



CONFERENCE AGENDA

Wayne Broom President
Dr Patrick Roach General Secretary
Chris Holland
Honorary Treasurer

CONTENTS

4

Programme

5

Schedule of
Sessions

16

Motions

CONFERENCE STANDING ORDERS COMMITTEE

Mark Burns (Chair), Alan Hackett, Martin Hudson,
Gee Rossouw (Chief Scrutineer), Daniel Whitely

PAST PRESIDENTS AND CONFERENCE VENUES

Past Presidents and Local Association

NAS

A.E. WARREN (*Willesden*)
S.H. HOULDSWORTH (*Manchester*)
G.E. CORDING (*Cardiff*)
W. WOODWARD (*London*)
F.C. GREAVES (*Leeds*)
W.H. YOUNG BA (*Liverpool*)
J.A. RICE (*Hull*)
R. ANDERSON BA (*London*)
C.C. CARTER BA (*Liverpool*)

C.B. DODD BA (*London*)
W.R. SHIMMIN (*Liverpool*)
A.L. SHIRES (*Leeds*)
W.E. CRAY (*London*)
A.H. RUSSELL BA (*Bristol*)
H. GORDON (*London*)
F.C. ARKLESS (*Sunderland*)
P.E. AGAR BA (*Leicester*)
W.L. MARSLAND (*Manchester*)
A.E. EVANS BA (*Liverpool*)
W. BARFORD (*Leeds*)
E.C. MARTIN (*Nottingham*)
E. RUSHWORTH
(*Calder & Ryburn*)
J. MASON (*Nottingham*)
G.H. SNOW (*Liverpool*)
F.A. GIBBS (*London*)

B. MORTON DPA (*Sheffield*)
H. MEIGH BSc (*London*)
G.B. BELL MC BSc (*Newcastle*)
W.A. TAYLOR BSc (*Hull*)

G. LLOYD WILLIAMS (*Newport*)
J.J. THOMAS (*Liverpool*)
R.I. RAND (*Sunderland*)
T. SMITH BSc (*London*)
D.I. DAVIES (*Walthamstow*)
J.E. JENKINS (*Cardiff*)
E.W. ARNOTT (*Leeds*)
J.A.C. THOMSON MA (*Scotland*)
A.L. JONES (*Liverpool*)
H.J. BELL (*Croydon*)
T.A. CASEY (*London*)
R.M. HALL BEM BCom
(*Newcastle-upon-Tyne*)
A.J. SMYTH (*Liverpool*)
L.G. HARRIS (*Bristol*)
R.R. TUNSTALL (*St Helens*)
M.A. LANGDELL BSc ARCM
(*Haringey*)
B.F. WAKEFIELD (*Southend*)
E.J. PRETTY MA (*Sunderland*)
R.A. SIMONS BSc (*London*)
R.B. COCKING (*Birmingham*)
E.R. HOLDEN (*Stretford*)
H.H. THOMAS (*Caernarvonshire*)
J.A. SCOTT (*Derry County
& Antrim*)

UWT

M. WRIGHT
S. MORTEN
M. BUGG
M. SMYTH
C. SKEAVINGTON

NASUWT

J. CHALK (*London*)
L. COOPER BSc (*Barkston Ash*)
B. FARRELL (*Halton*)
C.S. JONES (*Basildon & Brentwood*)
C. SKEAVINGTON MED FRSA
(*Jersey*)
C.F. ABRAHAM (*East Devon*)
A.M.S. POOLE (*Merton*)
E.E. POWELL MA FRGS
(*South Glamorgan*)

Year of Office and Conference Venue

1920-1921 Margate
1921-1922 Cardiff
1922-1923 Liverpool
1923-1924 London
1924-1925 Leeds
1925-1926 Nottingham
1926-1927 Hull
1927-1928 Bristol
1928-1929 Newcastle-
upon-Tyne
1929-1930 Leicester
1930-1931 Manchester
1931-1932 Birmingham
1932-1933 Sunderland
1933-1934 Southampton
1934-1935 Southport
1935-1936 Swansea
1936-1937 Sheffield
1937-1938 Stoke-on-Trent
1938-1939 Coventry
1939-1943 Nottingham
1943-1944 London

1944-1945 Blackpool
1945-1946 Blackpool
1946-1947 Blackpool
1947-1948 Southend-
on-Sea
1948-1949 Scarborough
1949-1950 Bournemouth
1950-1951 Morecambe
1951-1952 Weston-
super-Mare
1952-1953 Harrogate
1953-1954 Margate
1954-1955 Porthcawl
1955-1956 Buxton
1956-1957 Southsea
1957-1958 Edinburgh
1958-1959 Brighton
1959-1960 Llandudno
1960-1961 Hastings
1961-1962 Blackpool
1962-1963 Plymouth

1963-1964 Southport
1964-1965 Folkestone
1965-1966 Edinburgh
1966-1967 Douglas

1967-1968 Torquay
1968-1969 Llandudno
1969-1970 Eastbourne
1970-1971 Scarborough
1971-1972 Torbay
1972-1973 Southport
1973-1974 Eastbourne
1974-1975 Harrogate

1965-1970 London
1971 Birmingham
1972 Cambridge
1973 Liverpool
1974 Portsmouth

1975-1976 Brighton
1976-1977 Blackpool
1977-1978 Torbay
1978-1979 Harrogate
1979-1980 Eastbourne
1980-1981 Harrogate
1981-1982 Brighton
1982-1983 Blackpool

