-tweet tweets from **@NASUWT**.

IMPORTANT NOTE TO SPEAKERS

Representatives need to be aware that the press will be present during all Public Sessions. In order to ensure that there is no comeback on the individual speaker or the Union, they should not name their school, any other school, individual pupils or a colleague without the express permission of

the individual concerned or the headteacher. The press may want to interview a speaker after their contribution to Conference; if approached by the press, representatives are advised to go to the National Stand in the exhibition hall to seek advice. The press often asks for a copy of speeches, so it is advisable to write down your speech in the event that this may happen.

SEATS RESERVED FOR SPEAKERS

Seats have been reserved in Row D on the lower floor for representatives wishing to speak. Representatives intending to speak should move to these seats at the commencement of the relevant debate. Please note: any representative not waiting to speak but occupying these reserved seats will be asked to move.

SPEAKER CARDS

All speaker cards are now electronic and accessible via the Conference App. If you experience any issues with the Conference App, there are iPads on the lower floor near Row Q where you can put in a speaker card and an NASUWT staff member will be on hand to support you.

Representatives wishing to speak in any debate must complete an electronic speaker card which includes details of their name, Local Association, whether they are speaking FOR, AGAINST or TO the motion or amendment. Representatives will also be asked to indicate whether they are a first-time representative and/or a first-time speaker at Conference.

This information is to enable the President to preserve a balance in debate and include representatives with a breadth of experience.

Once representatives have submitted a speaker card, they're to move to the front of the hall and sit in Row D. They are also to monitor their email inbox for any correspondence from the Standing Orders Committee. This is in case there are any queries with the request.



TEN TOP TIPS FOR SPEAKING AT ANNUAL CONFERENCE

Here are ten top tips for speaking for or against a motion at Annual Conference, including how to wind up succinctly when running out of time:

1. Understand the motion and its implications

- Know exactly **what the motion calls for** and how it will impact members.
- Be prepared with **facts, statistics, or real-world examples** to back up your position – whether in favour or against.

2. Stick to the time limit

- Speeches are time-limited, so **time yourself in practice** to avoid overrunning.
 - Mover: eight minutes
 - Secunder: five minutes
 - All other speakers: four minutes
- Aim to finish **slightly early** to allow for flexibility in case of interruptions.

3. Start strongly

- Grab attention in the first **ten seconds** with a powerful statement, rhetorical question or personal anecdote.
- If **for the motion**: “This motion is about protecting our rights – rights that are under threat.”
- If **against the motion**: “We all want fairness, but this motion doesn’t deliver it.”

4. Have a clear structure

- **Introduction**: State your position clearly.
- **Main argument**: Focus on **two-three key points**, backed by examples.
- **Conclusion**: Reinforce why delegates should support or reject the motion.

5. Keep language simple and punchy

- Avoid jargon – speak **plainly and persuasively**.
- Use **short, impactful sentences** to keep your argument sharp.
- “This is about fairness” **is stronger than** “This is an issue which revolves around fundamental principles of equity.”

6. Engage the audience

- Use rhetorical questions: “Do we really want to risk this?”
- Acknowledge members' concerns: “I understand why some support this, but here’s why I disagree.”
- Make eye contact and vary your tone – **don't just read from a script.**

7. Balance passion with professionalism

- Speak with **conviction**, but stay composed.
- Passion makes you **believable**, but an aggressive or emotional tone can alienate listeners.

8. Adapt to the debate

- If a previous speaker made a **strong point**, briefly reference it:
 - **For the motion:** “As we just heard, the evidence is overwhelming – this motion must pass.”
 - **Against the motion:** “The previous speaker made a passionate argument, but let’s look at the facts.”
- Be prepared for **unexpected challenges** – have a backup argument ready.

9. Have a plan for running out of time

- If you hear the **time warning**, **skip straight to your conclusion.**
- **Phrases to wrap up quickly:**
 - “To sum up, this motion is the right way forward – please support it.”
 - “I urge you to reject this motion because it does not serve our members.”

10. End with a clear call to action

- **For the motion:** “Colleagues, let’s stand together and pass this motion.”
- **Against the motion:** “I urge you to vote against this motion – it is not the right approach.”
- Leave a **strong final impression** – people often remember the last thing you say.

By following these tips, you’ll **deliver a confident, compelling speech** – whether you're arguing for or against the motion. And if you run out of time, **you’ll know how to finish powerfully** without losing your key message!

RULING FROM THE CHAIR

Conference shall be chaired by the President or failing him/her the Ex-President or failing him/her the Senior Vice-President or failing him/her such other person as may be elected by Conference. The decision of the Chair on any question concerning Conference business and/or the interpretation of Standing Orders shall be final.

POINTS OF ORDER

A point of order may be raised in the online form of an inquiry as to whether something being said or done is in order. Any member, whether s/he has spoken or not, can raise a point of order at the discretion of the Chair.

PROCEDURAL MOTIONS

The following and only the following Procedural Motions may be moved and only at the discretion of the Chairperson:

- i. that the speaker be further heard;
- ii. that the speaker be not further heard;
- iii. that the question be now put;
- iv. that the question be not put;
- v. that the Motion be referred to the National Executive for further consideration;
- vi. that the time for speakers provided by Standing Order 15 be reduced to a specified time for the remainder of the session or for the remainder of Conference;
- vii. that a Motion allocated to Private Session be debated in public;
- viii. that a Motion allocated to Public Session be debated in private;
- ix. that an Urgency Motion submitted in accordance with Standing Order 8 be called for debate; and
- x. that a Standing Order be suspended for a specified purpose.

