



NASUWT
The Teachers' Union

CAMPAIGN PLAN 2021





FOREWORD BY THE GENERAL SECRETARY

These have been tough times. When schools were closed, teachers kept going and so did the NASUWT.

Throughout the last year, we continued to reach out to those employers and governments that were willing to work with us, and to use all the means at our disposal to persuade those who were not so willing, to deliver the best conditions for teachers so they could continue to do the very best for children and young people.

We have never lost sight of the important issues impacting the daily work and working conditions of teachers – workload, behaviour, pay and your safety at work.

As we hopefully begin to emerge from this pandemic, we are determined to take forward calls for better support for teachers – investment in pedagogy, in professional development, in better working conditions, pay and rewards in building capacity within our schools and colleges, to enable teachers to focus on teaching and on pupils' learning.

And, alongside Government plans for easing lockdown restrictions, we want to see the Government's road map, not just for the next few months, but a road map for exiting the pandemic and securing the longer-term recovery.

If we are to aspire to be the best country for children to grow up in, we will need more than catch-up and recovery. We need a plan for education recovery and renewal that is

teacher led too – creating the best conditions to enable teachers to secure children's learning and development by creating the conditions that let teachers teach.

We will always make it our priority to strengthen the NASUWT voice in every school and college workplace, building our resilience as well as our capacity to make the best of the opportunities that come our way. And, the NASUWT will never accept business as usual if that means that any one of our members is subject to unfair treatment, discrimination and physical and mental injury at work, or has to leave the profession because of the damage that has been inflicted on them.

This Campaign Plan, which sets out the priorities agreed by NASUWT members at the Union's Annual Conference 2021, will be front and centre of our work on behalf of members over the coming year.

We invite you to join with us and join in to help us deliver on this important agenda. And, as we move forward together, let us stand proud of the actions we are taking together.



Dr Patrick Roach
General Secretary

The NASUWT is The Teachers’ Union and represents teachers and headteachers across the United Kingdom.

By ‘putting teachers first’, the NASUWT works to enhance the status of the teaching profession to deliver real improvements to teachers’ working lives, seeking to ensure they are recognised and rewarded as highly skilled professionals with working conditions that enable them to focus on their core role of teaching.

THE CHALLENGES WE FACE

The crisis facing many of our young people did not start with the pandemic, but it has certainly been deepened by it.

The last year has revealed to many what our members have known for a long time: many families have been plunged into poverty as a result of policies of austerity, and these are having profound consequences for children’s education.

More families are on the breadline, without the means to feed their children when schools are closed, despite living in the world’s fifth largest economy. Food banks have proliferated. 40% of children are living in poverty – that is more than 4 million children living in poverty or nine pupils in every class of 30.

A study published by the NHS in July 2020 found that clinically significant mental health conditions amongst children had risen by 50% compared to three years ago. Last year saw a 35% increase in referrals to children’s mental health services, but only a 4% increase in children actually receiving support.

Tens of thousands of poorer families are forced to live in substandard accommodation far from their schools or community networks.

We have also seen the huge toll of the last year on teachers’ workloads and on mental health and wellbeing.

81% of teachers reported that they have experienced an increase in workplace stress over the past year and almost half said the job had affected their physical health. One third of teachers have sought help to deal with the detrimental impacts on their health and wellbeing as a result of the pandemic and the impact of shoddy employer practices.

Teachers’ salaries have been cut by 17% in real terms over the last decade and this continues to contribute to the crisis in teacher morale and retention, with two out of three teachers seriously considering quitting the job.

Unless they are addressed, these issues will continue to have profound and lasting consequences for children, our schools and society for years to come.

The NASUWT is calling on governments and administrations to work with us to put in place arrangements that mean that no pupil has to trust to fate or to hope for the best – and that every pupil has an equal opportunity to demonstrate their potential and what they have learned.



TAKING A STAND ON HEALTH AND WELLBEING

Protecting the Health and Wellbeing of Teachers

The COVID-19 pandemic has raised the profile of health and safety at work in a way that would have been inconceivable only two years ago. Too many teachers have been let down by governments and employers acting in negligent or reckless ways, by legislation that is not fit for purpose and enforcement arrangements that lack the necessary resources, power or will to take the action necessary to ensure compliance.

