

**NASUWT** THE  
**TEACHERS'**  
**UNION**



**ANNUAL** <sup>26</sup> BIRMINGHAM  
**CONFERENCE**

**CONFERENCE**  
**AGENDA**

**Wayne Broom** President

**Matt Wrack** General Secretary

**Howard Leighton** Honorary Treasurer

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## CONFERENCE STANDING ORDERS COMMITTEE

Alan Hackett (Chair), Nik James, Martin Hudson, Graeme Herron and Luke Akhurst

## PAST PRESIDENTS AND CONFERENCE VENUES

### Past Presidents and Local Association

Past Presidents and Local Association	Year of Office and Conference Venue
<b>NAS</b>	
A.E. WARREN ( <i>Willesden</i> )	1920-1921 Margate
S.H. HOULDSWORTH ( <i>Manchester</i> )	1921-1922 Cardiff
G.E. CORDING ( <i>Cardiff</i> )	1922-1923 Liverpool
W. WOODWARD ( <i>London</i> )	1923-1924 London
F.C. GREAVES ( <i>Leeds</i> )	1924-1925 Leeds
W.H. YOUNG BA ( <i>Liverpool</i> )	1925-1926 Nottingham
J.A. RICE ( <i>Hull</i> )	1926-1927 Hull
R. ANDERSON BA ( <i>London</i> )	1927-1928 Bristol
C.C. CARTER BA ( <i>Liverpool</i> )	1928-1929 Newcastle-upon-Tyne
C.B. DODD BA ( <i>London</i> )	1929-1930 Leicester
W.R. SHIMMIN ( <i>Liverpool</i> )	1930-1931 Manchester
A.L. SHIRES ( <i>Leeds</i> )	1931-1932 Birmingham
W.E. CRAY ( <i>London</i> )	1932-1933 Sunderland
A.H. RUSSELL BA ( <i>Bristol</i> )	1933-1934 Southampton
H. GORDON ( <i>London</i> )	1934-1935 Southport
F.C. ARKLESS ( <i>Sunderland</i> )	1935-1936 Swansea
P.E. AGAR BA ( <i>Leicester</i> )	1936-1937 Sheffield
W.L. MARSLAND ( <i>Manchester</i> )	1937-1938 Stoke-on-Trent
A.E. EVANS MA ( <i>Liverpool</i> )	1938-1939 Coventry
W. BARFORD ( <i>Leeds</i> )	1939-1943 Nottingham
E.C. MARTIN ( <i>Nottingham</i> )	1943-1944 London
E. RUSHWORTH ( <i>Calder &amp; Ryburn</i> )	1944-1945 Blackpool
J. MASON ( <i>Nottingham</i> )	1945-1946 Blackpool
G.H. SNOW ( <i>Liverpool</i> )	1946-1947 Blackpool
F.A. GIBBS ( <i>London</i> )	1947-1948 Southend-on-Sea
B. MORTON DPA ( <i>Sheffield</i> )	1948-1949 Scarborough
H. MEIGH BSc ( <i>London</i> )	1949-1950 Bournemouth
G.B. BELL MC BSc ( <i>Newcastle</i> )	1950-1951 Morecambe
W.A. TAYLOR BSc ( <i>Hull</i> )	1951-1952 Weston-super-Mare
G. LLOYD WILLIAMS ( <i>Newport</i> )	1952-1953 Harrogate
J.J. THOMAS ( <i>Liverpool</i> )	1953-1954 Margate
R.I. RAND ( <i>Sunderland</i> )	1954-1955 Porthcawl
T. SMITH BSc ( <i>London</i> )	1955-1956 Buxton
D.I. DAVIES ( <i>Walthamstow</i> )	1956-1957 Southsea
J.E. JENKINS ( <i>Cardiff</i> )	1957-1958 Edinburgh
E.W. ARNOTT ( <i>Leeds</i> )	1958-1959 Brighton
J.A.C. THOMSON MA ( <i>Scotland</i> )	1959-1960 Llandudno
A.L. JONES ( <i>Liverpool</i> )	1960-1961 Hastings
H.J. BELL ( <i>Croydon</i> )	1961-1962 Blackpool
T.A. CASEY ( <i>London</i> )	1962-1963 Plymouth
R.M. HALL BEM BCom ( <i>Newcastle-upon-Tyne</i> )	1963-1964 Southport
A.J. SMYTH ( <i>Liverpool</i> )	1964-1965 Folkestone
L.G. HARRIS ( <i>Bristol</i> )	1965-1966 Edinburgh
R.R. TUNSTALL ( <i>St Helens</i> )	1966-1967 Douglas
M.A. LANGDELL BSc ARCM ( <i>Haringey</i> )	1967-1968 Torquay
B.F. WAKEFIELD ( <i>Southend</i> )	1968-1969 Llandudno
E.J. PRETTY MA ( <i>Sunderland</i> )	1969-1970 Eastbourne
R.A. SIMONS BSc ( <i>London</i> )	1970-1971 Scarborough
R.B. COCKING ( <i>Birmingham</i> )	1971-1972 Torbay
E.R. HOLDEN ( <i>Stretford</i> )	1972-1973 Southport
H.H. THOMAS ( <i>Caernarvonshire</i> )	1973-1974 Eastbourne
J.A. SCOTT ( <i>Derry County &amp; Antrim</i> )	1974-1975 Harrogate
<b>UWT</b>	
M. WRIGHT	1965-1970 London
S. MORTEN	1971 Birmingham
M. BUGG	1972 Cambridge
M. SMYTH	1973 Liverpool
C. SKEAVINGTON	1974 Portsmouth
<b>NASUWT</b>	
J. CHALK ( <i>London</i> )	1975-1976 Brighton
L. COOPER BSc ( <i>Barkston Ash</i> )	1976-1977 Blackpool
B. FARRELL ( <i>Halton</i> )	1977-1978 Torbay
C.S. JONES ( <i>Basildon &amp; Brentwood</i> )	1978-1979 Harrogate
C. SKEAVINGTON MED FRSA ( <i>Jersey</i> )	1979-1980 Eastbourne
C.F. ABRAHAM ( <i>East Devon</i> )	1980-1981 Harrogate
A.M.S. POOLE ( <i>Merton</i> )	1981-1982 Brighton
E.E. POWELL BA FRGS ( <i>South Glamorgan</i> )	1982-1983 Blackpool