Past Presidents and Local Association

G.W. LEE JP (*London*)
P. MATTHEWS (*Sedgefield*)
J. BOONE (*Bolton*)
J.M. INMAN BA NDA Dip REd (*Leek*)
E.R. O'KANE MA Dip Ed (*Belfast*)
D. BATTYE MSc (*Sheffield*)
G. TERRELL BA (*Oxon*) Dip Ed JP
(*Merton*)
M. CARNEY (*Peterlee*)
S. ROGERS BA (*Sheffield*)
M. LITTLEWOOD FRSA (*Middleton*)
J. ROWLAND BA (*Jarrow,
Hebburn & Boldon*)
R. KIRK (*Newark*)
O. GUNN (*Aycliffe*)
P. COLE (*Sandwell*)
B. FERGUSON (*York*)
M. MORGAN (*Devon*)
W. MORLEY (*Sefton*)
M. JOHNSON (*Lewisham*)
T. HARDMAN (*Liverpool*)
P. BUTLER (*Bedfordshire*)
T. BLADEN (*Darlington*)
P. LEREW (*NE Hampshire*)
P. McLOUGHLIN (*Stockport*)
B. GARVEY (*Wakefield*)
J. MAYES (*Knowsley*)
A. HAEHNER (*Croydon*)
J. CHAPMAN (*Cheltenham Cotswold*)
C. LINES (*West Suffolk*)
J. RIMMER (*Warrington*)
P. ROE (*Dudley*)
M. LYONS (*Durham City*)
G. BRANNER (*North Oxon*)
G. DAWSON (*Hexham*)
K. WALLIS (*Cornwall*)
F. BROWN (*Belfast*)
D. MCCARTHY (*South Essex*)
D. KITCHEN (*Trafford*)
M. CODRINGTON-ROGERS
(*Oxford City*)
P. KEMP (*North Tyneside*)
A. BUTLER (*Powys*)
R. CARABINE (*Mid Essex*)
R. DIN (*North Bedfordshire*)

Year of Office and Conference Venue

1983-1984 Eastbourne
1984-1985 Llandudno
1985-1986 Torquay
1986-1987 Scarborough
1987-1988 Bournemouth
1988-1989 Blackpool
1989-1990 Eastbourne
1990-1991 Scarborough
1991-1992 Bournemouth
1992-1993 Scarborough
1993-1994 Bournemouth
1994-1995 Blackpool
1995 Eastbourne
1995-1997 Glasgow
1997-1998 Bournemouth
1998-1999 Scarborough
1999-2000 Eastbourne
2000-2001 Llandudno
2001-2002 Jersey
2002-2003 Scarborough
2003-2004 Bournemouth
2004-2005 Llandudno
2005-2006 Brighton
2006-2007 Birmingham
2007-2008 Belfast
2008-2009 Birmingham
2009-2010 Bournemouth
2010-2011 Birmingham
2011-2012 Glasgow
2012-2013 Birmingham
2013-2014 Bournemouth
2014-2015 Birmingham
2015-2016 Cardiff
2016-2017 Birmingham
2017-2018 Manchester
2018-2019 Birmingham
2019-2020 Belfast
2020-2021 Virtual
2021-2022 Virtual
2022-2023 Birmingham
2023-2024 Glasgow
2024-2025 Harrogate

PAST GENERAL SECRETARIES AND TERMS OF OFFICE

NAS

A.E. WARREN 1923-41
R. ANDERSON 1941-56
E. RUSHWORTH 1956-63
T.A. CASEY 1963-75

UWT

S. ROGERS 1965-67
B. GANDY 1967-69

G. JONES 1969-70
P. YAFFE 1970-75
NASUWT
T.A. CASEY 1975-83
F.A. SMITHIES 1983-90
N. de GRUCHY 1990-2002
E. O'KANE 2002-04
C. KEATES 2004-20

PAST HONORARY TREASURERS

NASUWT

F.G. REYNOLDS 1920-1923
W.H. THODAY 1923-1926
W. WOODWARD 1926-1929
R. ANDERSON 1929-1941
C.C. CARTER 1941-1946
H. GORDON 1946-1951
E. RUSHWORTH 1951-1956
G. LLOYD WILLIAMS 1956-1965
A.L. JONES 1965-1969
B.F. WAKEFIELD 1969-1970
A.J. SMYTH 1970-1975
R.B. COCKING 1975-1982

L. COOPER 1982-1987
G.W. LEE 1987-1990
D. BATTYE 1990-1992
M. CARNEY 1992-2002
S. ROGERS 2002-2009
B. COOKSON 2009-2017
N. BUTLER 2017-2018
R. WALTER S2018-2021
S. TAYLOR 2021-2021
C. HOLLAND 2021-2022
M. CODRINGTON-
ROGERS 2022-2023

PROGRAMME

FRIDAY 18 APRIL

09:00 to 10:00

FIRST PRIVATE SESSION

Appointment of Chief Scrutineer

Minutes

Financial Statements

Appointment of Auditors

Appointment of Membership Assurer

10:00 to 12:30

FIRST PUBLIC SESSION

Opening Ceremony

SECOND PUBLIC SESSION

Set Motion 1

BEHAVIOUR AND SCHOOL SAFETY

Annual Report

Balloted Motions

Dr Patrick Roach, General Secretary

12:30 to 14:00

LUNCH BREAK

Caucus meetings

Soundbite sessions

Wellness sessions

14:00 to 17:45

THIRD PUBLIC SESSION

Set Motion 2

HEALTH CONDITIONS AND THE WORKPLACE

Report to Conference:

