



Minutes of Annual Conference 2021

MINUTES OF ANNUAL CONFERENCE 2021
HOSTED ONLINE
2 April 2021 – 5 April 2021

Officers

President:	Phil Kemp
Senior Vice-President:	Angela Butler
Junior Vice-President:	Mike Corbett
Ex-President:	Michelle Codrington-Rogers
Honorary Treasurer:	Russ Walters

Members of the Executive

Robert Barratt	Harold Gurden	Mark Morris
Raymond Beggs	Alan Hackett	Paul Nesbitt
Richard Bell	John Hall	Elaine Paling
Karen Brocklebank	Debbie Hayton	Lester Russell
Mark Burns	Chris Holland	Anne Rycroft
Sharon Calvert	Christine Knight	Jane Setchfield
Rosemary Carabine	Rachel Knight	Dinsdale Shaw
Jac Casson	Mike Leigh	Annelies Taylor
Caroline Clode	Dan Lister	Anne Thompson
John Crofts	Susan Martin	Nick Trier
Mark Dickinson	John McGill	Gary Upton
Kathy Duggan	Damian McNulty	Claire Ward
Ruth Duncan	Mike Metcalfe	Nigel Williams
Wendy Exton	Alison Morgan	Stephen Witherden

General Secretary

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

Past Presidents

Mike Inman (<i>Leek</i>)	1986-87	Julian Chapman (<i>Cheltenham Cotswold</i>)	2009-10
Graham Terrell (<i>Merton</i>)	1989-90	Chris Lines (<i>West Suffolk</i>)	2010-11
Sue Rogers (<i>Sheffield</i>)	1991-92	Paula Roe (<i>Dudley</i>)	2012-13
Roger Kirk (<i>Newark</i>)	1994-95	Geoff Branner (<i>North Oxon</i>)	2014-15
Barrie Ferguson (<i>York</i>)	1997-98	Graham Dawson (<i>Hexham</i>)	2015-16
Tony Hardman (<i>Liverpool</i>)	2001-02	Fred Brown (<i>Belfast</i>)	2017-18
Terry Bladen (<i>Darlington</i>)	2003-04	Dan McCarthy (<i>South Essex</i>)	2018-19
Pat Lerew (<i>NE Hants</i>)	2004-05		

FIRST PRIVATE SESSION
2.00pm to 3.10pm
Friday 2 April 2021

Official Opening

The President, Michelle Codrington-Rogers, declared the Annual Conference 2021 open.

APPOINTMENT OF CHIEF SCRUTINEER AND SCRUTINEERS

"That members of the NASUWT be asked to act as scrutineers."

The motion was

CARRIED

MINUTES

Russ Walters moved,

Angela Butler seconded:

"That the Minutes of the Birmingham Conference 2020 be signed by the Chairperson as a correct record of the proceedings."

The motion was

CARRIED

FINANCIAL STATEMENTS

Russ Walters moved,

Angela Butler 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."

The motion was

CARRIED

APPOINTMENT OF AUDITORS

Russ Walters moved,

Angela Butler seconded:

"That Messrs Crowe UK LLP, Chartered Accountants, be, and are hereby, appointed auditors of the Union's accounts for the year 2021."

The motion was

CARRIED

APPOINTMENT OF MEMBERSHIP ASSURER

Russ Walters moved,

Angela Butler seconded:

"That Messrs Crowe UK LLP, Chartered Accountants, be, and are hereby, appointed the Union's Membership Assurer for the year 2021/22."

The motion was

CARRIED

FIRST PUBLIC SESSION
3.17pm to 4.23pm
Friday 2 April 2021

Induction of Phil Kemp as President for 2021-22

Michelle Codrington-Rogers introduced the President-elect and installed him as President for 2021-22.

President's Address

The Ex-President, Michelle Codrington-Rogers, addressed Conference.

The President, Phil Kemp, addressed Conference.

It was proposed that the best thanks of this Conference be, and are hereby, tendered to Phil Kemp for his address.

The motion was

CARRIED

Vote of Thanks to Retiring President Michelle Codrington-Rogers

"That the best thanks of this Conference be, and are hereby, tendered to Michelle Codrington-Rogers for her services to the Union over the past year."

The motion was

CARRIED

Introduction of New Officers

The President introduced the newly elected Senior Vice-President, Angela Butler, the Junior Vice-President, Mike Corbett, the Ex-President, Michelle Codrington-Rogers and at the conclusion of conference Sean Taylor will serve as Honorary Treasurer.

Mike Corbett, Junior Vice-President addressed Conference.

ANNUAL REPORT OF THE NATIONAL EXECUTIVE

Michelle Codrington-Rogers moved,
Angela Butler seconded:

"(i) That the report be received;"

The motion was

CARRIED

"(ii) That the report be adopted."

The motion was

CARRIED

SECOND PUBLIC SESSION

8.59am to 12.22pm

Saturday 3 April 2021

CHALLENGING PUPIL AND STUDENT BEHAVIOUR

Wendy Exton moved,

Rosemary Carabine seconded:

“Conference asserts that every teacher has the right to work free from the threat of violence, threats and aggression by pupils or students.