### Past Presidents and Local Association

Past Presidents and Local Association	Year of Office and Conference Venue
G.W. LEE JP ( <i>London</i> )	1983-1984 Eastbourne
P. MATTHEWS ( <i>Sedgefield</i> )	1984-1985 Llandudno
J. BOONE ( <i>Bolton</i> )	1985-1986 Torquay
J.M. INMAN BA NDA Dip REd ( <i>Leek</i> )	1986-1987 Scarborough
E.R. O'KANE MA Dip Ed ( <i>Belfast</i> )	1987-1988 Bournemouth
D. BATTYE MSc ( <i>Sheffield</i> )	1988-1989 Blackpool
G. TERRELL BA (Oxon) Dip Ed JP ( <i>Merton</i> )	1989-1990 Eastbourne
M. CARNEY ( <i>Peterlee</i> )	1990-1991 Scarborough
S. ROGERS BA ( <i>Sheffield</i> )	1991-1992 Bournemouth
M. LITTLEWOOD FRSA ( <i>Middleton</i> )	1992-1993 Scarborough
J. ROWLAND BA ( <i>Jarrow, Hebburn &amp; Boldon</i> )	1993-1994 Bournemouth
R. KIRK ( <i>Newark</i> )	1994-1995 Blackpool
O. GUNN ( <i>Aycliffe</i> )	1995 Eastbourne
P. COLE ( <i>Sandwell</i> )	1995-1997 Glasgow
B. FERGUSON ( <i>York</i> )	1997-1998 Bournemouth
M. MORGAN ( <i>Devon</i> )	1998-1999 Scarborough
W. MORLEY ( <i>Sefton</i> )	1999-2000 Eastbourne
M. JOHNSON ( <i>Lewisham</i> )	2000-2001 Llandudno
T. HARDMAN ( <i>Liverpool</i> )	2001-2002 Jersey
P. BUTLER ( <i>Bedfordshire</i> )	2002-2003 Scarborough
T. BLADEN ( <i>Darlington</i> )	2003-2004 Bournemouth
P. LEREW ( <i>NE Hampshire</i> )	2004-2005 Llandudno
P. McLOUGHLIN ( <i>Stockport</i> )	2005-2006 Brighton
B. GARVEY ( <i>Wakefield</i> )	2006-2007 Birmingham
J. MAYES ( <i>Knowsley</i> )	2007-2008 Belfast
A. HAEHNER ( <i>Croydon</i> )	2008-2009 Birmingham
J. CHAPMAN ( <i>Cheltenham Cotswold</i> )	2009-2010 Bournemouth
C. LINES ( <i>West Suffolk</i> )	2010-2011 Birmingham
J. RIMMER ( <i>Warrington</i> )	2011-2012 Glasgow
P. ROE ( <i>Dudley</i> )	2012-2013 Birmingham
M. LYONS ( <i>Durham City</i> )	2013-2014 Bournemouth
G. BRANNER ( <i>North Oxon</i> )	2014-2015 Birmingham
G. DAWSON ( <i>Hexham</i> )	2015-2016 Cardiff
K. WALLIS ( <i>Cornwall</i> )	2016-2017 Birmingham
F. BROWN ( <i>Belfast</i> )	2017-2018 Manchester
D. McCARTHY ( <i>South Essex</i> )	2018-2019 Birmingham
D. KITCHEN ( <i>Trafford</i> )	2019-2020 Belfast
M. CODRINGTON-ROGERS ( <i>Oxford City</i> )	2020-2021 Virtual
P. KEMP ( <i>North Tyneside</i> )	2021-2022 Virtual
A. BUTLER ( <i>Powys</i> )	2022-2023 Birmingham
R. CARABINE ( <i>Mid Essex</i> )	2023-2024 Glasgow
R. DIN ( <i>North Bedfordshire</i> )	2024-2025 Harrogate
W. BROOM ( <i>Middlesbrough</i> )	2025-2026 Liverpool

## PAST GENERAL SECRETARIES AND TERMS OF OFFICE

<b>NAS</b>		<b>P. YAFFE</b>	
A.E. WARREN	1923-41	1970-75	
R. ANDERSON	1941-56	<b>NASUWT</b>	
E. RUSHWORTH	1956-63	T.A. CASEY	1975-83
T.A. CASEY	1963-75	F.A. SMITHIES	1983-90
<b>UWT</b>		N. de GRUCHY	1990-2002
S. ROGERS	1965-67	E. O'KANE	2002-04
B. GANDY	1967-69	C. KEATES	2004-20
G. JONES	1969-70	P. ROACH	2020-2025

## PAST HONORARY TREASURERS

<b>NASUWT</b>		<b>L. COOPER</b>	
F.G. REYNOLDS	1920-1923	G.W. LEE	1982-1987
W.H. THODAY	1923-1926	D. BATTYE	1987-1990
W. WOODWARD	1926-1929	M. CARNEY	1990-1992
R. ANDERSON	1929-1941	S. ROGERS	1992-2002
C.C. CARTER	1941-1946	B. COOKSON	2002-2009
H. GORDON	1946-1951	N. BUTLER	2009-2017
E. RUSHWORTH	1951-1956	R. WALTER	2017-2018
G. LLOYD WILLIAMS	1956-1965	S. TAYLOR	S2018-2021
A.L. JONES	1965-1969	C. HOLLAND	2021-2021
B.F. WAKEFIELD	1969-1970	M. CODRINGTON-ROGERS	2021-2022
A.J. SMYTH	1970-1975	C. HOLLAND	2022-2023
R.B. COCKING	1975-1982	C. HOLLAND	2023-2025

# PROGRAMME

## 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 sessions

**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

9:00 to 10:30

Friday 3 April 2026

## FIRST PRIVATE SESSION

### APPOINTMENT OF CHIEF SCRUTINEER

In accordance with Standing Order 18(a), the Chairperson to propose to Conference the appointment of a Chief and other Scrutineers.

#### Minutes

*Howard Leighton to move,*

*Mark Dickinson to second:*

That the Minutes of the Annual Conference 2025 be signed by the Chairperson as a correct record of the proceedings.

#### Financial Statements

*Howard Leighton to move,*

*Mike Leigh to second:*

- (i) that the financial statements be received;
- (ii) that the financial statements be adopted.

*(Executive)*

#### Appointment of Auditors

*Howard Leighton to move,*

*Mike Leigh to second:*

That Messrs Crowe UK LLP, Chartered Accountants, be, and are hereby, appointed auditors of the Union's accounts for the year 2026.

*(Executive)*

#### Standing Orders Amendments

10:30 to 12:30

Friday 3 April 2026

## **FIRST PUBLIC SESSION**

### **(1) OFFICIAL OPENING**

The President, Wayne Broom, to declare open the Annual Conference.

### **(2) INDUCTION OF MARK DICKINSON AS PRESIDENT FOR 2026-27**

### **(3) PRESIDENT'S ADDRESS**

The President, Mark Dickinson, to deliver his Presidential Address.

### **(4) INTRODUCTION OF NEW OFFICERS**

10:30 to 12:30

Friday 3 April 2026

## SECOND PUBLIC SESSION

### LET TEACHERS TEACH

*Kathy Duggan to move,*

*Sade Afolabi to second:*

Conference notes that teachers' professional time and expertise continue to be diverted to administrative, bureaucratic and compliance tasks which do not contribute directly to teaching and learning or supporting learners' education achievement.

