

CYMRU UNDEB
YR
ATHRAWON

NASUWT THE
TEACHERS'
UNION



**BETTER DEAL
FOR
TEACHERS**

Wales Senedd
Election 2026 –
**NASUWT Cymru
Manifesto**

BETTER DEAL FOR TEACHERS

Teachers and learners in Wales need a Better Deal.

They need transformative change which will support every child, every young person and every teacher to thrive.

Children's lives and futures are being damaged by systemic failures to support teachers.

There have been failures to:

- address excessive workload;
- improve teacher wellbeing;
- improve workforce planning; and
- tackle the Additional Learning Needs (ALN) crisis.

There must be urgent investment in education in Wales.

Teachers and headteachers are leaving the profession prematurely.

Targets to train the next generation of teachers are being missed.

We believe that investing in a brighter future for our children and young people starts with investing in our teachers.

The next Welsh Government must:

SECURE WORLD-CLASS PAY AND CONDITIONS FOR TEACHERS

**PROVIDE A HEALTHY, SAFE AND SECURE ENVIRONMENT FOR
WORKPLACES IN WALES**

TACKLE DISCRIMINATION, HATE AND INEQUALITY

BRING A NATIONAL COHERENCE TO EDUCATION IN WALES

SECURING WORLD-CLASS PAY AND CONDITIONS FOR TEACHERS

Teachers' working conditions are children's learning conditions.

The quality of an education system cannot exceed the quality of its teachers and the conditions in which they work.

Yet, since 2010, teachers have endured:

- rising levels of workload;
- unsustainable working hours; and
- declining real-terms pay.

Teachers in Wales need a Better Deal that will:

- ensure teaching can compete with other graduate professions, attracting the brightest and the best, by restoring the value of teachers' pay and treating teachers as professionals;

- deliver the promise of the Review Body's 'Strategic Review' to reduce class contact time;
- establish a workload taskforce to review the Curriculum for Wales and the consequential qualifications reforms, and to recommend changes that will seek to reverse the excessive workload that has come from these reforms;
- rebuild ALN provision so pupils and teachers receive the support they are entitled to expect and which recognises the important role of off-site provision;
- reduce class sizes; and
- introduce a National Learner Behaviour Framework.

PROVIDING A HEALTHY, SAFE AND SECURE ENVIRONMENT IN WORKPLACES IN WALES

Wales needs an appropriate number of teachers to meet educational needs. Teachers have:

- an entitlement to secure employment; and
- the right to work in a healthy and safe environment where they are treated with respect.

We want the next Welsh Government to deliver a Better Deal that will:

- develop an effective Workforce Planning Strategy to ensure a sufficient number of teachers are being trained;
- ensure qualified teachers are able to access permanent posts;
- encourage access to affordable housing for teachers, which will support rural and urban recruitment and retention challenges in Wales;
- institute a stakeholder working group on asbestos;
- secure a consistent approach across Wales to protect teachers against violence, assault or harassment; and
- launch campaigns to destigmatise women's health, both in the workplace and broader society.

TACKLING DISCRIMINATION, HATE AND INEQUALITY

Prejudice and discrimination deny people their fundamental human rights, limit opportunity for everyone, and undermine the cohesion of schools, communities and wider society.

We want the next Welsh Government to deliver a Better Deal that will:

- require schools and college employers to publish clear and consistent details of their gender, ethnicity and disability pay gaps, then undertake proactive approaches to close these;

- commit funding to support education on hate speech for schools/colleges;
- require social media companies and online platforms to tackle online threats to and abuse of teachers;
- ban the use of mobile phones in schools;
- champion approaches to prevent sexual harassment in the workplace; and
- reprioritise and commit to intensify national efforts to increase the number of minority ethnic and disabled teachers working within schools.

BRINGING A NATIONAL COHERENCE TO EDUCATION IN WALES

NASUWT's mission is to create the conditions that enable teachers to secure the best educational opportunities for all children and young people. Our mission is imprinted with key values – equality, democracy, justice and solidarity. All of these are the hallmarks of an inclusive and progressive society and the key ingredients for quality public education, which is the lifeblood of the economy and society as a whole.