STATEMENT ON AI-ENABLED
TECHNOLOGIES IN EDUCATION

2C Motion – Scotland

Balloted Motions

Paul Nowak, TUC

17:45 to 18:30

NETWORKING & REFRESHMENTS

18:15 to 19:00

Fringe session

SATURDAY 19 APRIL

09:00 to 12:30

FOURTH PUBLIC SESSION

Set Motion 3

TEACHER WELLBEING

2B Motion

2C Motion – Wales

Mugwena Maluleke, Education International

Balloted Motions

FIFTH PUBLIC SESSION

Set Motion 4

PPA TIME

Balloted Motions

12:30 to 14:00

LUNCH BREAK

Caucus meetings

Fringe session

Soundbite sessions

Wellness sessions

14:00 to 17:00

SIXTH PUBLIC SESSION

Set Motion 5

TEACHER RETENTION IN AREAS
OF DEPRIVATION

Balloted Motions

2C Motion – Northern Ireland

SEVENTH PUBLIC SESSION

Set Motion 6

GUARANTEED FACILITY TIME/TIME
OFF FOR TRAINING

Balloted Motions

17:00 to 17:30

EIGHTH PUBLIC SESSION

President's Business

9:00 to 10:00

Friday 18 April 2025

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

Chris Holland to move,

Wayne Broom to second:

That the Minutes of the Annual Conference 2024 be signed by the Chairperson as a correct record of the proceedings.

Financial Statements

Chris Holland to move,

Mike Leigh to second:

(i) *that the financial statements be received;*

(ii) *that the financial statements be adopted.*

(Executive)

Appointment of Auditors

Chris Holland to move,

Rosemary Carabine to second:

That Messrs Crowe UK LLP, Chartered Accountants, be, and are hereby, appointed auditors of the Union's accounts for the year 2024.

(Executive)

Appointment of Membership Assurer

Chris Holland to move,

Rosemary Carabine to second:

That Messrs Crowe UK LLP, Chartered Accountants, be, and are hereby, appointed the Union's Membership Assurer for the year 2024/25.

(Executive)

10:00 to 12:30

Friday 18 April 2025

FIRST PUBLIC SESSION

(1) OFFICIAL OPENING

The President, Rashida Din, to declare open the Annual Conference.

(2) INDUCTION OF WAYNE BROOM AS PRESIDENT FOR 2025-26

(3) PRESIDENT'S ADDRESS

The President, Wayne Broom, to deliver his Presidential Address.

(4) INTRODUCTION OF NEW OFFICERS

SECOND PUBLIC SESSION

BEHAVIOUR AND SCHOOL SAFETY

Kathy Duggan to move,

Wendy Exton to second:

Conference reaffirms its belief that where there is disruption and violence, teachers are prevented from teaching, and pupils and students cannot learn effectively.

Conference notes with concern the increasing reports from teachers and leaders of extreme pupil indiscipline, including incidents involving knives and other weapons.

Conference condemns the failure of the previous government to take teachers' concerns over rising levels of pupil and student indiscipline seriously, or to make clear that they had its full support in taking necessary action to secure and sustain positive pupil behaviour.

Conference further condemns the previous government for its refusal to put in place an effective post-pandemic recovery strategy that would have contributed to mitigating the ongoing pandemic-related behaviour issues that teachers and leaders continue to report.

Conference notes with profound concern the violent disturbances over the summer of 2024, instigated by far-right extremists, which brought distress and concern in towns and cities across the country. Conference is clear that the impact of these disturbances continues to impact school and college communities and places at risk the safety and security to which they are entitled.

Conference calls on the National Executive to work with the Government to:

- (i) ensure that staff in schools and colleges are clear that they have the unequivocal support of ministers in taking action to secure positive learner behaviour;
- (ii) reconvene the multi-stakeholder ministerial forum on school and college security, abolished in 2012, to support the work of schools and other agencies to keep learners and the workforce safe from physical and other forms of harm;
- (iii) strengthen the existing guidance on behaviour management to ensure 'no exclusion' policies are not legitimised across the education sector;
- (iv) introduce mandatory time for teachers to access nationally agreed CPD that is focused on behaviour management practice and strategies and
- (v) build more effective collaboration on behaviour matters between schools, and between schools and other children and young people's services.

(Executive)

ANNUAL REPORT OF THE NATIONAL EXECUTIVE

Rashida Din to move,

Mark Dickinson to second:

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

(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.

14:00 to 17:45

Friday 18 April 2025

THIRD PUBLIC SESSION

HEALTH CONDITIONS AND THE WORKPLACE

Claire Ward to move,

Mark Morris to second:

Conference commends the work of NASUWT in highlighting the issue of gendered health conditions and their impact on the workplace.

Conference particularly commends the work done to highlight and train members, reps, caseworkers and negotiators on issues such as: the menopause; endometriosis; adenomyosis and fibroids; and prostate cancer.

Conference asserts that there are many health conditions which have similar symptoms to menopause, or can be triggered by it, or arise at the same time.

Conference calls on NASUWT to:

- (i) expand its advice, guidance and training on gendered health conditions to include conditions affecting the heart and thyroid;
- (ii) campaign and bargain for greater gender-sensitive health and safety policies in the workplace;
- (iii) lobby governments and administrations to raise awareness of gender-specific health and safety issues in the workplace and
- (iv) work with all TUC bodies to raise these issues affecting teachers in the workplace.

(Executive)

REPORT TO CONFERENCE: STATEMENT ON AI-ENABLED TECHNOLOGIES IN EDUCATION

Kathy Duggan to move,

Tim Toepritz to second.