Conference is concerned that excessive workload, unrealistic accountability demands and performative data collection are damaging teacher wellbeing, retention and morale.

Conference insists that employer and all school and educational workplace policies that do not secure and sustain good behaviour and attendance prevent teachers from teaching and pupils from learning.

Conference asserts that teaching is a highly skilled, intellectual and creative profession which requires time, trust and autonomy to flourish.

Conference believes that respect for teachers' professionalism must replace cultures of adverse management, excessive monitoring and mistrust.

Conference further believes that teachers should be enabled to concentrate on teaching, planning and assessing pupils' learning, rather than completing tasks that make ineffective use of their expertise.

Conference therefore instructs the National Executive to:

- (i) campaign for significant workload reduction through reform of inspection, accountability and administrative requirements;
- (ii) press governments, administrations and employers to place professional trust and judgement at the heart of education policy;
- (iii) empower members to act collectively within schools to monitor and address workload pressures and
- (iv) press governments, administrations and employers to audit all policies to ensure that they enable teachers to teach and pupils to learn effectively.

*(Executive)*

### ANNUAL REPORT OF THE NATIONAL EXECUTIVE

*Wayne Broom to move,*

*Dan Lister to second:*

- (i) That the report be received;
- (ii) That the report be adopted.

*(Executive)*

**At the conclusion of debate of the above motion(s), the session will continue with the debate of motions taken from the balloted list.**

14:00 to 17:45

Friday 3 April 2026

## THIRD PUBLIC SESSION

### WORKPLACE SUPPORT FOR MEMBERS EXPERIENCING MENOPAUSE

*Dawn Andrew to move,*

*Paulette Ennever to second:*

Conference recognises that menopause can have a significant impact on the health, wellbeing and professional lives of members, and that those experiencing menopause symptoms often face stigma, lack of understanding and insufficient workplace support.

Conference notes that many schools and colleges currently lack clear and robust menopause policies, leaving affected staff without adequate guidance or reasonable adjustments.

Conference calls upon the National Executive to:

- (i) produce and promote model menopause policies and action plans for schools and colleges, ensuring the documents clearly outline the rights and support available to staff experiencing menopause symptoms;
- (ii) campaign for all schools and colleges to implement specific menopause policies that:
  - recognise menopause as a workplace health and wellbeing issue;
  - set out reasonable adjustments to support affected staff;
  - commit to creating an open and supportive culture where menopause can be discussed without stigma;
- (iii) develop and deliver guidance and training for leaders, managers and staff to raise awareness and understanding of menopause and its impact in the workplace and
- (iv) lobby relevant bodies, including the Department for Education (DfE) and employers, to ensure menopause awareness and support becomes a standard part of HR and staff wellbeing practices in all educational settings.

Conference believes that these measures are essential to protect the welfare, dignity and professional contribution of members affected by menopause and to promote truly inclusive workplaces.

*(Leicestershire, Lincoln, North Northamptonshire, Nottingham City, South Nottinghamshire, West Nottinghamshire)*

### AMENDMENT

*Fiona Hawksley-Cartwright to move,*

*Stephen Howells to second:*

To insert after paragraph 2 a new paragraph to read: *'Conference also acknowledges that research shows that neurodivergent people often experience an increased and complex level of menopausal symptoms, as well as a heightening of specific neurodivergent traits during the menopause that schools often fail to understand or support.'*

In (i) between 'promote' and 'menopause' insert 'a' and between 'menopause' and 'and action' insert 'checklist'.

At the beginning of (iii) insert 'continue to'.

Insert a new (v) to read: *'ensure that the intersectionality of neurodiversity and menopause is considered in all model policies and guidance on menopause, and that a specific toolkit is developed for caseworkers supporting neurodivergent members who are experiencing menopausal symptoms which reflects the lived experience of our neurodivergent members.'*

*(Executive)*

### GENERAL SECRETARY'S PUBLIC ADDRESS

**At the conclusion of debate of the above motion(s), the session will continue with the debate of motions taken from the balloted list.**

09:00 to 12:30

Saturday 4 April 2026

## FOURTH PUBLIC SESSION

### MAKING STAFF WELLBEING POLICIES A LEGAL DUTY

*Andrea Welter to move,*

*Charles Sutherland to second:*

Conference believes that the wellbeing of school staff is fundamental to high-quality education, student success and a sustainable profession.

Conference therefore insists that schools should be legally required to adopt, implement and regularly review comprehensive staff wellbeing policies, developed in consultation with staff and trade union representatives.

Conference also believes that statutory wellbeing policies will help create accountability, consistency and protection for staff across all settings.

Conference requests the National Executive to:

- (i) campaign for the introduction of legislation requiring schools, academies and colleges to have a published staff wellbeing policy as part of their statutory obligations;
- (ii) lobby governments and administrations to include this requirement within statutory frameworks;
- (iii) insist that Ofsted and other inspection bodies assess the implementation of staff wellbeing policies;
- (iv) produce and circulate model wellbeing policy templates and
- (v) support NASUWT Representatives in schools where policies are not appropriately applied.

*(Birmingham)*

### AMENDMENT

*Mark Morris to move,*

*Fiona Hawksley-Cartwright to second:*

In (iv) between 'circulate' and 'model' insert 'a' and between 'policy' and 'and' insert 'checklist'.

*(Executive)*

### 2(c) MOTION – WALES – THE FUNDING OF EDUCATION IN WALES

*Helen Johns to move,*

*Sharron Daly to second:*

Conference recognises that the Welsh Government has remained committed to a public education system that subscribes to the comprehensive ethos and ideals, is staffed by qualified teachers and is democratically accountable through local authorities.

Conference, however, notes that for many years there was a funding gap between England and Wales and that education in Wales has been consistently underfunded at a time when the Welsh Government has introduced a number of reforms in the Curriculum, Qualifications and Additional Learning Needs.

Conference believes that the aspirations of the Welsh Government have foundered on a lack of investment in schools, colleges, central services and the education workforce.

Conference, therefore, supports the National Executive in engaging with the political parties of Wales to seek to secure Manifesto commitments, for the 2026 Senedd Elections, to:

- (i) invest in the education system;
- (ii) evaluate the true cost of education in Wales and fully fund it;
- (iii) ring fence education funding to local authorities to ensure that the money is spent on education at the point of delivery;

- (iv) end the damaging cycle of redundancy in schools and colleges and
- (v) investigate the waste of public funds in local authorities through poor employment processes such as extended suspensions and failed tribunals.

*(Executive)*

At the conclusion of debate of the above motion(s), the session will continue with the debate of motions taken from the balloted list.

## FIFTH PUBLIC SESSION

### REVERSING THE DETERIORATION IN TEACHERS' PAY AND CONDITIONS OF SERVICE

*Kate Westrop to move,*

*Mayuri Deshmukh to second:*

Conference deplores the erosion of teachers' pay and conditions of service over the last 15 years.

