

BETTER DEAL CAMPAIGN BULLETIN

Behaviour

National guidance on Consequences and on Risk Assessment was published in June as part of the Joint Action Plan on Relationships and Behaviour. Tailored and practical advice for NASUWT members was launched at the beginning of the term in August. Check out our new webpage for support and advice on behaviour: [Better Deal on Behaviour \(Scotland\)](#)

NASUWT staff can deliver a presentation on the National Action Plan on Relationships and Behaviour, including the latest updates on Consequences and Risk Assessment, to any school in Scotland. If this is of interest, please contact scotland@mail.nasuwt.org.uk

If you are subject to a violent incident with a pupil, it is important that a Violent Incident Report form is completed to record the incident. Any member encountering barriers to complete and submit such a form should contact our Scotland Centre at scotland@mail.nasuwt.org.uk for assistance.

The Health and Safety Executive's definition of work-related violence is 'any incident in which a person is abused, threatened or assaulted in circumstances relating to their work'.

Pay

Regrettably, we have once again passed the beginning of the new pay year (now 1 August for teachers) without a pay agreement in place. A revised and improved offer has finally been received from the employers' body, COSLA, of 4% for the pay year 2025/26 and 3.5% for the pay year 2026/27. NASUWT has considered this and, given the feedback from our Pay and Class Contact Time survey in June, rising inflation (with the Retail Price Index (RPI) measure currently being 4.8%) and there being no re-opener clause as part of the offer, has decided to reject the current offer as it stands. It is expected that all sister unions will do the same.

Workload/Class Contact Time

On 15 August, teacher unions finally received a long-awaited report on Class Contact Time, prepared by COSLA, in advance of a special Scottish Negotiating Committee for Teachers (SNCT) meeting on 20 August. The report was a grave disappointment and, at the SNCT meeting, drew criticism from the Scottish Government, as well as teaching unions.

A work plan is to be 'urgently developed' to allow the official SNCT Subgroup on Reducing Class Contact Time (which NASUWT sits on) to take forward a plan for delivery of the promised reduction.

In the meantime, an NASUWT member survey on Pay and Class Contact Time showed there is strong support from those who responded for some form of industrial action on both pay and workload, should there continue to be no significant progress.

Pensions

A meeting of Teachers' Side members of the various Pension Boards across the UK was held in late June (co-ordinated by NASUWT). It was agreed that a letter go to HM Treasury Ministers challenging the Westminster Government over the failure to review the link between State Pension Age and the Normal Pension Age in Teachers' Pension Schemes since the publication of the Hutton Report in 2011.

It is planned to launch a joint campaign on this at the TUC Congress in September, with the ultimate aim of the link between the two pension schemes being broken – allowing the Teachers' Pension Schemes to introduce a lower pension age.

Scotland Demands Better campaign

NASUWT have formally joined this campaign, led by Poverty Alliance and supported by the STUC, which seeks: better jobs with fair conditions; better investment in public services, homes and the environment; and better social security.

This campaign means: fair pay and conditions for teachers and vital support staff; proper investment in education as a key public service, with sufficient resources devoted to staffing, materials, the ASN sector, school buildings and national partners which support education; and an effective welfare and benefits system which means children do not come to school hungry or without the appropriate clothing or resources.

We will be building for member participation in a key Scotland Demands Better march and rally in Edinburgh on Saturday 25 October – **please save the date!**

In the meantime, you might consider attending one of the public meetings being offered to allow people to learn more about Scotland Demands Better. Simply follow these links:

[Glasgow: Thursday 4 September – 7pm-8.15pm](#)

[Edinburgh: Tuesday 9 September – 7pm-8.15pm](#)

Education Policy

Education Scotland are continuing to work on the Curriculum Improvement Cycle (many thanks to all members for their engagement to date). The key focus for Attainment Advisors in the 2025/26 session will be on supporting attendance, relationships and behaviour.

Education Scotland are entering the sense-making phase of the development of the Curriculum Improvement Cycle – further information will be shared with members once available.

Equalities

Digital Discourse Initiative

Time for Inclusive Education (TIE) recently celebrated their 10th anniversary. NASUWT fully supports the charity. TIE has successfully pushed for LGBT-education to be embedded in Scotland's curriculum and has more recently worked with us to develop Digital Discourse resources for teachers to help them address online disinformation and hate. If you have not already done so, please check out the [Digital Discourse Initiative](#).

Equalities Conference

Finally, a reminder that the Scotland Equality Conference is coming up fast – this flagship event will be taking place on Saturday 6 September in Glasgow and we are looking forward to presentations and workshops on a range of equality issues. You can register for this event here:

[Scotland Equality Conference](#)