

NASUWT THE
TEACHERS'
UNION

FIX OUR **FUTURE.**

FUND EDUCATION

Activist Launch Toolkit



Activist Launch Toolkit

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WELCOME TO THE FIX OUR FUTURE, FUND EDUCATION CAMPAIGN

Education funding – and teachers' working conditions – are stuck in the past.

Dwindling resources. Broken support systems. Crumbling school buildings, shrinking pay packets. Your class sizes and workloads keep growing, but the help on offer is fading, and it all comes down to the same thing: there just isn't enough money.

Teachers and children need solutions before it's too late. In order to Fix Our Future, the government must Fund Education – the two go hand in hand. We have to fund fairness, and we have to fund hope.

Now is the time to act.

If we're going to Fix Our Future, we have to do it together. This works starts and flourishes in NASUWT – The Teachers' Union.

HOW DOES THE CAMPAIGN WORK?

In September, we'll premiere a bold new multimedia campaign: a series of videos and audios exploring teachers' experiences in five focus areas. Each episode will be accompanied with a mini toolkit to help you educate, inspire and organise those around you.

If you ask five teachers how we can fix the future of education, you'll get five different answers. So we've split our goals into five focus areas:

- **Activist wins:** how we can make positive changes in our schools and wider education system
- **Funding, pay, workload and working conditions** – all connected through a vicious circle of underfunding
- **Being a teacher and a parent**
- **Early career teachers**
- **SEND**

Right now, the call to action is simple: learn from each other and prepare to organise.

THIS 'WARM UP' TOOLKIT AND OUR DIGITAL DIRECTORY WILL:

- Introduce you to our campaign calendar and focus areas;
- Help you to build confidence in engaging with others for organising;
- Provide resources to support planning for your local association or workplace communications, actions and events throughout the campaign – no matter your experience level.



GET INVOLVED NOW

Could you be in our campaign video series?

We're looking for 50 teachers of all experience levels to appear in our Fix Our Future videos, which will be filmed over the summer and October half term breaks.

In these videos, we will explore your experiences as teachers and as activists. There are speaking and non-speaking opportunities available.

Sign up by Sunday 12th July.