Conference is concerned to note the recent deterioration of conditions of service for teachers working in the private sector and congratulates members who have taken action to challenge these changes.

Conference is further concerned that some state-funded academies are attempting to persuade teachers to opt out of the Teachers' Pension Scheme.

Conference calls upon the National Executive to lobby governments and administrations throughout the UK to strengthen the legal protections to ensure all teachers:

- (i) are paid appropriately for their skills and expertise;
- (ii) enjoy conditions of service which reflect their professionalism and
- (iii) have access to the relevant national Teachers' Pension Scheme.

*(Oxford City)*

### AMENDMENT

*Sharon Calvert to move,*

*Claire Ward to second:*

At the end of paragraph 4 insert '*including supply teachers*'.

*(Executive)*

**At the conclusion of debate of the above motion(s), the session will continue with the debate of motions taken from the balloted list.**

14:00 to 17:00

Saturday 4 April 2026

## SIXTH PUBLIC SESSION

### CLIMATE CHANGE AND EDUCATION

*Edward Deakin to move,*

*Steve Thompson to second:*

Conference recognises that climate change is already affecting schools through extreme weather, rising temperatures, poor air quality and flooding risks. Every pupil and staff member deserves a safe, healthy and sustainable environment.

Conference acknowledges that changes in the curriculum may go some way to address the understanding of climate impacts, reducing anxiety amongst teachers and students.

Conference further acknowledges the lack of enforceable maximum temperature limits in UK classrooms and the negative effects of excessive classroom temperatures on teacher and student wellbeing.

Conference calls on the National Executives to lobby governments and administrations to require all schools to:

- (i) conduct regular climate risk assessments of buildings and infrastructure;
- (ii) develop adaptation plans, ensuring learning continuity during extreme weather;
- (iii) embed climate and sustainability education across the curriculum;
- (iv) provide staff training to safeguard pupils, especially the vulnerable, during heat waves or poor air quality;
- (v) collaborate with local authorities, parents and communities to reduce carbon emissions and build resilience and
- (vi) invest in sustainable infrastructure such as:
  - improved insulation and ventilation;
  - shaded outdoor areas;
  - flood defences and
  - renewable energy, where possible.

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

- (a) introduce legally enforceable maximum classroom temperatures and
- (b) continue supporting international efforts to combat climate change.

*(Leeds, Oxford City, Sheffield)*

### 2(c) MOTION – NORTHERN IRELAND – WORKLOAD REDUCTION – FROM EVIDENCE TO ACTION

*Delma Boggs to move,*

*Raymond Beggs to second:*

Conference welcomes the publication of the report of the Independent Panel on Workload in Northern Ireland and commends NASUWT and other unions in Northern Ireland for working collectively with each other and with the Independent Review Panel to deliver this report for teachers.

Conference considers that the report provides a compelling, evidence-based analysis which clearly identifies the systemic and cultural causes of excessive workload and reveals an education system dependent upon the goodwill and unpaid labour of teachers. Furthermore, it highlights the dramatic cost of this 'free' labour on staff welfare, health and lives outside of work. This is a system unfit for purpose, and change is urgently needed.

Conference believes that the Panel's report is a watershed document, providing unions, employers and the Department of Education with an unambiguous and once-in-a-generation blueprint for meaningful change over workload.

Conference notes that the terms of reference for the Panel were to produce quickly implementable and affordable solutions to improve workload conditions in the immediate and short term.

Conference, therefore, asserts that the implementation of the report's recommendations is non-negotiable for the future sustainability of the teaching profession, the health of our education system, and ultimately for industrial peace.

Conference further notes that this report has been published at a time when education budgets in Northern Ireland are under immense pressure, but these financial constraints must not undermine the progress that continues to be made on workload. The days of de facto subsidising the education budget through the unpaid labour of teachers are over.

Conference calls on the National Executive to lobby the Minister of Education to prioritise the resources to ensure swift implementation of the recommendations.

Conference further calls on the National Executive to continue to campaign for:

- (i) sustainable funding for education in Northern Ireland;
- (ii) pay restoration to 2010 levels in real terms;
- (iii) the establishment of a formal and enforceable Workload Reduction Agreement;
- (iv) guaranteed protection and extension of teachers' non-contact time;
- (v) a comprehensive Teacher Wellbeing and Retention Strategy;
- (vi) systematic reduction of unnecessary bureaucracy and data demands;
- (vii) immediate implementation of cost-neutral recommendations from the Panel, and transparent termly reporting to members on progress in implementing the remainder of the Panel's recommendations and
- (viii) a fully funded long-term workforce planning strategy.

*(Executive)*

**At the conclusion of debate of the above motion(s), the session will continue with the debate of motions taken from the balloted list.**

## SEVENTH PUBLIC SESSION

### STAFF AND STUDENT MENTAL HEALTH CONCERNS

*Temitope Akintola to move,*

*Paul O'Connor to second:*

Conference recognises the significant rise in mental health issues among both staff and students, which poses a serious challenge to the wellbeing of the whole-school/college community and to the maintenance of professional and academic standards.

Conference is deeply concerned that, while some schools and colleges allow members time off to train (under the TULRCA Act 1992) as Mental Health First Aiders (MHFAs), some headteachers are blocking such access or withdrawing permission at the last minute, undermining the consistent provision of essential support.

Conference believes that:

- (i) the mental health and wellbeing of staff must be a priority in all schools and colleges;
- (ii) time to train as MHFAs should be supported and protected across all settings and
- (iii) employers have a duty of care to ensure that mental health support is embedded and accessible.

Conference instructs the National Executive to:

- a. campaign for a national entitlement for staff to access MHFA training under the TULRCA Act;
- b. challenge employers who obstruct members from undertaking such training;
- c. provide clear guidance and support to Local Associations in negotiating consistent access to MHFA provision and
- d. continue to press for statutory obligations on employers to address staff and student mental health proactively.

*(Hertfordshire)*

### AMENDMENT

*Claire Ward to move,*

*Sharron Daly to second:*

Insert three new paragraphs after paragraph 1:

*'Conference is concerned that too many employers are focusing efforts on secondary interventions which treat the symptoms, not the cause, of work-related mental ill health.*

*Conference asserts that, alongside genuine primary interventions and effective occupational health provisions, Mental Health First Aiders (MHFAs) can play an important role in supporting members suffering from work-related mental ill health.*

*Conference applauds the fact that the Approved Code of Practice relating to the Health and Safety (First-Aid) Regulations 1981 has been amended to include a requirement for employers to take account of mental health in their first-aid needs assessment.'*

In new paragraph 5 between 'to train' and 'are blocking' delete 'Under the TULRCA agreement 1992 as Mental Health First Aiders (MHFAs), other headteachers' and replace with '(under the relevant regulations) as MHFAs, other schools and employers'.