2C MOTION – SCOTLAND – GETTING IT RIGHT FOR EVERY TEACHER

Rod McCready to move,

Nik James to second:

Conference notes that the Scottish Government has a strong commitment through its national policy of 'Getting It Right for Every Child' (GIRFEC) to provide all children, young people and their families with the right support at the right time.

Conference believes that it is now time that the Scottish Government committed to get it right for every teacher as well.

Conference is deeply concerned that teacher workload remains one of the top two concerns for members in Scotland, with teachers continuing to face dystopian levels of stress at work.

Conference further notes that teacher workload is being impacted by:

- (i) teachers having to dedicate increasing amounts of time to dealing with challenging behaviour;
- (ii) the failure of the current presumption of mainstream policy and
- (iii) resources and specialist provision for learners with additional support needs that impact learning, such as neurodivergent conditions, learning disabilities and physical disabilities, proportionately reducing.

Conference believes the current trajectory is unsustainable and calls on the National Executive Committee of NASUWT to:

- (a) continue its campaign for the National Action Plan on Relationships & Behaviour to be effectively embedded in schools;

- (b) campaign for a re-envisioning of the presumption of mainstream policy;
- (c) lobby government for investment in sufficient resources for local authorities, schools, teachers and school leaders, including the provision of professional supervision for teachers to reduce workload-related mental health issues;
- (d) monitor forthcoming proposed education reforms and campaign for any changes to be workload assessed and
- (e) engage with local authorities, the Scottish Government and the Convention of Scottish Local Authorities (COSLA) to agree tailored solutions to reduce teacher workload.

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 19 April 2025

FOURTH PUBLIC SESSION

TEACHER WELLBEING

Louise Earl to move,

Becks Tebbett to second:

Conference is concerned that not all workplaces have adequate facilities, resources and school support systems to support teachers with their wellbeing and mental health.

Conference notes that in the recent Big Question Survey data, 82% of teachers nationally said their job had adversely impacted their mental health.

Conference calls upon the National Executive to campaign to:

- (i) ensure all teachers have access to an Employee Assistance Programme and
- (ii) allocate time on the timetable for teacher wellbeing.

(Nuneaton and North Warwickshire)

AMENDMENT

Sharron Daly to move,

Mark Morris to second:

In bullet (i) between 'access to an' and 'Employee' insert 'independent, confidential'

Replace bullet (ii) with 'increase PPA time and further workload reduction measures.'

(Executive)

2B MOTION – Executive

2C MOTION – WALES – RELATIONSHIP WITH WALES GOVERNMENT

Mark Morris to move,

Gwilym Jones to second:

Conference congratulates NASUWT for compelling the Welsh Government to agree to a summit on Learner Behaviour in 2025 through its actions and lobbying.

Conference further congratulates NASUWT on achieving talks with the Welsh Government to discuss limits to teachers working hours and a single pay scale for teachers.

Conference, however, considers that these successes are too little, too late.

Conference remains concerned by the continuing failure of the Welsh Government to engage in meaningful discussions with NASUWT to resolve a number of key issues that significantly impair the quality of educational provision in Wales and teacher wellbeing, including:

- (i) the current crisis in pupil behaviour within schools;
- (ii) the underfunding and lack of preparedness over the Additional Learning Needs (ALN) Code;
- (iii) the lack of progress on excessive teacher workload;
- (iv) the failure of the Welsh Government's National Supply Pool and
- (v) the serious concerns over the new GCSE qualifications in Wales.

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

- (a) introduce a whole Wales Learner Behaviour Policy;
- (b) review the ALN Code to ensure that it is actually workable, that staff are appropriately trained, and that accountability lies with local authorities;
- (c) progress all the recommendations of the Strategic Review in full;
- (d) introduce Social Partnership into schools to control teacher workload;
- (e) ensure that the Wales National Supply Pool is up and running in all local authorities in 2025 and
- (f) consider whether the Curriculum for Wales and associated qualifications are fit for purpose.

FIFTH PUBLIC SESSION

PPA TIME

Maria Gill to move,

Louise Steel to second:

Conference commits to campaign for an increase in planning, preparation and assessment (PPA) time to a minimum of 20%.

Conference recognises that the formula used to calculate PPA time needs clarification in the School Teachers' Pay and Conditions Document (STPCD).

Conference calls on the National Executive to:

- (i) campaign for a change to the wording in the STPCD from 'teaching time' to 'contact time';
- (ii) change the name of PPA to protected non-contact (PNC) and
- (iii) campaign for PNC to be calculated from a school's complete timetabled contact time.

Conference further calls on the National Executive to campaign for an increase in PPA time to at least 20% for all teachers in state-funded education establishments, with full government funding to support this increase.

(Hull, Newcastle Upon Tyne, North Tyneside, Sunderland)

AMENDMENT

Harold Gurden to move,

Wendy Shuttleworth to second:

In the last paragraph between 'establishments,' and 'with full' insert 'including sixth form colleges, within a 35-hour working week'

(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

SIXTH PUBLIC SESSION

TEACHER RETENTION IN AREAS OF DEPRIVATION

Kate Westrop to move,

Asa Haycock to second:

Conference notes that many schools are facing challenges with antisocial behaviour, and some pupils are struggling with social, emotional and mental health issues.

Conference further notes that these issues are exacerbated in areas with high levels of poverty and deprivation, leading to increased challenges of teacher retention and adversely impacting pupil outcomes.

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

- (i) improve teacher retention in schools with high levels of deprivation through incentives to retain teachers in schools and
- (ii) develop specific resources to support members working in challenging workplaces.