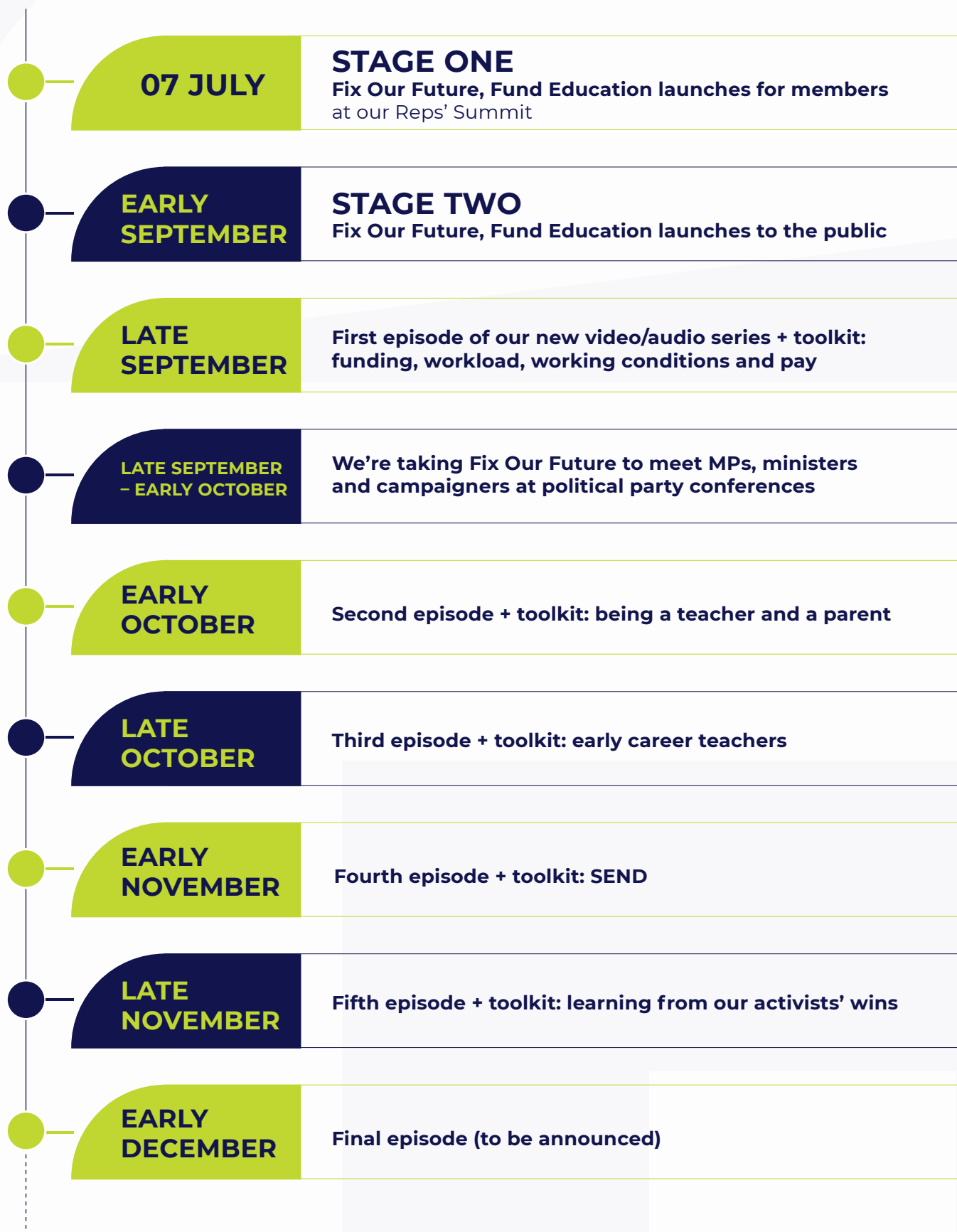
FIND OUT MORE
SIGN UP

Want regular updates? We'll share videos, toolkit releases and big campaign moments. Sign up for Fix Our Future, Fund Education WhatsApp alerts.

SIGN UP FOR
WHATSAPP ALERTS.



CAMPAIGN CALENDAR



USING OUR CAMPAIGN VIDEOS AND TOOLKITS TO ORGANISE

Fix Our Future videos and audios are designed to get everyone talking, and Fix Our Future toolkits are designed to turn talk into action.

When everyone is talking about a topic, opportunities for activism are bound to crop up in the workplace. If you want to be proactive, you could choose to plan a Fix Our Future, Fund Education screening event for an episode – whether it's for your colleagues, local members, or a few friends watching on YouTube at home. Our videos should appeal to wide audiences, so if you like, you can invite non-teachers too and make everyone feel included.

Each video will be released with a mini toolkit for campaigning on our focus areas. Use the discussion tips in the video's toolkit to explore options for next steps. Maybe colleagues need help understanding their working rights, and making positive change there will be a win. Or maybe there's an opportunity for activism through our calls to action. Following up and exploring issues that arise will be important.

Don't forget to order Fix Our Future merch gifts for your attendees! These will be available in early September and can be ordered from the NASUWT Despatch Team.

BECOMING A PROACTIVE ORGANISER

As a teacher, you know the benefits of learning through shared experience. It's time to develop ourselves and each other – together – so we can grow NASUWT and proudly display our collective power to make positive change.

When the average teacher works 50 hours a week, it can be difficult to know where to start with using collective action to improve your workplace, let alone recruiting new members. A little proactive thinking can bring new energy when you need it most.

A union activist's work often falls into a naturally reactive pattern: a colleague comes to you for help, you offer 1-1 support, and sometimes you branch out to involve other colleagues within a dispute. This work is invaluable, and those colleagues will never forget the way you came through for them during tough times. Every time you help another teacher, no matter the size of the problem, you do something precious for this profession and your local community. What if we could harness this momentum into something bigger?

Fix Our Future, Fund Education is about taking the trust and respect you have built (or are beginning to build) as a union rep or activist and using it proactively to innovate in your workplace and beyond. No matter where you are on your activist journey, there will be somewhere new to start and something satisfying to achieve.

Fix Our Future, Fund Education's multimedia campaign will provide you with a high profile vehicle for proactive organising and recruiting. Every new episode will be an opportunity to start a conversation, share reflections, build community, and make change feel truly possible.

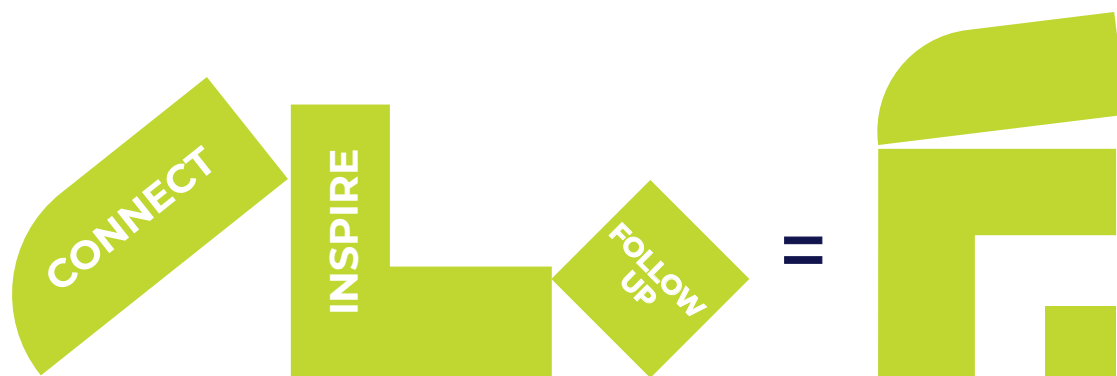


WHAT DOES PROACTIVE ORGANISING LOOK LIKE?