Delete (a) to (d) and replace with:

- a. *'continue to press schools and employers to address the primary causes of work-related mental ill health;*
- b. *continue to support members by all means possible where employers fail to protect their mental health;*
- c. *campaign for a national entitlement for staff to access MHFA training under the relevant legislation;*
- d. *challenge employers who do not provide or obstruct members from undertaking such training;*
- e. *provide clear guidance and support to Local Associations in negotiating effective wellbeing policies, including MHFA;*

- f. *continue to press for the Health and Safety Executive to take action against employers who fail to adhere to their statutory obligations on employers to address staff and student mental health proactively and*
- g. *lobby for a mandatory requirement for all education institutions to have fully trained and qualified Mental Health First Aid persons.'*

*(Executive)*

## **2(c) MOTION – SCOTLAND – FACTS, FIGURES AND FUNDING**

*Nik James to move,*

*Rod McCready to second:*

Conference notes that learners' lives and futures are being damaged by systemic failures to support teachers, including a failure to:

- (i) address excessive workload burdens including unnecessary bureaucracy;
- (ii) improve teacher wellbeing support;
- (iii) improve workforce planning and modelling and
- (iv) resolve the Additional Support Needs resourcing crisis.

Conference believes that teachers need a better deal and there are significant barriers to transformative change, including:

- a. underinvestment in education;
- b. an absence of national data collection practices which provide robust data for long-term planning and
- c. the increasing presence of mis- and dis-information relating to education practices.

Conference commends the NASUWT Scotland Election 2026 Manifesto which calls for:

- (1) urgent investment in schools, colleges and wider support services for children and families;
- (2) an effective Workforce Planning Strategy and
- (3) a national strategy for countering online disinformation and polarisation.

Conference calls on the National Executive Committee of NASUWT to:

- a. campaign for greater investment in education in Scotland, including funding for national data-alignment processes;
- b. promote the Digital Discourse Initiative, led by Time for Inclusive Education (TIE) and the Institute for Strategic Dialogue (ISD), to help schools and teachers address the growing impact of online hate and disinformation on children and young people and
- c. create and promote an engaging, strong and powerful trade union and workforce narrative, across traditional and social media, to tackle misinformation aimed at public, educational and democratic institutions.

*(Executive)*

**At the conclusion of debate of the above motion(s), the session will continue with the debate of motions taken from the balloted list.**

17:00 to 17:30

Saturday 4 April 2026

## **EIGHTH PUBLIC SESSION**

### **PRESIDENT'S BUSINESS**

- (1) Members leaving National Executive
- (2) Vote of thanks to Conference Organisers
- (3) Vote of thanks to President

# MOTIONS TO BE DEBATED AFTER SET MOTIONS

## SEND PROVISION THAT WORKS FOR PUPILS AND STAFF

*Pushpalata Chaure to move,*

*Pod Serge to second:*

Conference is alarmed by cuts to special educational needs and disabilities (SEND) funding, external services, rising needs and expectations on teachers.

Conference asserts that support systems for SEND across the UK are reaching breaking point and risk becoming beyond repair without urgent action.

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

- (i) develop a collaborative working system allowing information to be shared confidentially but quickly between education, social care, health providers and the police;
- (ii) create continuing professional development (CPD) pathways for teachers to upskill their SEND teaching and progress to ALNCO/SENDSCO/ASL/SENCO;
- (iii) reduce the waiting times for CAMHS with enhanced staffing and funding;
- (iv) ensure SEND reforms do not shift legal and diagnostic responsibilities and workload onto teachers and
- (v) provide funding to ensure SENCOs are non-class based.

Conference further calls upon the National Executive to develop:

- a. a national campaign defending SEND;
- b. briefing materials for teachers on the implications of the EHCP and assessment changes and
- c. support and guidance to teachers being asked to take on SEND responsibilities beyond their role.

*(Birmingham, Oxford City)*

## A CURRICULUM FIT FOR THE FUTURE

*Andrea Welter to move,*

*Alan Jones to second:*

Conference notes that national curriculum and assessment systems across the UK are too often overly narrow, test-driven and insufficiently responsive to the needs of all learners.

Conference believes that a broad, balanced and creative curriculum is essential for intellectual, social and emotional development.

Conference asserts that a curriculum fit for all must reflect the diversity of modern society and promote inclusion, equality and respect through its content and pedagogy.

Conference further believes that high-quality initial teacher education and CPD are essential for teachers to plan and deliver an inclusive and inspiring curriculum.

Conference is concerned that excessive testing and accountability pressures distort educational priorities and undermine creativity and diversity.

Conference reaffirms its commitment to a curriculum that values the arts, critical thinking and the cultural experiences of all pupils.

Conference calls on the National Executive to:

- (i) review research into curriculum design to meet the needs of teachers and pupils in the 21st century;
- (ii) campaign for a broad, balanced and inclusive curriculum which reflects the needs and diversity of all learners;
- (iii) press for reform of assessment and accountability frameworks to support professional autonomy;

- (iv) advocate for the enhancement of initial teacher education and professional development and
- (v) challenge curriculum and assessment policies which narrow educational opportunity or undermine professional autonomy.

*(Birmingham, Executive)*

## REPLACE OFSTED

*Martin Hudson to move,*

*Rachael Watson to second:*

Conference notes recent poorly received reforms within the Ofsted framework.

Conference believes, as confirmed unanimously at previous Conference, that Ofsted is beyond reform and should be abolished.

Conference affirms that schools and colleges are not sites of consumption or competition, but a crucial element of our national infrastructure.

Conference calls upon the National Executive to campaign and lobby to replace Ofsted with a supportive model.

Conference further calls upon the National Executive to explore possibilities for such a supportive model, potentially using:

- (i) AI technology to analyse data that identifies schools that may need extra support;
- (ii) exploratory visits from HMI to ascertain any potential needs;
- (iii) the appointment of supportive teams in schools;
- (iv) direct funding to give schools extra capacity and
- (v) funding to enhance support amongst the wider school community, ensuring the socioeconomic burden is not on schools alone.

*(Newcastle upon Tyne)*

## AMENDMENT

*Kathy Duggan to move,*

*Dan Lister to second:*

Insert after paragraph 4 a new paragraph to read: *'Conference endorses the National Executive position statement on inspection and accountability adopted in January 2024 as establishing important principles on which reform should be based.'*

*(Executive)*

## WHERE HAS ALL THE MONEY GONE?

*David Chalk to move,*

*Natalie Turner to second:*

Conference notes the *Where has all the money gone?* report in highlighting the inconsistent and disproportionately high spending on CEO salaries and consultancy fees.

Conference is concerned about the continuing lack of accountability and regulation of spending in education.