(Aylesbury, Oxford City, South West Oxon)

AMENDMENT

Rashida Din to move,

Katherine Moore to second:

In the first paragraph between 'many schools' and 'are facing' insert 'and colleges'

In the second paragraph between 'of teacher' and 'retention' insert 'recruitment and'

In bullet (i):

between 'improve teacher' and 'retention' insert 'recruitment and'

between 'deprivation through' and 'incentives' insert 'appropriate'

between 'in schools' and 'with high levels' insert 'and colleges'

between 'incentives to' and 'retain' insert 'recruit and'

between 'retain' and 'teachers in schools' insert 'and colleges'

In bullet (ii) delete 'develop' and replace with 'allocate' and between 'specific' and 'resources' insert 'physical and financial'

Insert a new bullet (iii) to read 'ensure safe staffing levels.'

(Executive)

2C MOTION – NORTHERN IRELAND – ADDRESSING TEACHER WORKLOAD

Raymond Beggs to move,

Delma Boggs to second:

Conference commends the work done by NASUWT in relation to addressing excessive teacher workload and improving the contractual position of our members over the years.

Conference applauds the NASUWT activists in Northern Ireland who established the think1265 campaign, which has educated teachers and school leaders in relation to their contractual rights.

Conference is extremely concerned, however, that these hard-won contractual rights have still not been implemented in many of our schools.

Conference believes that much more needs to be done to tackle practices which force teachers to work beyond their contractual hours, adversely affect their work/life balance and ultimately damage their mental health and wellbeing.

Conference asserts that schools and colleges must be held accountable when they breach the contracts of our members.

Conference commits the National Executive to campaign to ensure that:

- (i) inspection bodies prioritise the health and wellbeing of teachers and FE lecturers by ensuring full compliance with agreed contractual frameworks for managing workload and
- (ii) inspection teams are mandated to meet with workplace representatives and union health and safety representatives during all school or college inspections.

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

GUARANTEED FACILITY TIME/TIME OFF FOR TRAINING

Nic James to move,

Kath Oliver to second:

Conference declares that the provision of facility time is crucial to the successful running of NASUWT and helps resolve issues at the lowest possible level in workplaces.

Conference asserts that achieving a Better Deal for Teachers must recognise the essential role that NASUWT Workplace Representatives play in union renewal and growth. Access to facility time must remain a key campaigning action.

Conference notes with concern that the current fragmentation of education presents distinct challenges in terms of how we organise and represent members in schools and colleges.

Conference welcomes the commitment from governments to enhance workers' rights and improve conditions in workplaces across the country through new employment rights legislation, including the expansion of rights for trade unions.

Conference calls upon the National Executive to continue to lobby governments and administrations to ensure that NASUWT activists have a statutory entitlement to time off for trade union duties, as outlined in Acas Codes of Practice, and to have guaranteed facility time, including time off for training for all elected representatives.

(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 19 April 2025

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

CRISIS IN SPECIAL EDUCATIONAL NEEDS PROVISION

Alex Moscrop-Brown to move,

Louise McAllister to second:

Conference notes the significant rise in pupils presenting with complex special educational needs and disabilities (SEND).

Conference further notes with concern the current pressures on provision within SEND/ASN/ALN establishments due to oversubscription and the subsequent impact of this on pupils and staff in mainstream settings.

Conference calls upon the National Executive to campaign for governments and administrations to:

- (i) carry out research to quantify the current scale of under-provision for young people with SEND/ASN/ALN;
- (ii) develop a comprehensive strategy to plan for the future needs of SEND/ASN/ALN pupils and
- (iii) ensure that sufficient numbers of appropriately trained staff are available to support SEND/ASN/ALN provision.

(Durham)

FALSE AND MALICIOUS ALLEGATIONS

Beverley Alderson to move,

Helen Johns to second:

Conference reaffirms the importance of schools and colleges implementing effective policies to help keep all children and young people safe from abuse and neglect.

Conference is concerned, however, that too many teachers and leaders continue to be the subjects of malicious allegations by learners.

Conference is further concerned that teachers and leaders subject to allegations have little opportunity to secure meaningful redress when they are found not to have acted inappropriately and when allegations made against them are driven by malicious intent.

Conference notes that the impact of malicious allegations on teachers' professional lives and psychological wellbeing can be extremely damaging and long lasting.

Conference further notes that the impact of malicious allegations is to undermine the levels of trust in safeguarding practices on which the protection of children and young people depends.

Conference calls upon the National Executive to press governments and administrations to establish more effective expectations on schools on the management and investigation of malicious allegations, including ensuring that schools and colleges:

- (i) recognise the need to secure the anonymity and confidentiality of those subject to ongoing investigations;
- (ii) act on the principle that those subject to allegations are innocent until the allegations against them are substantiated;
- (iii) undertake timely, clear and rigorous investigations of any allegations made against individual members of school staff;
- (iv) remove references to allegations that have been found to be malicious from the records held by schools, colleges and employers;
- (v) can access more effective training on the management of allegations of abuse and
- (vi) put in place arrangements that ensure that no teacher or leader is forced to work in the same school or college attended by a pupil or student who has made a false or malicious allegation against them.

Conference reaffirms the longstanding NASUWT position that where a pupil making a malicious allegation against a member of NASUWT is not permanently excluded, the Union will support members in that workplace who wish for an industrial action ballot to refuse to teach the pupil.

(Executive)

SMALLER CLASS SIZES AND RATIOS IN EARLY YEARS AND PRIMARY SETTINGS

Candida Mellor to move,

Paramjeet Bhogal to second:

Conference notes that the latest education annual report by the Organisation for Economic Cooperation and Development (OECD), *Education at a Glance 2024*, found that, compared to 50 other nations, the UK spends 'well below' the average on early years education and that class sizes in UK primary schools are amongst the highest in the OECD.