Conference condemns those school and college employers that fail to take seriously the problem of unacceptable pupil or student behaviour and who claim that such behaviour is part of the job.

Conference is concerned that many school and college leaders do not receive adequate training in how to deal with challenging pupil or student behaviour, leaving teachers with no access to appropriate support.

Conference applauds those members who have successfully balloted to take industrial action to refuse to teach violent pupils or students.

Conference calls upon the National Executive to:

- (i) publish further guidance for teachers and school and college leaders on unacceptable behaviours, including legal entitlements and remedies;
- (ii) lobby employers, governments and administrations to ensure that teachers and school and college leaders receive appropriate training on behaviour management issues and
- (iii) continue to support members, using all appropriate means, where they face unacceptable pupil or student behaviour.”

The motion was

CARRIED

A VOICE IN EVERY WORKPLACE

Anne Rycroft moved,

Patience Sena seconded:

“Conference recognises the important role of the Workplace Representative in delivering the Union’s membership objectives.

Conference applauds the strength and solidarity shown by members and Workplace Representatives during the difficult times brought about by the pandemic.

Conference asserts that the increasing diversity of education provision and the localised challenges faced by the COVID-19 pandemic has led to the role of the Workplace Representative becoming even more critical.

Conference acknowledges the essential role Workplace Representatives undertake in recruiting and retaining members in the Union and the wide-ranging support that they offer to teachers in the workplace.

Conference congratulates the National Executive for its work to broaden participation in Workplace Representative roles by introducing the opportunity to undertake the local roles on a job-share basis.

Conference further congratulates the National Executive on the impact of its continued strategies and campaigns in building the Union’s Workplace Representative base, and acknowledges the importance of attempting to gain a voice in every workplace.

Conference calls upon the National Executive to undertake a campaign to promote the benefits of being a Workplace Representative to members, focusing on the personal and professional development opportunities for the individuals undertaking the role.

Conference endorses work by the National Executive to:

- (i) continue attempts to secure a voice in every workplace;
- (ii) continue to recruit members, particularly from under-represented groups, as representatives;
- (iii) ensure that all current and new Workplace Representatives understand the importance of undertaking appropriate training for the role and are afforded opportunities to take part in appropriate representative training;
- (iv) challenge the climate of employer hostility and victimisation towards Workplace Representatives;
- (v) continue to campaign to defend the right to facilities release and the right to time off for trade union duties;
- (vi) work within the trade union movement to lobby governments and administrations for stronger legal protections for elected Workplace Representatives;
- (vii) celebrate the commitment of Workplace Representatives with the School Representative Award at Annual Conference and
- (viii) report back to Annual Conference 2022 on the progress made."

The motion was

CARRIED

IMPACT OF THE COVID-19 PANDEMIC ON VULNERABLE GROUPS

*Jane Setchfield moved,
Debbie Hayton seconded:*

"Conference notes with concern the substantial evidence to show that the COVID-19 pandemic has had an overwhelming and disproportionate impact on vulnerable groups, particularly teachers with underlying health conditions, those who are over the age of 60, those with disabilities and those from black and minority ethnic (BME) backgrounds.

Conference applauds the actions of the National Executive in consistently lobbying and calling out governments and administrations on their poor handling of the emergency measures for schools and colleges in their political drive to keep them open.

Conference supports all efforts of the National Executive in condemning the absence of government advice on how to mitigate adverse equalities impacts of COVID-19 and how its plans for schools and colleges will minimise any further discriminatory effects and outcomes.

Conference urges the National Executive to continue to campaign actively for:

- (i) robust equality impact assessments of governments' and administrations' plans and arrangements for ensuring that schools and colleges are COVID-secure and
- (ii) stringent monitoring and reporting by schools and colleges on how they are meeting their equalities duties for eliminating discrimination and advancing equalities."

The motion was

CARRIED

2(c) MOTION: SCOTLAND

Richard Bell moved,

Mike Corbett seconded:

“Conference notes that prior to the COVID-19 outbreak, excessive workload and poor mental health and wellbeing were some of teachers’ main concerns about the quality of their working lives.

Conference is deeply concerned that not only have many of the causes of teachers’ concerns remained relevant during the pandemic, they have been exacerbated by the extraordinary pressures that COVID-19 and the Scottish Government’s response has placed on schools and the staff who work in them.

Conference applauds the courage of members in Scotland for their tenacity, persevering under extraordinary circumstances for the common good.

Conference deplores the failure of the Scottish Government to recognise and reward the efforts and contribution of teachers in maintaining children’s education during the pandemic.

Conference endorses continuing action by the National Executive to:

- (i) lobby the Scottish Government to ensure it protects the physical and mental health and safety of teachers in all workplaces;
- (ii) campaign for a teachers’ pay award that recognises and rewards the contribution of the teaching profession throughout the pandemic and
- (iii) press the Scottish Government to introduce a robust, fully funded recovery programme to repair the damage caused to the mental health and wellbeing of teachers.”