Conference calls on the National Executive to continue to campaign to:

- (i) cap CEO pay in relation to pupil number;
- (ii) limit spending on consultancy;
- (iii) bring procurement under public management and
- (iv) make it compulsory to publish fully itemised spending.

*(Newcastle upon Tyne, North Tyneside, Sunderland)*

## AMENDMENT

*Harold Gurden to move,  
Colin Mills to second:*

Amend points (i) to (iv) and add a new (v) to read:

- (i) cap Chief Executive Officer, Chief Operation Officer and Chief Financial Officer pay in relation to pupil numbers;*
- (ii) limit spending on consultancy and employment agency fees;*
- (iii) bring procurement under public management;*
- (iv) end the use of supply agencies and*
- (v) make it compulsory to publish fully itemised spending.*

*(Executive)*

## TACKLING THE MISUSE AND ABUSE OF SUPPORT PLANS

*Uma Rathakrishnan to move,  
Claire Colling to second:*

Conference is concerned by the increasing use of teacher support plans as a mechanism to manage teachers out of their jobs rather than to provide genuine professional support.

Conference is further concerned by NASUWT research which evidences that teachers with a protected characteristic are far more likely to be threatened with a support plan.

Conference asserts that support plans should be developmental, fair and transparent.

Conference calls upon the National Executive to:

- (i) challenge the misuse of teacher support plans through negotiations with governments, administrations and employers;*
- (ii) issue national guidance and advice to members on their rights when placed on a support plan and*
- (iii) campaign for clear national standards to ensure that any teacher support measures are genuinely supportive and not used to force teachers out of the profession.*

*(Birmingham, Norfolk)*

## AMENDMENT

*Fiona Hawksley-Cartwright to move,  
Stephen Howells to second:*

In paragraph 3 between ‘developmental,’ and ‘and transparent’ insert ‘objective, non-discriminatory’.

Insert a new (iii) to read: ‘campaign for mandatory equalities review of support plans to ensure they are non-discriminatory and’.

In new (iv) between ‘national standards’ and ‘to ensure’ insert ‘for support plans’.

*(Executive)*

## VIOLENCE AGAINST WOMEN AND GIRLS (VAWG)

*Candida Mellor to move,  
Claire Macleod to second:*

Conference commends the Union’s commitment to the gender equality challenge and principles, supporting equality for women and girls and ensuring safe and inclusive spaces.

Conference is concerned that principles of equality are not considered a priority in all educational establishments.

Conference is further concerned that misogyny and abuse towards female teachers is entrenched and increasing, driven by student exposure to cultures of toxic masculinity whilst online.

Conference calls upon the National Executive to:

- (i) survey teachers on the forms of sexual harassment they have experienced or witnessed in the workplace;
- (ii) collate data from health and safety committees on the prevalence of VAWG in schools and educational establishments;
- (iii) demand that schools and colleges are properly resourced to meet their safeguarding responsibilities, including training for all staff on identifying and responding to VAWG;
- (iv) lobby the Government to implement a national strategy to tackle VAWG in education settings, including robust responses to online misogyny, peer-on-peer abuse and sexual harassment;
- (v) provide training on VAWG and
- (vi) promote the International Day for the Elimination of Violence against Women and Girls, alongside the 16 Days of Activism against Gender-based Violence.

*(North Tyneside)*

## AMENDMENT

*Nik James to move,*

*Mark Morris to second:*

In paragraph 3 delete *'entrenched and'* and replace *'toxic'* with *'unhealthy'*.

Insert a new paragraph 4 to read: *'Conference endorses the work of the National Executive in addressing the intersectional impacts of sexual harassment, particularly on Black, disabled, migrant, LGBTI and young workers as set out in its Statement of Principles.'*

In (iv) delete *'lobby Government to implement a national strategy to tackle VAWG in education settings'* and replace with *'continue to lobby government to tackle VAWG in education settings'*.

At the beginning of (vi) insert *'continue to'*.

*(Executive)*

## PHYSICAL AND VERBAL ABUSE ON SCHOOL STAFF

*Wendy Exton to move,*

*Tim Toepritz to second:*

Conference asserts that the teaching profession is in the midst of a physical and verbal abuse epidemic.

Conference further asserts that in too many schools the basics of risk assessment in relation to physical and verbal abuse are being ignored by employers.

Conference notes with alarm that some employers are now reporting physical assaults as the leading cause of workplace injuries.

Conference is appalled that the Union's 2025 *Behaviour in Schools* report showed a woeful and deteriorating picture, with 40% of respondents having experienced physical abuse or violence, and 80% verbal abuse.

Conference applauds those members who have taken action against poor behaviour and utterly condemns those schools and employers who fail to support teachers facing physical and verbal abuse.

Conference calls on the National Executive to:

- (i) review and update guidance on the risk assessment of violent and abusive behaviour;
- (ii) lobby the Health and Safety Executive to take action to address violence in schools, including undertaking a programme of inspections to check compliance with statutory regulations and
- (iii) continue to support members facing physical and verbal abuse by all means possible.

*(Executive)*

## REPORTING OF PUPIL VIOLENCE AT WORK

*Rob Tollman to move,*

*Matthew Blackburn to second:*

Conference is concerned about the large numbers of pupil assaults on teachers that are being misreported or not reported at all.

Conference notes that a Channel 4 news report in June 2025 revealed HSE figures of 834 injuries to school staff in 2024, an increase of 18% on the previous year (707). These included 187 fractures, 39 cuts and open wounds, 23 losses of consciousness and four losses sight or reduced sight. The same report revealed that 20,187 violent crimes were reported at schools across England and Wales, together with 55,000 suspensions due to violence on school staff across Great Britain.

Conference is further concerned that these figures represent a far lower number than the reality of pupil violence in our schools, as there is no obligation to report to the HSE any injuries that have not resulted in an employee being incapacitated for more than seven consecutive days (RIDDOR 2013 regulations).

Conference further notes that for incidents that do not meet this threshold, there is no clear and consistent approach to reporting violent incidents across education, with reporting mechanisms varying significantly depending on the school, college, local authority or academy chain.

Conference is appalled that some schools actively encourage non-reporting of violent incidents where they believe no deliberate intent has been established.

Conference is further appalled that many schools fail to report violence towards supply teachers.

Conference calls on the National Executive to:

- (i) campaign for a national statutory reporting system of physical violence at work for all schools and colleges so that fair comparisons can be made across the UK and areas of concern identified and acted upon;
- (ii) campaign against the 'normalisation' of teacher injuries and the unacceptable assertion by some employers that minor injuries are 'part of the job';
- (iii) campaign against the 'normalisation' of verbal abuse and require schools to display signs of zero tolerance to abuse that are similar to those in other public spaces, such as hospitals and
- (iv) commission an online reporting tool for NASUWT members to quickly record incidents of physical violence at work and their outcome.

