

## PAY

A revised pay offer was tabled by the Employers' Side for this year's teachers' pay negotiations earlier in November, the terms of which were:

A settlement to run for the period 1 April 2021 to 31 March 2022, consisting of:

- a 1.22% increase at all Scottish Negotiating Committee for Teachers (SNCT) pay points;
- a backdating of the implementation date of the pay award to be effective from 1 January 2021 (rather than 1 April 2021).

This offer was examined by the NASUWT Salaries Committee on Friday 5 November, **and subsequently rejected**. It was then discussed by the constituent teacher trade unions at an emergency meeting of the Teachers' Side of the SNCT on 12 November, **and also rejected**.

We have asked the Scottish Government and the Convention of Scottish Local Authorities (COSLA) to significantly improve this offer and, in the meantime, asked our school representatives/workplace contacts to hold member meetings in schools to discuss pay, workload, and health and wellbeing issues for members.

Feedback from these discussions or any individual views on the pay offer should be sent to: [rc-scotland@mail.nasuwt.org.uk](mailto:rc-scotland@mail.nasuwt.org.uk).

Members can also e-mail their MSP about the pay offer using the guidance here: [www.nasuwt.org.uk/InvestInScotlandTeachersMSPs](http://www.nasuwt.org.uk/InvestInScotlandTeachersMSPs).

Stay up to date with negotiations as they progress via the website [www.nasuwt.org.uk/ScotlandPayAward](http://www.nasuwt.org.uk/ScotlandPayAward) and on twitter [@NASUWT\\_Scotland](https://twitter.com/NASUWT_Scotland).

## COVID-19

No change to the substantive Scottish Government Coronavirus Guidance has been made. Separate guidance was published on International school visits on 10 November: [www.gov.scot/publications/coronavirus-covid-19-guidance-for-school-and-youth-work-visits-and-trips/pages/international-educational-visits/](http://www.gov.scot/publications/coronavirus-covid-19-guidance-for-school-and-youth-work-visits-and-trips/pages/international-educational-visits/).

The NASUWT continues to engage with the Scottish Government around ventilation, where we do not believe that the guidance is yet fit for purpose.

The NASUWT has repeatedly expressed concerns to COSLA and the Scottish Government around the availability of CO2 monitors in every teaching area, the different types of monitors being used, their effectiveness, inappropriate installation, issues around trigger rates, and the lack of guidance on what to do when a monitor is triggered.

The NASUWT has extensive guidance on the risk assessment process ([www.nasuwt.org.uk/VentilationCovid19](http://www.nasuwt.org.uk/VentilationCovid19)). It is important to remember that 1,500ppm is the absolute maximum reading **and action should start to be taken when any monitor reaches 800ppm**.

Please contact your local secretary or [rc-scotland@mail.nasuwt.org.uk](mailto:rc-scotland@mail.nasuwt.org.uk) for further support or advice.

A wealth of COVID related guidance and FAQs are available at: [www.nasuwt.org.uk/Covid19AdviceScotland](http://www.nasuwt.org.uk/Covid19AdviceScotland).

## ONLINE ABUSE

Members have raised significant concerns about the online abuse of teachers and school and college leaders. The NASUWT has published updated advice ([www.nasuwt.org.uk/OnlineAbuse](http://www.nasuwt.org.uk/OnlineAbuse)) on dealing with such incidents. Although much recent attention has focused on the TikTok platform, it is important to note that unacceptable cyber harassment of members continues to be a matter of concern on all main social media platforms.

The NASUWT has raised its profound concerns about the online abuse of teachers with the Cabinet Secretary for Education and Skills, Shirley-Anne Somerville. Ministers must take appropriate action to ensure that social media companies address immediately the very serious threats to teachers from cyber harassment, and take full responsibility for the harm being done by those who use these platforms to abuse teachers.

Please contact [rc-scotland@mail.nasuwt.org.uk](mailto:rc-scotland@mail.nasuwt.org.uk) for support should you be individually affected by online abuse.

## SNCT TERMS AND CONDITIONS

The SNCT agreed provisions for payment for COVID-related absence which allow for up to 12 weeks' pay as special leave, separate from normal Sick Pay arrangements. This additional provision is to be withdrawn on 1 March 2022. Full details can be found at this link: <https://www.snct.org.uk/library/2890/SNCT%2021-84%20COVID19%20and%20Long%20COVID.pdf>.

The NASUWT's position has consistently remained that any COVID-related illness, including Long COVID, should not be reckoned against existing entitlements, and the Union will continue to advocate for such provisions within the terms and conditions framework.

As an outcome of its work on Career Pathways, the SNCT has agreed a Code of Practice on Secondments, a provision facilitating self-funded sabbaticals and the inclusion of the role of lead teacher within the SNCT Handbook. The updated SNCT circulars are accessible here: <https://www.snct.org.uk/circulars.php>.

## EDUCATION REFORM – SQA/EDUCATION SCOTLAND

The Cabinet Secretary for Education and Skills announced on 22 June 2021 the intention to replace the SQA and consider a new specialist agency for both curriculum and assessment, while also taking forward reform to Education Scotland, including removing the function of inspection from the agency. The national consultation process is ongoing and members have the opportunity to shape the future of these organisations and how they might support teachers. Individual members can contribute to the consultation here: <https://consult.gov.scot/learning-directorate/independent-education-reform-review/>.

The consultation process closes on 26 November 2021.

## EDUCATION REFORM – ASSESSMENT

Shirley-Anne Somerville announced to the Scottish Parliament on 27 October that new National Qualifications will be developed to ensure learners' achievements are fairly recognised. It is expected that externally marked exams will remain part of the new assessment approach. Learners studying for national qualifications in spring next year will not be affected by any changes.

The Cabinet Secretary has committed that a wide range of views will be sought on the reforms, with young people and teachers informing how the new system will work. A reference group, led by Professor Louise Hayward, Professor of Educational Assessment and Innovation at Glasgow University, will be set up to provide advice to ministers on the reforms. The NASUWT will continue to engage with Professor Hayward in the work of this group. Further engagement and consultation with members on any proposed reforms will take place in the new year.

## ANTI-RACIST PROFESSIONAL LEARNING AND MARCH/RALLY

Education Scotland has recently produced a suite of useful materials on anti-racist education which can be found at this link: <https://protect-eu.mimecast.com/s/WZNeCnrXliE0Wrc9Wjpf?domain=professionallearning.education.gov.scot/>.

They are also about to begin professional learning on Building Racial Literacy. The NASUWT has two places reserved on this and, if you are interested, you are encouraged to find out more information about the Building Racial Literacy programme at: <https://professionallearning.education.gov.scot/learn/learning-activities/> (this includes the essential and desirable criteria for securing a place). If, after engaging with this, you are interested in applying, then let us know at: [rc-scotland@mail.nasuwt.org.uk](mailto:rc-scotland@mail.nasuwt.org.uk).

Members are also encouraged to join the NASUWT on the STUC Anti-Racist March & Rally on Saturday 27 November, assembling at Glasgow Green for an 11am start.

## FORTHCOMING EVENTS

- 4 December NASUWT Young Teachers' Consultation Conference – Webinar  
For a comprehensive list, see [www.nasuwt.org.uk/EventsCoursesCalendar](http://www.nasuwt.org.uk/EventsCoursesCalendar).