We will be:

- lobbying governments and employers to ensure they protect the physical and mental health and safety of teachers in all workplaces;
 - pressing governments to introduce robust, fully funded recovery programmes to repair the damage caused to the mental health and wellbeing of teachers;
 - seeking to ensure that operational guidance for schools and settings prioritise the health and safety of the education workforce and pupils; and
- lobbying for the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) to be changed so that work-related stress absence is reportable.

As ever, the Union will take all appropriate action, up to and including industrial action, to support members who believe that their workplace is not COVID-19-secure or that their health, safety and welfare is being jeopardised in any way.

A Union that Supports the Wellbeing of our Members

A successful school/college looks after the mental health and wellbeing of its staff, and this should be an important consideration for all inspection and accountability systems for schools and colleges.

The NASUWT is also committed to ensuring that the Union's representative structures and services support the wellbeing of our members.

We will campaign for:

- inspectorates to work with the NASUWT, and other education workforce unions, to develop anonymous staff wellbeing surveys; and
- inspectorates to ensure that a good working relationship with unions within schools/colleges is an integral part of judgements about how employers support staff wellbeing.





We will also:

- support the development of local, regional and national wellbeing training and events for members;
- support the creation of Wellbeing Officers in NASUWT Local Associations;
- survey members on their mental health and wellbeing;
- create a wellbeing and mental health toolkit for teachers;
- provide wellbeing tools and resources to support the work of NASUWT Workplace Representatives with school and college employers;
- provide advice, guidance and support for members; and
- promote positive mental health for all teachers through advice, development, support, training and the showcasing of best practice.

Campaigning for School-based Counsellors

The NASUWT is not just focused on the wellbeing of teachers; we are also campaigning for greater mental health support for children and young people too.

A new report from the Centre for Mental Health estimates that up to 1.5 million children in England will need support for depression, anxiety, post-traumatic stress disorders and other mental health difficulties in the coming months and years. In Scotland, Wales and Northern Ireland, school-based counselling is already a statutory requirement.

As part of our continuing partnership with Citizens UK, the NASUWT will be supporting and promoting the school-based counselling campaign, actively engaging with regional chapters of Citizens UK and encouraging members to promote the campaign within schools/colleges where they work.



CAMPAIGNING FOR EDUCATION SYSTEMS THAT DELIVER FOR CHILDREN AND YOUNG PEOPLE



A Broad and Balanced Curriculum Entitlement

The challenges of the last year have exposed the underlying fragilities in our education systems. Reforms, driven by dogma rather than the needs of children and young people, have left schools and colleges underfunded and struggling to deliver the high-quality education, broad and balanced curriculum and child-focused experiences that typify an inclusive and successful education system.

The NASUWT recognises that, despite the commitment, dedication and professionalism of teachers and school leaders, the pandemic has had a profound impact on the educational progress and achievement of many children and young people, as well as on their emotional wellbeing.

The Union will actively lobby governments for inspectorates to play a supportive role during and after the COVID-19 pandemic to enable school and college leaders to focus on education recovery and wellbeing.

But recovery will not be enough – education needs to change. What is taught and how that learning is assessed also needs urgent reform, and the NASUWT will be at the forefront of calls for reform.

We will:

- challenge schools/colleges that remove or reduce pupils' access to creative and practical subjects and lobby governments and administrations to take effective action to protect creativity and the arts in the curriculum;
- publish materials and resources to support wider efforts on decolonising the curriculum;
- engage with teacher training providers to embed anti-racist teaching;
- lobby the Westminster Government to abolish school and college league tables; and
- 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.



School and College Funding

An education system that delivers on the entitlements of children and young people needs to be properly funded and those funds need to be properly managed and used for the public good, not private interest.

We also believe that children and young people should not suffer the financial cost of the pandemic, and that teachers should not be expected to pick up the pieces left by the pandemic.

We will continue to:

- campaign for all school COVID-19 costs, now and in the future, to be met through additional government funding;
- seek significant improvements to the system of academy oversight in England so that academy finances are transparent, properly scrutinised and publicly accountable;

- lobby to ensure that all school/college salaries and related party transactions are published; and
- press for the removal of flexibilities which enable the misuse of public funding by school/college employers.

The Union will continue to implement appropriate action when school funding issues lead to unsafe working practices, or adverse impacts on teachers' terms and conditions or job security.

Behaviour Management

All schools and colleges should seek to create and maintain a learning environment where all pupils and staff are respected, all pupils can achieve and succeed and all teachers can teach effectively. All pupils and staff should be kept safe. Yet too often they are let down by poor practice and a lack of effective leadership on this crucial issue.