The motion was

CARRIED

LEAGUE TABLES AND THE USE OF DATA

Candida Mellor moved,

Martin Hudson seconded:

“Conference believes that the development of individual children is subject to a wide range of factors, mostly outside the control of teachers.

Conference further believes that members still feel the pressure from the use of data-driven targets in their appraisal.

Conference instructs the National Executive to:

- (i) lobby the Westminster Government to abolish school league tables in England;
- (ii) develop a campaign to demonstrate the adverse impact which league tables have on children and schools;
- (iii) lobby governments and administrations to abandon the use of the current high-stakes testing regimes for all pupils and students and replace them with low-stakes formative assessments and
- (iv) lobby governments and administrations to abolish the use of data as a measure of a teacher’s performance.”

The motion was

CARRIED

The President announced the suspension of Standing Orders at 11.52am.

Kate Green MP, Shadow Secretary of State for Education, addressed Conference.
The General Secretary, Dr Patrick Roach, gave a vote of thanks on behalf of the NASUWT.
The President announced the resumption of Standing Orders at 12.20pm.

THIRD PUBLIC SESSION

1.30pm to 5.22pm

Saturday 3 April 2021

The President announced the suspension of Standing Orders at 1.31pm.

The Rt Hon Gavin Williams MP, Secretary of State for Education, addressed Conference via video.

The President announced the resumption of Standing Orders at 1.39pm.

IMPACT OF COVID-19 ON TEACHER AND PUPIL MENTAL HEALTH

Andrea Welter moved,

Karen Sewell-Morris seconded:

“Conference is concerned about issues of poor teacher mental health which have been exacerbated by unmanageable workloads and adverse management practices during the COVID-19 pandemic.

Conference is alarmed by the increase in expectations placed on many teachers which could cause anxiety, depression and panic attacks.

Conference calls upon the National Executive to:

- (i) highlight positive mental health for all teachers during the pandemic through advice, development, support, training and the showcasing of schools who have good practices;
- (ii) support the TUC’s campaign to lobby for the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) to be changed so that work-related stress absence is reportable;
- (iii) support the development of regional wellbeing events for members;
- (iv) create a wellbeing officer post at Local Association level;
- (v) organise wellbeing training for use at Local Association meetings;
- (vi) ensure wellbeing is on the agenda at all Consultation Conferences;
- (vii) survey members on their mental health and wellbeing and publish the data and
- (viii) create a wellbeing and mental health toolkit for teachers.”

The motion was

CARRIED

PERFORMANCE MANAGEMENT IN SCHOOLS

Damien McNulty moved,

Christine Knight seconded:

“Conference insists that COVID-19-related disruption should not result in teachers or school leaders being treated detrimentally in respect of their performance management or appraisal.

Conference further insists that no teacher or school leader should suffer any detriment in terms of their pay progression or perceptions of their competence or capability as a result of the impact of the pandemic on their performance management or appraisal outcomes.

Conference calls on the National Executive to:

- (i) ensure that any member subjected to such treatment is represented robustly;

- (ii) challenge, including through use of lawful industrial action where necessary, any employer that does not introduce effective COVID-19-related mitigations to their performance management and appraisal policies and
- (iii) lobby governments and administrations to ensure that all teachers and school leaders are protected from adverse appraisal and performance management outcomes as a result of the COVID-19 pandemic.”

The motion was

CARRIED

SCHOOL-BASED COUNSELLING

*Rachael Watson moved,
Claire MacLeod seconded:*

“Conference notes that school-based counselling can reduce psychological distress and improve pupil attainment, attendance and behaviour.

Conference further notes that community-organising alliance Citizens UK is working with the British Association for Counselling and Psychotherapy to secure fully funded statutory provision of school-based counselling in every primary and secondary school in England.

Conference calls upon the National Executive to support the Citizens UK school-based counselling campaign by:

- (i) publicly endorsing and promoting the Citizens UK campaign;
- (ii) encouraging Local Associations and Federations to collaborate with regional chapters of Citizens UK and
- (iii) encouraging individual members to promote the campaign within schools they work in.

Conference further calls upon the National Executive to investigate further developing the partnership with Citizens UK, including by working with other TUC affiliates.”

The motion was

CARRIED

The President announced the suspension of Standing Orders at 3.30pm.

Dave Edwards, General Secretary of Education International, addressed Conference.

Raymond Basilio, General Secretary of the Alliance of Concerned Teachers, in the Philippines, addressed Conference.

The President announced the resumption of Standing Orders at 3.53pm.

2(c) MOTION: NORTHERN IRELAND

*Annelies Taylor moved,
Raymond Beggs seconded:*

“Conference notes that there is comprehensive legislation in Northern Ireland governing discrimination on the grounds of race, gender, special educational needs (SEN) and disability, sexual orientation, age, religious belief and political opinion.