The most challenging part of any activism is getting started. That's why we have a simple framework to help you identify and develop new opportunities to bring people together and inspire action.

The second most challenging part of activism is to remain persistent and consistent. If you look back on any successful action you have taken part in – or even a tough time in your life – you will notice that persistence and consistency help you through.

You can use this framework to figure out how to become more persistent and consistent in your activism. You can also use it to keep track of what you are doing and reflect on what works for you. If something works, don't forget to share it with your fellow activists!



When we repeatedly **make connections**, we build community.

When we repeatedly **inspire action**, we turn our community into a movement.

And when we repeatedly **follow up**, we show our community that we are reliable, consistent, and trustworthy. We replenish good will and show that we care. Following up is how we take others with us on the activist journey.

This process is not always linear, but it is cyclical. You might need to attempt connection four or five times before you can inspire action, but you'll learn something new every time you reach out. Once you have inspired action, following up will allow you to strengthen your relationships and build new ones, enabling you to inspire further actions. The process continues as a cycle, gaining momentum as you push it forward. Every step, every rotation, is a chance to include more members and even add new members.

There are some examples of our proactivity framework in action on the following page.

Ready to get started? Try something like this...



CONNECT

Share social media content in a colleague WhatsApp group or direct message (e.g. our video explainer on Directed Time Calendars)

INSPIRE

"I saw this video on Instagram and realised we haven't had directed time calendars for years. Would anyone be interested in trying to get one? Might help us free up a few hours a week."

FOLLOW UP

"If everyone wants to learn a bit more about directed time, I'm happy to set up a time to chat about it. Maybe after our staff meeting on Weds?"

"Just checking in about directed time calendars – I've been looking into it and it's definitely worth pursuing. Does Weds work for everyone or would an evening Zoom be easier?"

Ready to make some noise? Try something like this...



CONNECT

Hold a Fix Our Future video screening on a focus area relevant to your colleagues or local members right now.

(If your colleagues watch the videos in their own time, you can use a similar approach to strike up a conversation).

INSPIRE

Use the discussion guide in the video's toolkit to explore colleagues' issues in more detail. Try to identify whether some could be resolved by local collective action, and encourage attendees to follow the video's calls to action.

If attendees are not NASUWT members, you can invite them to join.

FOLLOW UP

Send an email out to your attendees, or check in with them in person.

If relevant, would they be interested in pursuing local collective action? Suggest a next step.

Did they manage to follow the video's calls to action yet? Do they need any help?

Would they like to join NASUWT (if not a member already) and get involved with the impactful things you're doing next?

Ready to progress? Try something like this...



CONNECT

Chatting with a colleague at lunchtime – your school looks like it might be joining a new academy trust, and you're both worried about the implications. The trust has been restructuring its schools and making redundancies, but the changes don't make sense to you

INSPIRE

"NASUWT has really been pushing back against profiteering and bad practice in academy trusts. They've got some action going on in our new trust at the moment. Shall we get in touch with the reps running that action so we can get some advice from them?"

(Also works for academy trusts where similar action is happening).

FOLLOW UP

"I spoke to our local association and managed to get the contact details for some of the reps involved our new trust's dispute. What time works for you to have a chat with them?"

And then:

"Here's a quick list of all the advice we got in that Zoom call. We need to ask our local association what to do when the new trust comes in. Then it will be time to talk to our colleagues, so let's get a date in the diary for a meeting with them."

You can [find an empty version of this table here](#) for use in your own planning, complete with space for reflections.

Remember to recruit: It can be hard to spot natural opportunities to recruit a teacher to NASUWT, but they pop up more than you realise! You may be surprised as to how open teachers are to joining if they seem to be feeling positive about the union. Don't be afraid to drop joining into a conversation, or follow up an event by sending a [joining link](#) alongside a friendly invitation.

Remember your shared goals: no matter your differences, you and your colleagues all share an interest in supporting pupils. Your working conditions are pupils' learning conditions. If making a connection is feeling tough, start there.

Remember that being in NASUWT means you are never alone. If something feels daunting to do on your own, your fellow members and regional centre are there to help.

WHAT TO DO NEXT



Download our *Digital Resource Directory PDF* which can be found on our website, on the [Fix Our Future webpage](#) so you have access to resources for connecting, inspiring and organising on the go.