We will:

- publish further guidance for teachers and school and college leaders on unacceptable behaviours, including legal entitlements and remedies; and
- lobby employers, governments and administrations to ensure that teachers

and school and college leaders receive appropriate training on behaviour management issues.

The Union will continue to support members, using all appropriate means, where they face unacceptable pupil or student behaviour.





FIGHTING FOR EQUALITY

The pandemic has shone a light on the existing disparities in our societies and the disadvantages faced by many, not least those in under-represented groups. Lockdown restrictions have also placed additional pressures on other groups, with a spike in domestic violence and social isolation.

The NASUWT will continue to campaign actively for robust equality impact assessments of governments' and administrations' plans and arrangements for ensuring that schools and colleges are COVID-secure, and for stringent monitoring and reporting by schools and colleges on how they are meeting their equalities duties for eliminating discrimination and advancing equalities.

Racial Justice

There remains damning evidence of widespread and systemic racial disparities in society, including in our schools and colleges. Governments and administrations should support an education curriculum that promotes racial justice and anti-racism.

We will:

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

- 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.

Protecting Freedom of Religious Belief

The Fair Employment and Treatment (NI) Order (FETO) 1998 is an important piece of equalities legislation in Northern Ireland, but it includes an exemption relating to the employment of teachers which permits discrimination on the basis of religious belief.

We will:

- campaign for the repeal of Article 71 of the FETO 1998 so that every teacher has equality of opportunity at work.

Ending Age Discrimination in the Teachers' Pension Scheme (TPS)

Changes introduced by governments and administrations arising from equalising the teachers' pension age with the state pension age mean discrimination against younger teachers.

We will:

- campaign for 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
- press for the costs of ensuring an equalities remedy to be met by the Government rather than scheme members.

The NASUWT recognises the critical role of Workplace Representatives in recruiting and retaining members in the Union and offering wide-ranging support to teachers in the workplace. As such, we are committed to continuing to build our Workplace Representative base and seeking to gain a voice in every workplace.

The NASUWT will continue to 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.

We will:

- continue to build the NASUWT voice in every workplace;
- take action to recruit more members, particularly from under-represented groups, to become Workplace Representatives;
- ensure that all current and new Workplace Representatives understand the importance of undertaking appropriate training to undertake the role and are afforded opportunities to take part in that training;
- challenge the climate of employer hostility and victimisation towards trade union representatives;
- continue to campaign to defend the right to facilities release and the right to time off for trade union duties;
- work with the wider trade union movement to lobby governments and administrations for stronger legal protections for elected Workplace Representatives; and
- continue to celebrate the commitment of Workplace Representatives with the School Representative Award at our Annual Conference.

REDUCING OUR CARBON FOOTPRINT

The NASUWT has committed to be a net zero carbon organisation by 2050 and will make a concerted effort to review all aspects of its work and implement the necessary changes across the board to make this possible.

We will:

- continue to develop an overarching NASUWT environmental mission statement and environmental policy to cover all aspects of the work of the Union;
- publish the Union's triennial targets for carbon reduction commencing 2021-24;
- 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;
- reduce our carbon footprint and air pollution by offsetting carbon emissions from travel to meetings and by continued use of video conferencing; and
- lobby the Government for a new National Green Recovery Qualification.





Quality public education relies upon the quality of the workforce in schools and throughout the public services. Children and young people learn best when teachers are given the time, resources and scope to make the fullest possible use of their professional talents, knowledge and expertise. Respect for the professionalism of teachers is therefore a hallmark of an education system that is genuinely committed to raising standards and extending educational opportunities for all pupils.

We will campaign for:

- an education recovery for children and young people predicated on the right to be taught by qualified teachers;
- teachers and school leaders to benefit from working conditions that secure their entitlement to an effective work/life balance, with a maximum limit on their overall working hours;
- duties allocated to teachers and school leaders to exclude tasks that distract them from teaching and leading and managing teaching and learning;
- a guaranteed entitlement to meaningful and relevant professional development and training during their contracted working hours;
- technology to be utilised to support and not replace teachers, and for the use of technology to support teaching and learning to be determined by the professional judgements of teachers and school leaders, with due regard to safety, data protection and privacy;
- the removal of cover as a duty which teachers on establishment can be directed to undertake, and the appropriate

deployment and remuneration of supply teachers to provide cover for absence;

- the establishment of a national pool for supply teachers, managed by local authorities; and
- a delay to the implementation of the proposed curriculum reform in Wales.