*(Manchester)*

## AMENDMENT

*Delma Boggs to move,*

*Row Martin to second:*

In paragraph 3 between 'HSE' and 'any injuries' insert '*; under the relevant RIDDOR regulations,*' and between 'resulted in' and 'an employee' insert '*a specified injury or*' and after 'consecutive days' insert '*in Great Britain, or three days in Northern Ireland.*'

In paragraph 5 after 'established' insert '*; or worse, seek to blame the teacher for the poor behaviour.*'

*(Executive)*

## DIRECTED TIME

*Alexandra Moscrop-Brown to move,*

*Graeme Herron to second:*

Conference notes with interest that the Secretary of State for Education is giving consideration to directed time within the STPCD and has asked the STRB to examine the benefits and drawbacks of the current system.

Conference asserts that failure to properly classify and limit directed time contributes to excessive workload, low morale and teacher burnout.

Conference calls upon the National Executive to lobby for the following changes in order to safeguard teachers' working hours and wellbeing:

- (i) a clear, national definition of directed time;
- (ii) that all schools provide full, accurate, itemised directed time calendars;
- (iii) updated DfE statutory guidance which closes loopholes that allow for the exploitation of 'voluntary but expected' staff attendance;
- (iv) the removal of paragraph 51.7 from the STPCD and
- (v) determine that NASUWT policy of 35 hours per week should be implemented and ensure the dissemination of the above changes to education leaders and all teachers through training and clear, regular communication.

*(Birmingham, Durham, Gateshead, Newcastle upon Tyne, North Tyneside, Sunderland)*

## **AMENDMENT**

*Deborah Egglestone to move,*

*John McGill to second:*

In paragraph 2 between 'asserts that' and 'failure' insert 'the' and between 'failure' and 'to properly' insert 'of many employers/schools'.

In paragraph 3 after 'wellbeing' insert 'in all relevant jurisdictions, including:'

In (ii) between 'all schools' and 'provide' insert 'and colleges'.

*(Executive)*

## **GUARANTEED WORKLOAD AUDIT AND RIGHT TO WORKLOAD REDUCTION**

*Jac Casson to move,*

*Colin Mills to second:*

Conference affirms that excessive workload is a major barrier to retention, wellbeing and educational quality.

Conference calls on the National Executive to:

- (i) press the Government to require that every school/employing body undertake an annual workload audit, assessing all non-teaching tasks, meetings, out-of-hours demands, planning, marking and communications etc. and
- (ii) campaign for a statutory right for teachers to request reductions in duties (or reallocation of tasks) without pay penalty, when workload exceeds a defined threshold.

Conference further calls on the National Executive to:

- a. develop model workload audits and benchmarks and
- b. campaign for statutory minimum planning and non-teaching time across all schools.

*(Executive)*

## **TEACHERS WORK IN SCHOOLS, NOT CALL CENTRES**

*Matthew Townsend to move,*

*Zaphira Kambouris to second:*

Conference is concerned at the growing trend of teachers being instructed to contact parents to discuss concerns regarding pupil behaviour and/or attendance.

Conference asserts that investigating pupil absence is an administrative task that should not be performed by teachers.

Conference notes that as part of behaviour policies some schools have introduced mandatory practices of teachers being required to call home every time a child is sanctioned and to log this action.

Conference acknowledges that such an arbitrary practice contributes to workload and teacher stress.

Conference calls upon the National Executive to:

- (i) campaign to change the phrase 'investigating pupil absence' in point 9 of the list of examples of administrative tasks (Annex 5 of the STPCD) to 'matters involving pupil absence', to close any potential for schools to exploit perceived ambiguity;
- (ii) commission a survey of NASUWT members to establish how much workload is created by instructions to contact parents and
- (iii) campaign and promote awareness among members and schools/colleges that phoning home is not a contractual duty.

*(Manchester)*

## AMENDMENT

*John McGill to move,*

*Bryan McConnell to second:*

In paragraph 1 between '*instructed to*' and '*contact parents*' insert '*unnecessarily and routinely*'. At end of paragraph add '*above and beyond 1,265 and the needs to plan and prepare for their main role of teaching and outside the remit of safeguarding and specific pastoral roles.*'

In paragraph 2 between '*asserts that*' and '*investigating*' insert '*routinely*'. At end of paragraph add '*outside the remit of safeguarding and specific pastoral roles.*'

In paragraph 4 between '*practice*' and '*contributes*' insert '*that unnecessarily*'. At end of paragraph add '*– diverting precious time away from teaching and learning and routinely bringing teachers into unnecessary conflict with parents.*'

In (i) delete '*matters involving pupil absence*' and replace with '*investigating pupil absence outside of the remit of their additional and paid pastoral or safeguarding role.*'

*(Executive)*

## ENDING THE TEACHER RETENTION CRISIS

*Jake Taylor to move,*

*Jonathan Russell-Thompson to second:*

Conference notes the continued crisis in education with one of the worst recruitment and retention crises caused by excessive workloads, inadequate pay progression, poor working conditions and the erosion of professional autonomy, which are driving experienced teachers out of the profession at an alarming rate.

Conference further notes that there has been a focus on recruitment campaigns rather than addressing the root causes of teacher leaving rates. Recruiting new teachers is both costly and unsustainable when the profession continues to lose those with skills, experience and expertise.

Conference believes that retaining teachers must be a national priority.

Conference therefore calls on the National Executive to:

- (i) create a charter amalgamating previous motions passed that relate to key measures to help stem the loss of experienced professionals;
- (ii) investigate national and local strategies that prioritise retention over recruitment and
- (iii) lobby the Government for a national retention strategy using, amongst other sources of information, data gathered in the survey on teacher wellbeing in relation to retention.

Conference further calls on the National Executive to campaign for a shift in focus from recruitment to retention, with measures including:

- a. the introduction of student debt forgiveness schemes;
- b. higher starting salaries for graduate teachers and
- c. retention bonuses for teachers who remain in the profession.

*(Leicestershire, North Tyneside)*

## AMENDMENT

*Deborah Egglestone to move,  
Wayne Broom to second:*

In (iii) between 'gathered in the' and 'survey on' insert 'Working Lives of Teachers and School Leaders'.

Delete (c) and replace with: 'a system that allows all teachers to progress unhindered and automatically on an annual basis.'

*(Executive)*

## CHALLENGING HARMFUL INFLUENCES: RETHINKING BEHAVIOUR MANAGEMENT FOR A CHANGING WORLD

*Stephen Howells to move,  
Sharron Daly to second:*

Conference applauds the Union's behaviour management course that continues to provide valuable support and professional development for teachers and leaders.

Conference asserts, however, that the social and education landscape in which pupils are learning is rapidly changing.

Conference notes with concern the continuing rise of the far right and populist views, the growing influence of the 'manosphere', the normalisation of misogyny online, and the role of social media and AI in spreading harmful narratives.

Conference further asserts that these factors are contributing to increased levels of aggression, disrespect towards women and girls, and extremist attitudes being expressed in schools.