Conference further notes that one of the most important pieces of equalities legislation in Northern Ireland is the Fair Employment and Treatment (NI) Order (FETO) 1998.

However, Conference is concerned that the FETO 1998 Article 71 provides an exemption for the employment of teachers in schools in relation to equality of opportunity and fair participation in employment for members of the Protestant and Roman Catholic communities in Northern Ireland, which allows discrimination on the basis of religious belief.

Conference believes that Article 71 of the FETO 1998 is outdated and needs to be removed.

Conference calls on the NASUWT to lobby the Northern Ireland Assembly to remove Article 71 of the FETO 1998 and ensure that every teacher has equality of opportunity.”

The motion was

CARRIED

FUNDING THE COST OF THE COVID-19 PANDEMIC

*Nigel Williams moved,
Alister Parker seconded:*

“Conference recognises the substantial additional costs which schools have had to sustain to seek to control COVID-19 risk.

Conference notes that the UK Government funded schools for limited COVID-19 costs during the 2019/20 school year, but failed to provide any additional funding for schools during the 2020/21 school year.

Conference welcomes the actions of governments and administrations which have provided additional funding for schools to manage COVID-19 risk.

Conference condemns the UK Government’s inadequate COVID-19 school funding policy and believes that this has placed students and staff at risk.

Conference endorses the National Executive’s campaign on funding schools for COVID-19 costs and urges the National Executive to continue to:

- (i) campaign for all school COVID-19 costs, now and in the future, to be met through additional emergency government funding and
- (ii) implement appropriate action when school funding issues lead to unsafe working practices, and deteriorations in terms and conditions, or cuts in staffing.”

The motion was

CARRIED

OFSTED AND WELLBEING

*Steve Bird moved,
Mark Teale seconded:*

“Conference welcomes the greater focus in Ofsted inspections on teacher workload and wellbeing.

Conference believes that members remain afraid to express their experiences and emotions for fear of repercussions for the school and themselves.

Conference instructs the National Executive to lobby Ofsted to:

- (i) ensure that inspectors are aware of the sensitive issue of confidentiality within a school;
- (ii) develop a staff wellbeing survey which is both anonymous and contains appropriate questions and
- (iii) ensure a good working relationship with unions within schools as an integral part of understanding wellbeing.

Conference further instructs the National Executive to:

- (a) produce a comprehensive document for Workplace Representatives to support them to work with school and college leaders on managing wellbeing and
- (b) report back to Conference 2022.”

AMENDMENT

Russ Walters moved,
Mark Morris seconded:

"In the first paragraph:

after 'the' insert '*greater focus in Ofsted Inspections on teacher workload and wellbeing*'
and delete '*addition of a wellbeing officer within Ofsted Inspection teams*'.

In (i):

Delete '*wellbeing officers*' and insert '*inspectors*'."

The amendment was

CARRIED

The motion, as amended, was

CARRIED

FOURTH PUBLIC SESSION

10.02am to 12.31pm

Sunday 4 April 2021

IMPACT OF INSPECTION ON WELLBEING AND WORKLOAD

Wendy Duffus moved,

Sabeena Kauser seconded:

“Conference is deeply concerned about the impact of school and college inspection systems on workload as schools endeavour to return to normality.

Conference believes that inspections risk diverting schools’ priorities away from pupils’ and students’ catch-up work and the mental health and wellbeing of teachers, pupils and students.

Conference calls on the National Executive to:

- (i) lobby the Government for inspectorates to play a supportive role during and after the COVID-19 pandemic to enable school and college leaders to focus on catch-up work and wellbeing and
- (ii) provide advice, guidance and support on catch-up work and the mental health and wellbeing of teachers in the light of COVID-19.”

The motion was

CARRIED

BULLYING AND INTIMIDATION OF TEACHERS

Rob Barratt moved,

Wendy Exton seconded:

“Conference believes that all teachers have the right to be treated with dignity and respect at work and that any form of bullying and intimidation is absolutely unacceptable.

Conference notes that the NASUWT has a record second to none in tackling the problem of bullying and intimidation in schools and has undertaken a considerable amount of research into the problem over the last ten years.

Conference further notes the extent of bullying, harassment and intimidation that is prevalent within the teaching profession, and the failure of governments and administrations to take effective steps to tackle:

- (i) sexual harassment and misogyny;
- (ii) racial harassment;
- (iii) harassment of disabled teachers and
- (iv) homophobic, biphobic and transphobic abuse.

Conference further believes that these behaviours in schools are damaging the professional status and mental health of teachers and driving committed teachers out of the profession.

Conference calls upon the National Executive to provide the necessary tools and support to empower all members to be able to quickly identify and challenge bullying and intimidation before such behaviour becomes endemic.”

The motion was

CARRIED

2(b) MOTION: COVID-19 AND THE IMPACT ON TEACHERS' TERMS AND CONDITIONS

Russ Walters moved,

John McGill seconded:

"Conference asserts its belief that children and young people learn best when teachers and school leaders are given the time, resources and working conditions to allow them to use fully their professional skills, knowledge and expertise.