Pay and Pensions

Re-establishing and reinforcing coherent national pay structures across the UK is a vital part of ending the teacher recruitment and retention crisis. Many teachers currently have no guarantees, however hard they work and however well they perform, about the pay award or pay progression they will receive.

The excessive freedoms and flexibilities given to schools and employers have led to a race to the bottom on teachers' pay, rampant discrimination and a deepening crisis in teacher morale and retention.

Dismissal and re-engagement to force worsened terms and conditions on a workforce is one of the most disgraceful industrial relations tactics, and some schools have followed this practice to diminish the pay and conditions of their staff. The NASUWT will always be ready to take

PROMOTING THE STATUS OF THE TEACHING PROFESSION

industrial action, with the support of members, against these and other unfair employment practices.

We will campaign for:

- a substantial above-inflation pay award for teachers that recognises and rewards the contribution of the teaching profession throughout the pandemic;
- national mandatory pay scales for teachers, supply teachers and school leaders, together with a remuneration framework which rewards teachers as highly skilled professionals throughout the whole of their careers;
- national pay portability;
- automatic time-served pay progression;
- the full implementation of Pay Review Body recommendations; and
- action to protect the pension rights and entitlements of teachers in independent schools.

Performance Management and Appraisal

The NASUWT is committed to securing across all schools a process of performance management where those who manage teachers engage in a professional dialogue with them, respect teachers as professionals and make decisions about their work and contribution in an open and fair manner.

We will:

- advocate approaches to performance management and appraisal that are developmental, promote professional collegiality and reject performance-related pay progression;
- lobby governments and administrations to abolish the use of pupil data as a measure of a teacher's performance;
- challenge, including through use of lawful industrial action where necessary, any employer that does not introduce effective COVID-19 mitigations to their

performance management and appraisal policies;

- lobby governments and administrations to ensure that all teachers and school and college leaders are protected from adverse appraisal and performance management outcomes as a result of the COVID-19 pandemic; and
- 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.

Tackling Malicious Allegations

The NASUWT recognises the fundamental importance of measures to prevent and to deal with the abuse of children. However, many teachers are subject to malicious allegations by pupils, and there is little or no redress available to teachers where they are absolved of wrongdoing or cleared of misconduct, despite the devastating impact on their personal and professional lives.

The NASUWT will campaign to lobby governments and administrations to provide guidance to schools on malicious allegation investigations, including on:

- the legal ramifications of false and malicious allegations;
- the need to maintain anonymity and confidentiality in the workplace;
- 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;
- removing unfounded allegations from a teacher's personnel record;
- the introduction of national standards and training for governors and trust boards in dealing with allegations of abuse; and
- zero tolerance when dealing with malicious allegations.



WHAT NASUWT WANTS FROM ALL UK GOVERNMENTS



The NASUWT believes that governments and administrations should come forward with a plan for a teacher-led education recovery and renewal that will commit to:

- i. Recruiting more teachers and support staff and other children's service professionals to meet the education, pastoral and care needs of children and young people.
- ii. Retaining and recognising teachers who have dedicated their lives to the job supported by pay and conditions of service that reward teachers as highly skilled professionals.
- iii. Ending excessive workload and letting teachers teach.
- iv. Reducing class size.
- v. Ending the long working hours of teachers and removing other factors which continue to drain teaching quality.
- vi. Guaranteeing the right of pupils to be taught by qualified teachers and for every teacher to have time for professional development as a contractual entitlement throughout their careers.
- vii. Providing a substantial pay award for teachers to end the real terms decline in teachers' pay over the last decade whilst providing appropriate support and financial and other assistance, including compensation, to those teachers whose health has been adversely impacted as a result of the pandemic.
- viii. In England, scrapping the link between performance and teachers' pay, recognising that the current system has failed to incentivise teachers.
- ix. Providing robust national statutory pay and conditions entitlements for all teachers, supply teachers and headteachers.
- x. Robustly enforcing the employment, health and safety and equalities rights of teachers and hold school and college employers properly to account.

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Website: www.nasuwat.org.uk



GET ACTIVE

Join us and Join in

The NASUWT is the voice of teachers at work. Your voice is strongest where members come together to ensure a strong NASUWT voice in the workplace. There are many ways to get involved and our reps are entitled to time off for training, too. Find out more at:

www.nasuwt.org.uk/GetActive

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