We want the next Welsh Government to deliver a Better Deal that will:

- establish a Charter of Entitlements for learners and teachers – linking teacher rights to pupil entitlements. This would underline how teacher wellbeing and student success are interdependent;
- legislate to dismantle Local Management of Schools and bring schools back to local authority control;
- bring Social Partnership to school level by ensuring schools set up 'Engagement Committees';
- centre the voice of teachers in any system reform, including curriculum and inspection;
- introduce the National Supply Pool for Supply Teachers which was promised by the Welsh Government; and
- monitor the national agencies, particularly the Education Workforce Council, Qualifications Wales and Estyn, to ensure they embed the voice of teachers within their structures, communicate effectively with the profession and provide useful supports for teachers, rather than unwarranted stress and workload.

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**GWELL BARGEN
'ATHRAWON**

Etholiad Senedd
Cymru 2026 –
Maniffesto
NASUWT Cymru

GWELL BARGEN I ATHRAWON

Mae angen bargaen well ar athrawon a dysgwyr yng Nghymru.

Mae angen newid trawsnewidiol arnyn nhw a fydd yn cefnogi pob plentyn, person ifanc a phob athro i ffynnu.

Mae bywydau a dyfodol plant yn cael eu difrodi gan fethiannau systemig i gefnogi athrawon.

Bu methiannau i:

- fynd i'r afael â llwyth gwaith gormodol;
- wella lles athrawon;
- wella cynllunio'r gweithlu; a
- fynd i'r afael â'r argyfwng Anghenion Dysgu Ychwanegol (ADY).

Rhaid buddsoddi ar frys mewn addysg yng Nghymru.

Mae athrawon a phenaethiaid ysgolion yn gadael y proffesiwn yn gynamserol.

Mae targedau i hyfforddi'r genhedlaeth nesaf o athrawon yn cael eu methu.

Credwn fod buddsoddi mewn dyfodol disgleiriach i'n plant a'n pobl ifanc yn dechrau gyda buddsoddi yn ein hathrawon.

Rhaid i Lywodraeth nesaf Cymru:

**SICRHAU CYFLOG AC AMODAU O'R RADD FYD-EANG I ATHRAWON
DARPARU AMGYLCHEDD IACH A DIOGEL AR GYFER GWEITHLEOEDD
MYND I'R AFAEL Â GWAHANIAETHU, CASINEB AC ANGHYDRADDOLDEB
DOD Â CHYDLYNIAD CENEDLAETHOL I ADDYSG YNG NGHYMRU**

SICRHAU CYFLOG AC AMODAU O'R RADD FYD-EANG

Amodau gwaith athrawon yw amodau dysgu ein plant.

Mae ansawdd system addysg ynglwm â safon ei hathrawon a'r amodau y maent yn gweithio ynddynt.

Eto i gyd, ers 2010, mae athrawon wedi dioddef:

- cynnydd yn eu llwyth gwaith;
- oriau gweithio anghynaliadwy; a
- gostyngiad mewn cyflogau mewn termau real.

Mae angen Bargaen Well ar athrawon yng Nghymru fydd yn:

- sicrhau y gall addysgu gystadlu â phroffesiynau graddedig eraill, gan ddenu'r rhai mwyaf disglair a gorau, trwy adfer gwerth cyflog athrawon a thrin athrawon fel gweithwyr proffesiynol;
- cyflawni addewid 'Adolygiad Strategol' y Corff Adolygu i leihau amser cyswllt dosbarth;

- sefydlu tasglu llwyth gwaith i adolygu Cwricwlwm Cymru a'r diwygiadau i'r cymwysterau a ddaeth o ganlyniad, ac i argymhell newidiadau a fydd yn ceisio gwrthdroi'r llwyth gwaith gormodol sydd wedi deillio o'r diwygiadau hyn;
- ailadeiladu darpariaeth ADY fel bod disgyblion ac athrawon yn derbyn y gefnogaeth y dylent fod â hawl i'w disgwyl, ac sy'n cydnabod rôl bwysig darpariaeth oddi ar y safle;
- lleihau meintiau dosbarth; a
- cyflwyno Fframwaith Ymddygiad Dysgwyr Cenedlaethol.

DARPARU AMGYLCHEDD IACH A DIOGEL MEWN GWEITHLEOEDD YNG NGHYMRU

Mae angen nifer priodol o athrawon ar Gymru i ddiwallu anghenion addysgol. Mae gan athrawon:

- hawl i gael cyflogaeth ddiogel; a
- yr hawl i weithio mewn amgylchedd iach a diogel lle cânt eu trin â pharch.