Conference acknowledges that paucity of funding for early years education has an impact on future opportunities for children and young people.

Conference further acknowledges that large class sizes in primaries impact negatively on the quality of learning for pupils and are a significant contributing factor in excessive workload and working time.

Conference instructs the National Executive to:

- (i) campaign to highlight the benefits of smaller class sizes and
- (ii) work in partnership with governments and administrations to develop long-term plans to reduce maximum class sizes to 20 and increase funding for early years and primary settings.

(Durham, Newcastle Upon Tyne, North Tyneside)

BARRIERS TO PARENTHOOD

Becks Tebbett to move,

Hazel Bradford-Jones to second:

Conference recognises that many teachers in the UK are experiencing extreme challenges if they wish to have a child, such as:

- (i) prohibitive costs of suitable housing;
- (ii) lack of permanent contracts;
- (iii) management's expectation for teachers to take on extra workload;
- (iv) expensive childcare costs and
- (v) a level of maternity pay comparable with other professions.

Conference notes the effect of these challenges often means that teachers are forced to defer having a family, and this could lead to significant complications with pregnancy.

Conference calls on the National Executive to:

- (a) conduct research with members to survey the extent of this issue and
- (b) lobby governments and administrations to improve terms and conditions of service to support teachers in planning a family.

(Nuneaton and North Warwickshire)

AMENDMENT (1)

Tim Toepritz to move,

Dan Lister to second:

Replace bullet (ii) with '*the inappropriate use of temporary contracts*,'

In bullet (v) between '*maternity*' and '*pay*' insert '*and paternity*' and between '*pay*' and '*comparable*' insert '*not*' and between '*other*' and '*professions*' insert '*post graduate*'

In bullet (b) after '*administrations to*' delete '*improve*' and insert '*adopt family friendly*' and after '*a family*' insert '*to include*:'

- (1) *access to affordable family homes for teachers,*
- (2) *mandatory provision of affordable childcare for teachers,*
- (3) *flexible maternity and paternity provision with remuneration comparable with other post graduate professions.'*

(Executive)

AMENDMENT (2)

Luke Akhurst to move,

Peter Mattock to second:

In bullet (v) after 'maternity' insert 'and paternity'

Add new bullet (vi) to read:

'(vi) lack of understanding in schools around the rights to shared parental leave.'

(Leicestershire)

PROTECTING TEACHERS' PENSIONS

Dan Whitley to move,

Neil Jeffery to second:

Conference recognises the vital importance of secure, sustainable and accessible pension schemes for all teachers and is deeply concerned at a number of threats to the schemes.

Conference notes several difficulties facing Teacher Pension Schemes across the UK, including:

- (i) the growing number of independent schools who force their staff to opt out and join alternative pension schemes;
- (ii) academy trusts that offer differential salaries for staff who opt out of the Teacher Pension Schemes and
- (iii) the difficulties in resolving queries encountered by members who contact Teacher Pension Schemes across the UK.

Conference calls upon the National Executive to continue to campaign vigorously and take action, up to and including industrial action, in schools where teacher membership of Teacher Pension Schemes across the UK is under threat.

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

- (a) ensure that all teachers are entitled by law to be members of their respective national Teacher Pension Schemes;
- (b) no longer outsource the administration of national Teacher Pension Schemes and
- (c) require employers to enable teachers withdrawn from national Teacher Pension Schemes to opt back into their respective scheme on their original terms, covering gaps in service as necessary.

(Aylesbury, Oxford City, South West Oxon)

AMENDMENT

Deborah Egglestone to move,

Jac Casson to second:

At the end of bullet (i) add '*frequently by using the threat of dismissal and re-engagement*'

In bullet (ii) between '*academy trusts*' and '*that offer*' insert '*and independent schools*'

After the second paragraph, add a new paragraph to read: '*Conference congratulates those members who have courageously stood up to threats to worsen their pensions, by taking industrial action to defend their terms and conditions.*'

In the new fourth paragraph between '*vigorously and*' and '*take action,*' insert '*authorise members to*'

At the end of bullet (a) insert '*without detriment to their pay and terms and conditions*'

At the end of bullet (b) insert '*bring back in-house the England and Wales Teacher Pension Scheme after the out sourced contract is concluded and*'

(Executive)

PAY

Cassie Jones to move,

John Hall to second:

Conference applauds members who have campaigned tirelessly to achieve the first above-CPI inflation pay award in 14 years in England.

Conference condemns the erosion of teachers' pay in England over that period of time and asserts that pay restoration has not been achieved.

Conference calls upon the National Executive to:

- (i) continue to campaign for pay restoration in England;
- (ii) consider further national balloting of members in England and
- (iii) set a clear framework of working with the Government with a view to establishing how pay restoration can be achieved.

Conference further calls upon the National Executive to:

- (a) share the historical pay award and inflationary pressure information from the NASUWT evidence to the School Teachers' Review Body (STRB) relating to the erosion of teachers' pay in England since 2010 and
- (b) use this data to inform a consultation process with members on whether to accept or reject pay offers.

(Durham, Newcastle Upon Tyne, North Tyneside)

AMENDMENT

John McGill to move,

Mark Dickinson to second:

In the first paragraph replace 'CPI' with 'RPI'

Insert new bullet (c) to read: 'campaign for restoration of pay for sixth form colleges.'