Conference celebrates the dedication, commitment, creativity and professionalism of teachers and school leaders in ensuring that children and young people have continued to access education during the pandemic.

Conference reasserts that the best place for children and young people is in schools that are safe.

Conference notes that the pandemic has highlighted the positive and negative impacts of technology for teaching and learning and in the professional lives of teachers and school leaders.

Conference believes that the pandemic has identified serious shortcomings in the terms and conditions frameworks within which teachers and school leaders operate.

Conference endorses action by the National Executive in continuing to press for governments and administrations to set out plans to ensure that:

- (i) education recovery for children and young people is predicated on the right to be taught by qualified teachers;
- (ii) teachers and school leaders benefit from working conditions that secure their entitlement to an effective work/life balance, with a maximum limit on their overall working hours;
- (iii) duties allocated to teachers and school leaders exclude tasks that distract them from teaching and leading and managing teaching and learning;
- (iv) approaches to performance management and appraisal are developmental, promote professional collegiality and reject performance-related pay progression;
- (v) all teachers receive a substantial above-inflation pay rise;
- (vi) teachers and school leaders are guaranteed an entitlement to meaningful and relevant professional development and training during their contracted working hours;
- (vii) technology is utilised to support the work of teachers and not to replace teachers and
- (viii) the use of technology to support teaching and learning is determined by the professional judgements of teachers and school leaders, with due regard to safety, data protection and privacy."

The motion was

CARRIED

MALICIOUS ALLEGATIONS AGAINST TEACHERS

Mark Morris moved,

Chris Holland seconded:

"Conference recognises the fundamental importance of measures to prevent and to deal with the abuse of children.

Conference notes with concern, however, that many teachers are subject to malicious allegations by pupils, and that there is little or no redress available to teachers where they are absolved of wrongdoing or cleared of misconduct.

Conference further notes that the impact of such allegations on their personal and professional lives can be devastating.

Conference calls upon the National Executive to campaign to lobby governments and administrations to provide guidance to schools on malicious allegation investigations, including on:

- (i) the legal ramifications of false and malicious allegations;
- (ii) the need to maintain anonymity and confidentiality in the workplace;
- (iii) the need for speedy, decisive and robust investigation to test the veracity of the allegations and whether the incident could have taken place as alleged;
- (iv) unfounded allegations should be taken out of a teacher's personnel record;
- (v) national standards and training for governors and trust boards in dealing with allegations of abuse and
- (vi) how headteachers should have no tolerance of malicious allegations, taking appropriate action, including permanent exclusion, on pupils or students making a malicious allegation."

Debate suspended until the Fifth Public Session on Sunday 4 April 2021.

The President announced the suspension of Standing Orders at 11.57am.

Dr Patrick Roach, General Secretary, addressed Conference.

The President, Phil Kemp, gave a vote of thanks on behalf of Conference.

The President announced the resumption of Standing Orders at 12.29pm.

FIFTH PUBLIC SESSION

1.30pm to 3.14pm

Sunday 4 April 2021

The President announced the suspension of Standing Orders at 1.30pm.

Rt Hon Sir Keir Starmer MP, Leader of the Labour Party, addressed Conference.

The President announced the resumption of Standing Orders at 1.33pm.

TEACHERS' PAY STRUCTURES

Dan Lister moved,

Caroline Clode seconded:

"Conference asserts that re-establishing and reinforcing a coherent national pay structure across the UK nations is key to ending the teacher recruitment and retention crisis, as this is central to providing teachers with certainty over their pay levels during their whole career.

Conference welcomes the recognition by the England School Teachers' Review Body (STRB) in its 30th Report of the crucial importance of experienced teachers, as well as the Review Body's recommendation of the restoration of national pay points on the main and upper pay ranges, albeit on an advisory basis.

Conference gives strong endorsement to the recommendations of the Independent Welsh Pay Review Body (IWPRB) in its second Report to return to mandatory national pay scales, national pay portability and annual time-served pay progression.

Conference continues to endorse annual time-served pay progression, the continued retention of teachers' pay scales and continued national pay portability in Scotland and Northern Ireland.

Conference welcomes the decision taken by a growing number of multi-academy trusts (MATs) to replace performance-related pay with automatic incremental pay progression.

Conference urges the National Executive to continue to campaign for, promote, and take appropriate action to seek to ensure, across every nation in the UK:

- (i) national mandatory pay scales for teachers and school leaders, together with a remuneration framework which rewards teachers as highly skilled professionals throughout the whole of their careers;
- (ii) national pay portability and
- (iii) automatic time-served pay progression."

Amendment

Wayne Broom moved,

Ian Scott seconded:

"In (i):

Between 'teachers' and 'and school leaders' insert ', supply teachers'."