AMENDMENTS

There is no provision in the Rules or Standing Orders to accept amendments to proposed changes to the Rules or Standing Orders. The Chair will not be accepting any amendments to this effect.

The President will call amendments to motions in the order shown on the Agenda. In order to submit an amendment of which prior notice has not been given in the Agenda, representatives must complete an electronic amendment card which includes details of their amendment, name, Local Association and seat name. The names and Local Associations of the mover and seconder must also be included on the electronic form.

The National Executive and Local Associations are allowed to submit motions to Conference. Consequently, amendments may be submitted only by members of the National Executive or representatives of Local Associations. An amendment must not be a direct negative of the motion. An amendment must be relevant and not simply obstructive. It should seek to modify or amplify the original motion by deletion, addition or substitution of certain words. An amendment may only be moved or seconded by representatives who have not already spoken to the motion.

The mover of an amendment has no right of reply to the discussion thereon. If an amendment is carried, the original motion as amended becomes the substantive motion; if it is lost, the original motion is again put before the meeting. In either case, discussion may proceed or a further amendment may be moved, unless the substantive motion is voted upon. Only one amendment may be considered at a time.

HAND VOTING

All elected representatives will vote by a show of hands in the correct voting areas. This will be the only thing that the Chair will count when a hand vote is called.

CARD VOTE

A card vote will be called if, following the result of a vote being announced, representatives of no fewer than 40 Local Associations whose combined membership is 8,000 or more rise from their places and claim a card vote. A representative of each Local Association will be able to collect their book of card votes from registration. Please collect these before the start of Conference. Should a card vote be called, the President will announce the number of the card to be used. The stewards will collect first those cards FOR the motion or amendment. They will then collect those AGAINST.

Finally, they will collect those cards where a Local Association is divided on the issue and has split the vote. If a Local Association decides to split their vote, the number of votes FOR and AGAINST must be recorded on the card. The number of votes must not exceed the total number of votes that is preprinted on the card. The use of, for example, '60% FOR, 40% AGAINST' is NOT acceptable; actual numbers are required. Any breach of this guidance will result in the card being treated as spoiled.

END OF SESSION

At the end of the penultimate Public Session and at the end of the last Private Session, any motion or amendment under discussion and any remaining motions not called for debate will be put to the vote without debate unless 75 members stand to oppose the putting, in which event the motions subject to the proposed vote shall be deemed withdrawn.

This does not necessarily imply opposition to the motion. It may be that insufficient time is left for all the relevant facts to be presented and this procedure will prevent a decision being made without the full facts being known.

PLEASE BE CONSIDERATE

Members entering or leaving the Conference Hall while a debate is in progress are asked to do so as inconspicuously as possible and between speeches whenever they can.

RESPECT BIRMINGHAM'S HOSPITALITY WORKERS

Your Kindness Matters

As you enjoy your evenings in Birmingham during Conference, please remember the hospitality staff who make your experience possible. Many in this industry are on zero-hour contracts, facing low wages, long shifts and job insecurity. The sector still hasn't fully recovered since Covid-19, and workers continue to struggle.

A little respect goes a long way. Please book reservations in advance, be patient, tip where you can, and treat every worker with the dignity they deserve. Enjoy exploring the wonderful city of Birmingham.

SAVE THE DATES FOR FUTURE EVENTS

Women Teachers' Consultation Conference

9 May 2026
Hilton Birmingham Metropole

Leadership Seminar

16 May 2026
Hillscourt Conference Centre, Birmingham

LGBTI Teachers' Consultation Conference

6 June 2026
The Park Regis, Birmingham

Black Teachers' Consultation Conference

10 October 2026
The Belfry, Birmingham

Young Teachers' Consultation Conference

7 November 2026
Eastside Rooms, Birmingham

Supply Teachers' Seminar

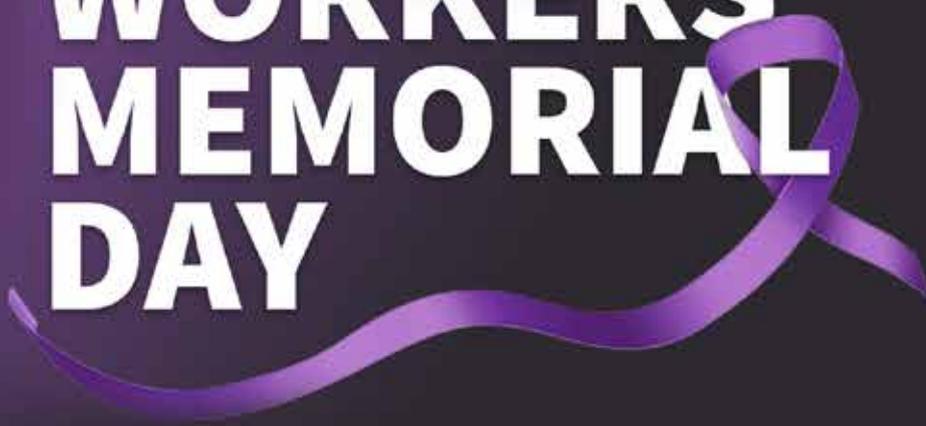
14 November 2026
Eastside Rooms, Birmingham

Health, Safety and Welfare Seminar

3 December 2026
Hillscourt Conference Centre, Birmingham



WORKERS MEMORIAL DAY



Every year more people are killed at work than in wars.

Most don't die of mystery ailments, or in tragic "accidents".

They die because an employer decided their safety just wasn't that important a priority.

International Workers Memorial Day

28 April 2026 commemorates those workers.

www.tuc.org.uk/wmd



NASUWT THE
TEACHERS'
UNION

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Visit [nasuwt.org.uk](https://www.nasuwt.org.uk)