(Executive)

FIGHTING FOR NATIONAL PAY AND CONDITIONS OF SERVICE FOR ALL TEACHERS IN STATE-FUNDED SCHOOLS

Rashida Din to move,

Deborah Egglestone to second:

Conference calls upon the new Labour Government to put in place a national workforce plan for all state-funded schools that will address the recruitment and retention crisis and build an inclusive, diverse and representative teaching profession.

Conference strongly asserts that the quality of an education system cannot exceed the quality of its teachers and leaders and the pay, terms and conditions afforded them.

Conference calls on the National Executive to lobby the Westminster Government to:

- (i) require all state-funded schools, including academies and free schools, to follow all the provisions within both the School Teachers' Pay and Conditions Document (STPCD/Blue Book) and the Burgundy Book (National Conditions of Service for Teachers in England and Wales) as a minimum;
- (ii) require all state-funded schools to offer a flexible working week for teachers within the STPCD;
- (iii) build social partnership with the recognised workforce trade unions and employers, and strengthen collective bargaining rights to improve the current pay and conditions provisions for teachers and school leaders;
- (iv) require all state-funded schools, including academies and free schools, to recognise trade unions for the purpose of collective bargaining and
- (v) require all state-funded schools, including academies and free schools, to contribute to local authority facility time arrangements.

(Executive)

CAMPAIGN TO ENSURE TEACHERS' TERMS AND CONDITIONS ARE MAINTAINED

Jac Casson to move,

Rachel Knight to second:

Conference notes with concern that over the course of the last few years, members of NASUWT have increasingly had to fight employers intent upon degrading their terms and conditions, most notably regarding membership of the Teachers' Pension Scheme (TPS), through so-called 'fire and rehire'.

Conference reasserts that Teachers' Pension provision is a key part of the remuneration package for teachers and is crucial to the recruitment, retention and motivation of the teacher workforce.

Conference also reasserts that the TPS should continue to be a defined benefit (DB) public service pension scheme, providing security and certainty over benefits in retirement.

Conference further reasserts that all teachers, irrespective of their setting or employer, should have access to the TPS – with no detriment to their pay and conditions of service arising from enrolment in the scheme.

Conference condemns all employers which have incentivised opt-outs from the TPS.

Conference pays tribute to all members who have successfully fought, through industrial action and at the employment tribunal, to maintain their terms and conditions, including those in the independent school sector who have courageously taken industrial action to defend their pensions in recent years.

Conference welcomes the UK Government's pledge to end 'fire and rehire' practices under the Employment Rights Bill.

Conference, however, notes with concern that due to the Government's need to consult on the Employment Rights Bill first, most reforms in it will not take effect until at least 2026. This gives less scrupulous employers time to carry on engaging in the practice of 'fire and rehire'.

Conference calls upon the National Executive to:

- (i) continue to utilise all available means to defend teachers' terms and conditions, including regarding access to the TPS;
- (ii) lobby the Government to ensure the provisions within the Employment Rights Bill are not watered down during the consultation period;
- (iii) press the Government and the Pensions Regulator to take action to prevent state-funded schools, colleges and universities from inducing or incentivising opt-outs from the TPS;
- (iv) press for reforms to the Teachers' Pension Scheme Regulations, Agency Workers Regulations and the Pensions Auto-enrolment Regulations, to ensure that all supply teachers, irrespective of the nature of their employment, are enrolled in the TPS and
- (v) campaign for legislative changes to compel all employers to continue to pay the TPS employer pension contribution when an employee has opted out of any of the national Teacher Pension Schemes.

(Executive)

FAIR PAY FOR SUBJECT LEADS AND WHOLE-SCHOOL RESPONSIBILITIES

Shaunagh Lambe to move,

Helen Furniss to second:

Conference notes that both subject leadership and whole-school responsibilities, such as curriculum planning, safeguarding, SEND coordination and staff development, require significant expertise and additional workload.

Conference is aware that:

- (i) many teachers in primary and special schools, despite holding key subject or whole-school responsibilities, are often not awarded a Teaching and Learning Responsibility (TLR – England and Wales) payment or Teaching Allowance (TA – Northern Ireland);
- (ii) a significant pay gap exists between primary and secondary staff, with primary teachers frequently underpaid for comparable roles and
- (iii) the underpayment of primary teachers may reflect a gender pay gap, given that primary education has a higher proportion of female staff.

Conference calls upon the National Executive to:

- (a) challenge the systemic underpayment of primary and special school staff by failure to apply the criteria for the award of TLRs and TAs, emphasising the importance of addressing potential gender pay gap implications and
- (b) advocate for transparent, fair and consistent allocation of TLR payments by employers across all settings to ensure that all staff with additional responsibilities are adequately compensated.

Conference further calls upon the National Executive to campaign for a fair recognition of primary teachers' workload and responsibilities, and to establish a mechanism to ensure equitable TLR and TA payments for primary teachers, ending the pay disparity between primary and secondary sectors.

(Hull, Mid Ulster)

THE RIGHT FOR TEACHERS TO BE ABLE TO ACCESS SABBATICALS

Anne Rycroft to move,

Ruth Duncan to second:

Conference calls for the introduction of employment policies that support the wellbeing of teachers by providing the opportunity for educators to engage in activities that support their mental health and wellbeing.

Conference asserts that opportunities for personal and professional development are extremely important within the education workforce. Following a time of immense change, flexibilities within employment practices are needed now more than ever before.

Conference highlights the recruitment and retention issues being faced by the teaching profession, often driven by the high levels of stress and anxiety present in the profession.

Conference believes that a teaching workforce being offered the opportunity to take sabbaticals may see an improvement in recruitment and retention into the profession.

Conference further believes that mental health and personal wellbeing needs to be at the forefront of policy development and employment practices in the teaching profession.