Conference believes that behaviour management training must evolve to equip teachers with the understanding and tools needed to respond to these emerging challenges, supporting staff to identify, challenge and safely de-escalate behaviour rooted in online radicalisation, sexism and hate.

Conference calls on the National Executive to:

- (i) campaign for mandatory professional development training in schools and colleges on challenging the toxic narratives of sexism, hate and division;
- (ii) upskill caseworkers and activists in tackling issues such as online radicalisation, misogyny, and the impact of social media and AI on pupil behaviour through the Union's Behaviour Management training and
- (iii) develop guidance on tackling gender-based and ideological aggression and violence.

*(Executive)*

## AMENDMENT

*Dan Lister to move,  
Claire Ward to second:*

In title replace 'TOXIC' with 'HARMFUL'.

In (i) replace 'toxic' with 'unhealthy'.

*(Executive)*

## RECRUITMENT CRISIS

*Celia Foote to move,  
Natasha Logan to second:*

Conference notes that schools are facing a teacher recruitment crisis, particularly related to specialist teachers. This often means they are turning to supply agencies and paying high fees, at a time when finances are very restrictive.

Conference further notes that teachers who use these agencies to find work frequently receive low rates of pay, with the agencies retaining a high proportion in fees, and are not entitled to holiday pay, sick pay, CPD or enrolment in the Teachers' Pension Scheme.

Conference calls on the National Executive to put the utmost pressure on the Government to establish the rights of supply teachers to:

- (i) CPD;
- (ii) holiday and sick pay and
- (iii) enrolment in the Teachers' Pension Scheme.

*(Leeds)*

#### **AMENDMENT**

*Alison Morgan to move,*

*Katherine Moore to second:*

In paragraph 1 between 'supply agencies' and 'and paying' insert '*; including umbrella companies,*'

In paragraph 2 between 'not entitled to' and 'holiday pay' insert '*sick pay equivalent to that of their permanent counterparts,*' and after 'holiday pay' delete 'sick pay' and replace with '*commensurate with their experience and expertise, to*' and after 'Teachers' Pension' add '*Schemes*'.

Delete (ii) and replace with '*sick pay equivalent to that of their permanent counterparts, holiday pay commensurate with their experience and expertise and*'.

In (iii) after '*Schemes,*' insert '*where this is currently denied.*'

*(Executive)*

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

*Neil Jeffery to move,*

*Alexander Brown to second:*

In paragraph 1 after 'supply agencies' insert '*overseas international teachers*'.

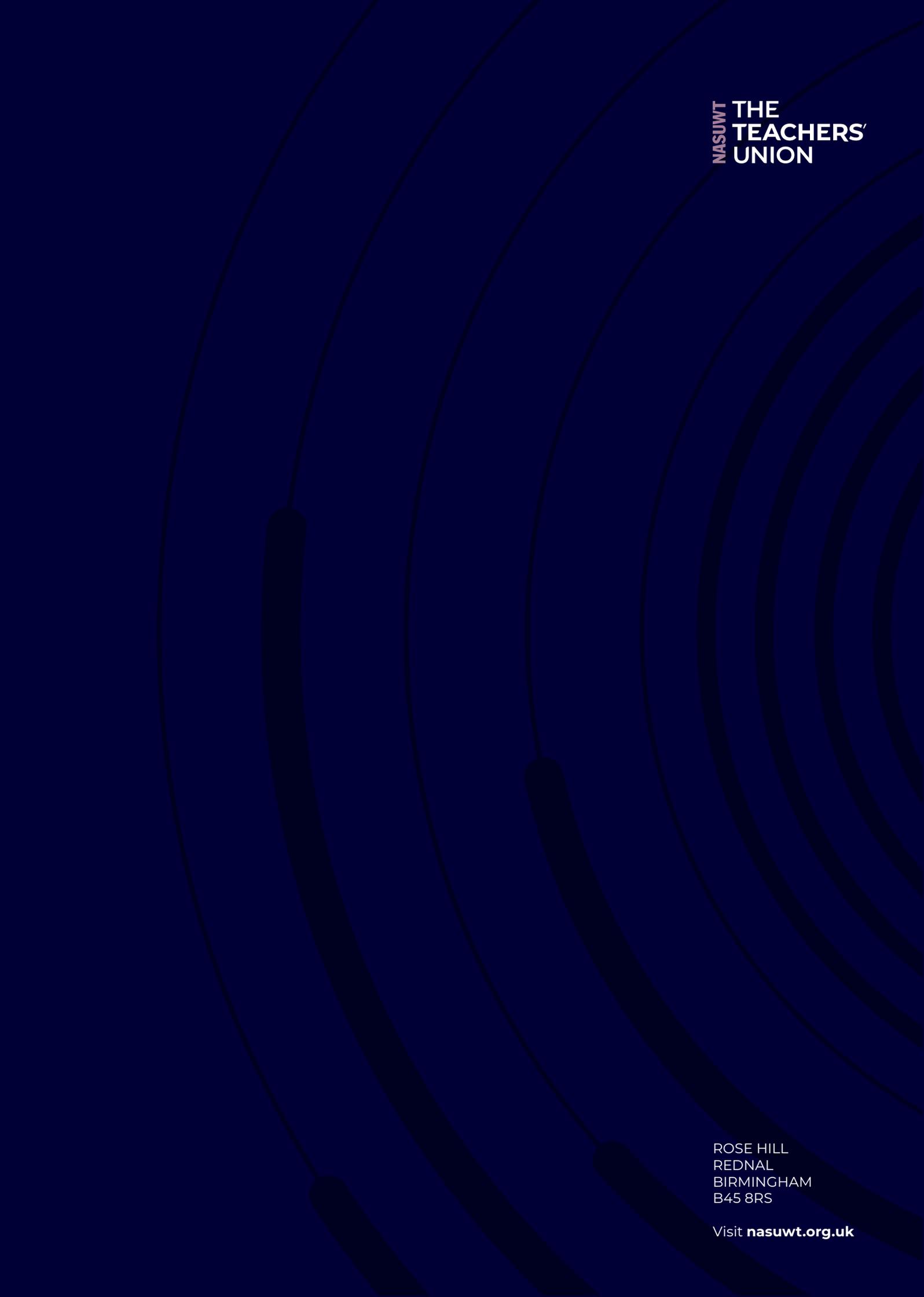
After paragraph 2 insert a new paragraph to read:

*'Conference is very concerned that overseas-qualified teachers often travel long distances to support the UK educational system by teaching in schools but, at the end of their contracts, their qualifications are not recognised by some supply agencies, which are nevertheless keen to avail them of their services at a reduced rate. These teachers are also expected to cover their own visa renewal costs.'*

After (iii) insert:

*'(iv) to investigate the exploitation of overseas-trained teachers by supply agencies'*

*(Oxford City)*



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