The amendment was

CARRIED

The motion, as amended, was

CARRIED

2(b) MOTION: SECURING RACIAL JUSTICE AND ANTI-RACISM AT WORK

*Michelle Codrington-Rogers moved,
Jane Setchfield seconded:*

“Conference reaffirms its commitment to tackling all forms of racism, prejudice and racial injustice in the workplace and wider society.

Conference notes with concern the damning evidence of widespread and systemic racial disparities in employment.

Conference deplores the continuing levels of racist incidents in schools and colleges and the failure of governments and administrations to support an education curriculum that promotes racial justice and anti-racism.

Conference further notes with extreme concern the evidence from the 2021 NASUWT Black Teachers’ Consultation Conference, which confirmed that:

- (i) two thirds of teachers believed that employers had failed to address the specific and increased risks that Black staff face from COVID-19 and
- (ii) one in four teachers believed that racism in their workplace had worsened since the outset of the COVID-19 pandemic.

Conference condemns the failure of governments and administrations during the pandemic to publish assessments of the race equality impact of Covid-19 emergency measures.

Conference asserts that Black Lives Matter and condemns the UK Government’s Policing, Crime, Sentencing and Courts Bill which represents a further attack on civil liberties and the right to peaceful public protest against racism and other forms of injustice.

Conference endorses the NASUWT ‘Big Conversation’ on racial justice at work and in the Union, and endorses action by the National Executive to:

- (a) lobby governments and administrations to hold them to account on their statutory obligations for eradicating all forms of racial disparities;
- (b) campaign for an independent public inquiry into the impact of the Government’s actions during the pandemic on racial justice at work and in the education system;
- (c) give voice to the everyday racism Black members face in the workplace and ensure these experiences are integrated into the Union’s organising, bargaining and campaigning priorities;
- (d) eradicate racial disparities within the Union’s structures and
- (e) organise meetings for all members across the UK to continue the ‘Big Conversation’.

Conference further endorses action by the National Executive to work together with other trade unions and civil society organisations nationally and internationally to oppose all forms of racism, prejudice and hatred in the education system, workplaces and in our communities.”

The motion was

CARRIED

MALICIOUS ALLEGATIONS AGAINST TEACHERS

Debate continued from the Fourth Public Session on Sunday 4 April 2021.

The motion was

CARRIED

MISUSE OF PUBLIC FUNDS IN ACADEMIES

Russ Walters moved,

Harold Gurden seconded:

“Conference notes longstanding concerns by the NASUWT about the lack of oversight and scrutiny in the academy system, particularly related to financial practices.

Conference believes that some academy trusts have deliberately and willfully misused public money meant for the teaching and learning of children and young people, without regard for the needs of the schools or communities, on:

- (i) over-inflated salaries of senior leaders;
- (ii) programmes that are wasteful or of little value;
- (iii) capital expenditure which does not support teaching and learning and is little more than vanity projects and
- (iv) corrupt or nepotistic practices.

Conference calls upon the National Executive to continue to campaign for:

- (a) improvements to the system of academy oversight so that academy finances are properly scrutinised in a locally accountable manner;
- (b) all academy trust senior staff salaries and related party transactions to be included in publicly available data about every academy trust and
- (c) the removal of flexibilities from academy trusts which enable the misuse of public funding.”

Debate suspended until the Seventh Public Session on Monday 5 April 2021.

SIXTH PUBLIC SESSION

3.30pm to 4.27pm

Sunday 4 April 2021

PROTECTING CREATIVE AND PRACTICAL SUBJECTS

Paul Nesbitt moved,
Damien McNulty seconded:

“Conference notes that schools have sought to identify ways of addressing the consequences of learning time lost as a result of COVID-19-related disruption.

Conference notes with concern that those schools have sought to respond to lost learning time by removing or reducing access to artistic, creative and practical subjects.

Conference restates its belief that these subjects form part of children and young people’s entitlement to a broad, balanced, engaging and relevant curriculum.

Conference, therefore, calls on the National Executive to:

- (i) continue to challenge schools that remove or reduce pupils’ access to these subjects and
- (ii) lobby governments and administrations to take effective action to intervene in those schools that intend to remove these subjects from their learning offers or to restrict pupils’ access to them.”

The motion was

CARRIED

The President announced the suspension of Standing Orders at 4.18pm.

RECRUITMENT AWARDS

The President announced that Recruitment Awards have been awarded to:

Recruiter of the Year

Emma Wilton, Plymouth Local Association

Recruiter of the Year – Highly Commended

Stephanie Barnes, Preston Local Association

Best Engagement with Under-Representative Groups

Mike Funn, Armagh and Craigavon Local Association

Young Activist of the Year

Ronan Sharkey, Armagh and Craigavon Local Association

Representative of the Year

Ingrid Quaife, Cornwall Local Association

HEALTH AND SAFETY AWARD

The President announced that the Health and Safety Award has been awarded to Brendan McManus, Cumbria Local Association.

INTERNATIONAL SOLIDARITY AWARD

The President announced that the 2021 Award goes to the Hong Kong Professional Teachers’ Union.

Dr Fung Wai-Wah, President of the PTU, joined conference by video.