Rydym am i Lywodraeth nesaf Cymru gyflwyno Bargen Well a fydd yn:

- datblygu Strategaeth Cynllunio Gweithlu effeithiol i sicrhau bod nifer ddigonol o athrawon yn cael eu hyfforddi;
- sicrhau bod athrawon cymwys yn gallu cael swyddi parhaol;
- annog mynediad at dai fforddiadwy i athrawon, a fydd yn cefnogi heriau recriwtio a chadw gweithwyr gwledig a threfol yng Nghymru;
- sefydlu gweithgor rhanddeiliaid ar asbestos;
- sicrhau dull cyson ledled Cymru i amddiffyn athrawon rhag trais, ymosodiad neu aflonyddu; a
- lansio ymgyrchoedd i ddileu stigma iechyd menywod, yn y gweithle ac yn y gymdeithas ehangach.

MYND I'R AFAEL Â GWAHANIAETHU, CASINEB AC ANGHYDRADDOLDEB

Mae rhagfarn a gwahaniaethu yn ymwadu hawliau dynol sylfaenol pobl, yn cyfyngu ar gyfleoedd i bawb ac yn tanseilio cydlyniant ysgolion, cymunedau a'r gymdeithas ehangach.

Rydym am i Lywodraeth nesaf Cymru gyflwyno Bargen Well a fydd yn:

- gofyn i gyflogwyr ysgolion a cholegau gyhoeddi manylion clir a chyson am eu bylchau cyflog rhywedd, ethnigrwydd ac anabledd ac yna ymgymryd â dulliau rhagweithiol i gau'r rhain;
- ymrwymo cyllid i gefnogi addysg ar araith-gasineb ar gyfer ysgolion a cholegau;
- ei gwneud yn ofynnol i gwmnïau cyfryngau cymdeithasol a llwyfannau ar-lein fynd i'r afael â bygythiadau a cham-drin ar-lein o athrawon;
- gwahardd defnyddio ffonau symudol mewn ysgolion;
- hyrwyddo dulliau i atal aflonyddu rhywiol yn y gweithle; a

- ailflaenoriaethu ac ymrwymo i ddwysáu ymdrechion cenedlaethol i gynyddu nifer yr athrawon lleiafrifoedd ethnig ac anabl sy'n gweithio mewn ysgolion.

DOD Â CHYDLYNIAD CENEDLAETHOL I ADDYSG YNG NGHYMRU

Cenhadaeth NASUWT yw creu'r amodau sy'n galluogi athrawon i sicrhau'r cyfleoedd addysgol gorau i bob plentyn a pherson ifanc. Mae ein cenhadaeth wedi'i atgyfnerthu â gwerthoedd allweddol – cydraddoldeb, democratiaeth, cyfiawnder ac undod; oll yn nodweddion cymdeithas gynhwysol a blaengar a'r cynhwysion allweddol ar gyfer addysg gyhoeddus o safon, sef hanfod yr economi a chymdeithas gyfan.

Rydym am i Lywodraeth nesaf Cymru gyflwyno Bargen Well a fydd yn:

- sefydlu Siarter Hawliau i ddysgwyr ac athrawon sy'n cysylltu hawliau athrawon â hawliau disgyblion. Byddai hyn yn tanlinellu sut mae lles athrawon a llwyddiant myfyrwyr yn gyd-ddibynnol;
- deddfu i ddatgymalu Rheolaeth Leol Ysgolion a dod ag ysgolion yn ôl i reolaeth awdurdod lleol;
- dod â Phartneriaeth Gymdeithasol i lefel yr ysgol drwy sicrhau bod ysgolion yn sefydlu 'Pwyllgorau Ymgysylltu';
- sicrhau fod llais athrawon yn greiddiol mewn unrhyw ddiwygiad system, gan gynnwys cwricwlwm ac arolygu;
- cyflwyno'r Gronfa Gyflenwi Genedlaethol ar gyfer Athrawon Llanw a addawyd gan Lywodraeth Cymru; a
- monitro'r asiantaethau cenedlaethol, yn enwedig Cyngor y Gweithlu Addysg, Cymwysterau Cymru ac Estyn, i sicrhau eu bod yn ymgorffori llais athrawon yn eu strwythurau, yn cyfathrebu'n effeithiol â'r proffesiwn ac yn darparu cefnogaeth ddefnyddiol i athrawon, yn hytrach na bod yn straen a llwyth gwaith diangen.