Read over the campaign's focus areas and think about how they might apply to your workplace and/or local area. Are there any topics of particular priority or relevance?



Identify a colleague to talk to about the campaign.

OUR FOCUS AREAS - QUICK BRIEFINGS

ACTIVIST WINS

Every day, NASUWT activists work to make things better for teachers and pupils. Together we carry an abundance of best practice experience – and that knowledge must be shared if we are to succeed and grow as a union. We need to make a clear case for the impact of our work in order to build our local and national activism base.

Supported a colleague, even once? That's a win. Joined an activist group and bonded with a likeminded teacher? That's a win. Organised in your workplace? The organisation alone is a win, and positive progress is another win.

To Fix Our Future, we are calling for:

- Activists to identify union achievements of all kinds in their workplaces, local associations, and specialist groups;
 - Members to share their experiences, tips and advice for making positive changes in the workplace and wider education system;
 - Celebration of teachers as change-makers and forces for good in their local communities;
 - Increased recruitment of new NASUWT members and new workplace reps.
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FUNDING – PAY, WORKLOAD AND WORKING CONDITIONS

We face a vicious circle of underfunding in education that leads directly to problems with teachers' pay, workloads and working conditions. Teachers are working fifty hour weeks while class sizes get bigger, responsibilities grow in complexity, and school budgets get smaller. Teachers cannot continue to work under these conditions – they are only going to get worse.

To Fix Our Future, we're calling for:

- Urgent national action to tackle excessive workload and hours.
- A reversal of job cuts in schools across the country, where it is often the most experienced – and therefore expensive – teachers who lose their jobs.
- Withdrawal of any threat to the contractual provisions on working hours (1265 hours) within teachers' terms and conditions, as suggested by the government in their response to the STRB.
- National pay and conditions for any person working in a state-funded school, including Trust Central teams.
- Accountability for academy trusts (including a salary cap for CEOs) and effective, swift mechanisms for intervention when trusts fail to manage public money effectively.
- Regulation of supply teacher agencies to ensure fair pay for supply teachers and lower costs to schools.
- Fully funded, real-terms above inflation pay increases which restore the pay lost by the teaching profession over 15 years.

TEACHERS AS PARENTS

Too many teachers struggle to combine a teaching career with family life. Many give up teaching after they have children due to poor maternity and paternity pay and few options for flexible and part-time working. Everyone has a right to a family life, and we can't afford to lose these experienced teachers from the profession.

To Fix Our Future, we're calling for:

- A day-one right for 52 weeks of fully paid occupational maternity leave for both permanently employed and supply teachers working across governments and administrations throughout the UK, with a view to adapting this over time to become 52 weeks of fully paid parental leave, e.g. paternity leave, adoption leave etc.;
 - The portability of maternity and parental rights, e.g. paternity, adoption leave etc., across all employers;
 - Well-paid financial support to enable fathers/co-parents/partners to spend significant time as primary carers for their children in the early years; and
 - All teachers having the option of flexible working to improve work-life balance and retention.
-

EARLY CAREER TEACHERS

Early career teachers and student teachers often face challenges with workload management and pupil behaviour. In an increasingly underfunded education system, they have to find their feet in a workplace where they may be exploited for cover, deprived of their rights to training and support, and subjected to unrealistic expectations from their employer and parents. A third of new teachers leave the state-funded sector in their first five years, and at least 10% leave in their first year. This is a waste of expertise, a squandering of potential, and a loss to pupils across the country.

To Fix Our Future, we're calling for:

- An end to the exploitation of early career teachers;
- A statutory framework for teacher induction which must apply to all educational and training establishments;
- More early career teachers and student teachers to become NASUWT members and stay NASUWT members;
- More early career teachers to become active in the union as workplace reps and members of their local associations.

SEND

Every year, teachers in mainstream and specialist settings support pupils with increasingly complex levels of special educational needs, disabilities, and medical needs. Now the government's Schools White Paper and SEND reform proposals expect teachers to do even more with frighteningly inadequate funding and resources. A sustainable SEND system depends on rebuilding capacity around schools, rather than shifting responsibility onto individual teachers.

To Fix Our Future, we're calling for:

- Significant new investment for all needs identified in relation to SEND, including staffing, training and facilities;
- Consistent, timely access to SEND specialists for all levels of need;
- SEND reforms to be piloted, independently evaluated and revised before wider implementation;
- The protection of pupils' legal entitlements to SEND support;
- For teachers to play a key role in policy change and SEND reform.



Organising planner template: Connect. Inspire. Follow up!

Use this template, along with our [Digital Directory](#), to plan a few simple proactive organising strategies. You could also use it to examine things you already do. Found something that works? Don't forget to share it!

Your Journey

What is your scenario?

CONNECT

INSPIRE

FOLLOW UP

NOTES