The President announced the resumption of Standing Orders and declared the Sixth Public Session closed at 4.27pm.

SECOND PRIVATE SESSION

4.30pm to 5.30pm

Sunday 4 April 2021

PROPOSED AMENDMENT TO THE ANNUAL CONFERENCE STANDING ORDERS 10(A) AND 11(B)

Russ Walters moved,

Nick Trier seconded:

“Proposed amendment to the Annual Conference Standing Orders 10(a):

- (i) 10. The following shall be known as ‘Set Motions’ for the purpose of these Standing Orders:
 - (a) The Motions and/or Composite Motions in each of the following categories which received the highest number of votes cast under Standing Order 4:
 - (i) Education
 - (ii) Equality
 - (iii) Health, Safety and Wellbeing
 - (iv) Pay, Pensions and Conditions of Service
 - (v) Social, Economic and International
 - (vi) Training, Recruitment and Union Organising

Proposed amendment to the Annual Conference Standing Orders 11(b):

- (ii) 11(b) Motions and Composite Motions which are not selected as Set Motions shall be debated in the order determined by the Standing Orders Committee and upon conclusion of debate on the Set Motion(s) in each session.”

The motion was

LOST

SEVENTH PUBLIC SESSION

9.00am to 12.59pm

Monday 5 April 2021

ENDING AGE DISCRIMINATION IN THE TEACHERS' PENSION SCHEME

John McGill moved,

Harold Gurden seconded:

"Conference notes with concern the discriminatory nature of the transitional measures introduced in the 2015 Teachers' Pension Scheme (TPS) reforms and the failure of governments and administrations to end the discrimination arising from equalising the teachers' pension age with the state pension age.

Conference further notes the UK Government's intention to exclude all teachers who began teaching on or after 1 April 2012 from the scope of the proposed remedy for unlawful age discrimination.

Conference is appalled by the Government's proposals, which will impact disproportionately adversely on younger teachers.

Conference asserts that the UK Government's proposed remedy is completely inadequate in addressing age discrimination in the TPS and endorses the decision of the National Executive to reject the remedy.

Conference endorses the National Executive's opposition to the Government's treatment of the costs of the remedy as a member cost, rather than a government cost.

Conference urges the National Executive to continue to campaign, and take appropriate action, to seek to achieve:

- (i) a remedy for unlawful discrimination in the TPS which provides teachers with an entitlement to be in the final salary scheme, with a lower pension age, for the whole of their career and
- (ii) the treatment of the McCloud remedy as a government cost rather than a scheme member cost."

Amendment

Neil Jeffery moved,

Row Martin seconded:

"At the end of the motion add:

'(iii) call upon the TPS, SPPA and Northern Ireland Department for Education to offer all pension options as part of online Benefit's Statements on websites.'"

The motion was

CARRIED

The motion, as amended, was

CARRIED

MISUSE OF PUBLIC FUNDS IN ACADEMIES

Debate continued from the Fifth Public Session on Sunday 4 April 2021.

The motion was

CARRIED

2(c) MOTION: WALES

*Jane Setchfield moved,
Stephen Witherden seconded:*

“Conference condemns the Welsh Government for failing to work through Social Partnership and consult with education workforce trade unions during the COVID-19 pandemic, which has led to:

- (i) staff, pupils and students returning to school and college settings when it is not safe to do so;
- (ii) the publication of guidance that is weak and lacking in clarity;
- (iii) serious detriment for supply teachers in Wales during the pandemic and
- (iv) schools being expected to deliver the curriculum reforms without sufficient time to fully prepare.

Conference further condemns the Welsh Government for failing to fully incorporate the recommendations of the Independent Welsh Pay Review Body (IWPRB) into the School Teachers’ Pay and Conditions (Wales) Document (STPC(W)D).

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

- (a) ensure that the Operational Guidance for schools and settings prioritises the health and safety of the education workforce and pupils;
- (b) ensure that recommendations of the IWPRB are fully implemented and written into the STPC(W)D;
- (c) establish a national pool for supply teachers in Wales managed by local authorities and
- (d) delay the implementation of the curriculum reform.

Conference endorses the National Executive to take all appropriate action, up to and including industrial action, to:

- (1) support members who believe that their workplace is not COVID-19 secure and
- (2) support members facing increased workload through blended learning approaches and the implementation of the curriculum reforms.”

The motion was

CARRIED

NO COVER

*Sharon Calvert moved,
Michelle Codrington-Rogers seconded:*

“Conference reasserts the longstanding NASUWT policy that cover is not a good use of a teacher’s time.

Conference further reasserts that using teachers on establishment at a school to cover for absent colleagues detracts from teachers’ ability to use their time to best meet the needs of the children and young people in their allocated classes, and unnecessarily adds to teacher workload.

Conference applauds the progress which was made during the Social Partnership between the UK Government, the unions and the employers in eradicating cover in England and Wales, and considers this to be a key contributing factor in raising standards in schools between 2002 and 2010.