Conference considers that workplace flexibilities, such as sabbatical leave, are more widely offered by supportive employers across many professions.

Conference calls upon the Government and employers to introduce policies that allow teachers to take a period of sabbatical leave.

Conference calls on the National Executive to:

- (i) communicate the advantages of paid sabbaticals for the health and wellbeing of teachers;
- (ii) pursue sabbaticals as a key employment entitlement for all teachers in every teaching establishment and
- (iii) relay the benefits to the whole education system of the right to paid sabbaticals in terms of recruitment and retention into the profession.

(Executive)

TEACHERS AND ADDITIONAL CURRICULAR ACTIVITIES

Luke Akhurst to move,

Ian Jones to second:

Conference condemns the pressure put on staff to run voluntary activities after school or in the holidays.

Conference considers that such practices have a significant negative impact on teacher wellbeing/welfare and a negligible effect on student outcomes.

Conference calls on the National Executive to:

- (i) campaign to ensure that teachers are aware of their rights, and employers of their responsibilities, around extra lessons or additional curricular activities and working outside the regular pupil sessions and
- (ii) commission research into the negative effect on teacher health and wellbeing/welfare that extra sessions cause.

(Leicestershire)

CHALLENGING FAR-RIGHT AND POPULIST MOVEMENTS

Candida Mellor to move,

Paramjeet Bhogal to second:

Conference notes that far-right and populist movements have significantly shifted their means of recruitment away from more traditional means and onto a variety of social media, messaging and online gaming platforms.

Conference acknowledges that far-right and populist movements are appealing to young people's disaffection with life – using a range of conspiracy-based narratives including misogyny, racism, anti-immigration and classist tropes, among others.

Conference further acknowledges that as teachers and teacher trade unionists, we are uniquely placed to identify and challenge far-right attempts to recruit and organise pupils and students.

Conference instructs the National Executive to:

- (i) work with teachers across the UK and internationally to assess the risk that far-right and populist movements pose to young people;
- (ii) conduct research into the impact of the far right in the education system and the effects upon pupils and teachers;
- (iii) continue to work with similarly minded trade unions to share common experiences of challenging far-right and populist narratives;
- (iv) work with governments and administrations to identify how far-right and populist movements gain access and communicate with young people;
- (v) work with governments and administrations to support teachers in challenging far-right and populist narratives presented to young people and
- (vi) share anti-far right initiatives widely with the membership.

(Newcastle Upon Tyne, North Tyneside, Nuneaton and North Warwickshire)

AMENDMENT

Rashida Din to move,

Ruth Duncan to second:

At the beginning of bullet (i) insert 'continue to'

At the beginning of bullet (ii) insert 'continue to'

At the beginning of bullet (iv) insert 'continue to'

(Executive)

ACADEMY ACCOUNTABILITY

Louise Fielding to move,

Nicola Best to second:

Conference asserts that the Westminster Government needs to better regulate education, increasing transparency to ensure school and trust leaders are more accountable for the organisation of academies and their professional conduct.

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

- (i) require effective regulation of academy trusts;
- (ii) prevent excessive executive pay in publicly funded education and
- (iii) mandate the employment of all teachers under the STPCD.

Conference further calls upon the National Executive to:

- (a) advocate for the establishment of Joint Negotiating Committees in all academy trusts, promoting effective negotiation and consultation on policy and practice changes;
- (b) identify academy trusts with existing Joint Negotiating Committees and
- (c) facilitate the sharing of best practices in negotiation and consultation across educational institutions.

(Durham, North Tyneside, Sunderland)

AMENDMENT (1)

Alison Morgan to move,

Mike Leigh to second:

Insert a new bullet (iv) to read: *'for the Government to pass regulation to ensure that staff and parents have a place on academy board of governors or trustees and'*

Insert a new bullet (v) to read: *'prevent academy trusts from engaging in nepotism and ensuring fair, transparent employment practices, with no preferential treatment for family and friends and'*

To move bullet (a) to become new bullet (vi)

In the new bullet (a) between *'Joint'* and *'Negotiating'* insert *'Consultative and'*

(Executive)

AMENDMENT (2)

Gareth Howell to move,

Adrian Pulk to second:

In bullet (ii) after *'education'* insert *'by the introduction of national pay scales for trust CEOs and executives'*

(Nottingham City)

EXPLOITATION OF TEACHERS IN THE EARLY STAGES OF THEIR CAREER

Ruth Duncan to move,

Claire Ward to second:

Conference commends NASUWT and the support and training offered to teachers at the start of their careers.

Conference notes the rising number of teachers who are being exploited during their induction years.

Conference further notes the reports of inadequate support during induction years, with teachers being informed that they are failing their induction programme and being placed on support plans.

Conference notes with alarm the cases of reported bullying and discriminatory practices by school leaders and the diverse and inconsistent nature of induction programmes.

Conference asserts that all teachers deserve the best training, equality of opportunity and a level playing field when starting their career.

Conference calls on the National Executive to:

- (i) campaign for a statutory framework for teacher induction which must apply to all educational and training establishments;
- (ii) expand the current NASUWT training provision for teachers at the start of their career to include equalities, discrimination and employment rights;
- (iii) produce guidance to better inform teachers about their employment rights and the duties of their employers and
- (iv) ensure that NASUWT is viewed as The Teachers' Union and the union of choice for all new teachers and early career teachers..

(Executive)



NASUWT THE
TEACHERS'
UNION

ROSE HILL
REDNAL
BIRMINGHAM
B45 8RS

Visit nasuwt.org.uk