Conference recognises that, in the context of the COVID-19 pandemic, the use of teachers on establishment to cover can make schools less COVID-secure.

Conference urges the National Executive to continue to resist, using all appropriate means, the use of teachers on establishment to cover for absent colleagues by:

- (i) campaigning to secure completely across the UK the removal of cover as a duty which teachers on establishment can be directed to undertake and
- (ii) promoting the appropriate deployment and remuneration of supply teachers to provide cover for absence."

The motion was

CARRIED

EXAM SYSTEMS

*Candida Mellor moved,
Lyn Houghton seconded:*

"Conference recognises that during the 2020 exam period, teacher-based assessment was successful and caused the least amount of disruption for students.

Conference instructs the National Executive to call on governments to replace exam systems with teacher-assessment systems which would have direct input from teachers and educational professionals during their creation, and be assessed for their impact on workload."

AMENDMENT

*Russ Walters moved,
Damien McNulty seconded:*

"In the first paragraph:

In between 'that' and 'the' delete 'during'.

After 'period' insert 'raised important questions about the current qualifications system' and delete 'teacher-based assessment was successful and caused the least amount of disruption for students'."

The amendment was

CARRIED

The motion, as amended, was

LOST

DECOLONISING THE CURRICULUM

*Michelle Codrington-Rogers moved,
Karen Williams seconded:*

"Conference recognises and applauds the contribution of the Black Lives Matter movement in highlighting racial injustice and inequality within society.

Conference believes that curriculum frameworks across the UK should reflect, respect and value the contributions of all communities that have contributed to building the UK.

Conference further believes that Black history is a part of British history and thus should be fully embedded and taught across the curriculum.

Conference asserts that education should equip all children and young people to understand and respect their own and each other's histories, cultures and traditions, and promote critical thinking.

Conference calls on the National Executive to:

- (i) work with campaigners to press for inclusive curriculum frameworks and entitlements;
- (ii) publish materials and resources on decolonising the curriculum;

- (iii) lobby governments and administrations to secure inclusive curricular entitlements and
- (iv) engage with teacher training providers to embed anti-racist teaching."

The motion was

CARRIED

CLIMATE CHANGE AND SUSTAINABILITY

Mark Dickinson moved,

Rashida Din seconded:

"Conference welcomes the commitment made within the Position Statement on Climate Change and Sustainability for the Union to be a net zero carbon organisation by 2050.

Conference believes that in order to meet the target for net zero carbon status, the Union must make a concerted effort to review all aspects of its work and confirm necessary changes across the board to make this possible.

Conference notes that the global COVID-19 pandemic has accelerated the Union's approach to the use of digital technology and emphasises how changes can be made to ensure that the Union can operate a digital-first approach to its work.

Conference calls upon the National Executive to:

- (i) develop an overarching NASUWT environmental mission statement and environmental policy to cover all aspects of the work of the Union;
- (ii) agree and publish the Union's triennial targets for carbon reduction commencing 2021-24;
- (iii) confirm the specific actions to be taken annually to deliver on the Union's carbon reduction goals, including recycling and reusing during Union events and in the production of promotional merchandise;
- (iv) reduce carbon footprint and air pollution by continued use of video conferencing;
- (v) work with campaigners and lobby the Government for a new national Green Recovery Qualification and
- (vi) report annually on progress made by the Union in meeting the net zero carbon target."

AMENDMENT

Dan Whitley moved,

Zohra Fatima-Jenkinson seconded:

"In (iv) in between 'pollution' and 'by' insert 'by offsetting carbon emissions from travel to meetings and'"

The amendment was

CARRIED

The motion, as amended, was

CARRIED

SEVENTH PUBLIC SESSION

1.01pm to 1.27pm
Monday 5 April 2021

PRESIDENT'S BUSINESS

(i) Members leaving National Executive

The President reported that the following members were leaving Executive: Simon Ackerley, Chris Allen, Adrian Joice, Dave Kitchen, Eamonn McDowell, Geoff Smith, Sean Taylor, Esther Thirkettle, Tim Toepritz and Russ Walters.

Dave Kitchen addressed Conference.

Russ Walters addressed Conference on behalf of those members leaving Executive.

The President moved:

"That this Conference places on record its appreciation of the services rendered by Simon Ackerley, Chris Allen, Adrian Joice, Dave Kitchen, Eamonn McDowell, Geoff Smith, Sean Taylor, Esther Thirkettle, Tim Toepritz and Russ Walters."

The motion was

CARRIED WITH ACCLAMATION

(ii) 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, Staff, Standing Orders Committee, Que Media and Civica."

The motion was

CARRIED WITH ACCLAMATION

(iii) Vote of thanks to President

*Michelle Maidment moved,
Candida Mellor seconded:*

"That the best thanks of Conference be, and are hereby, tendered to the President, Phil Kemp, for his excellent conduct in the Chair."

The motion was

CARRIED WITH ACCLAMATION

NASUWT

The Teachers' Union

www.naswt.org.uk