



# Annual Report 2022/23



## WELCOME FROM THE PRESIDENT

I am delighted to extend a very warm welcome to all members elected to represent their local areas, and observers and visitors, to the NASUWT Scotland 2023 Conference in Aberdeen. As we celebrate our first, post-COVID, in-person Conference and revel in the renewed sense of community which we missed enormously during the pandemic, may we remember the 17,500 people in Scotland who sadly lost their lives.

We are proud to be members of the NASUWT — The Teachers' Union — whose policy is informed not only by serving teacher and headteacher members directly, but also by the work of its extensive representative committees and broad-based consultative structures. We are a lay-led union, comprising practising teachers and school leaders working in education across the UK, the Isle of Man, the Channel Islands and Gibraltar. Our members successfully inform, control and lead policy to ensure a Better Deal for Scotland's Teachers.

As elected representatives to Conference, the NASUWT appreciates the vital part you play in setting out the future direction of the Union and of our beloved – and often embattled – profession.

I wish you all a successful, informative and inspiring 2023 Conference.

**Helen Auld**

NASUWT Scotland President 2022-2023

# FIGHTING ON PAY AND PENSIONS

## National dispute on pay

This dispute dominated the year for the Union and its members.

In late March 2022, the SNCT Teachers' Panel had submitted a pay claim of 10%, with NASUWT seeking a 12% rise.

On 18 May (the day that CPI rose to 9% and RPI to 11.1%), the employers' side made a formal pay offer to Scotland's teachers for 2022/23 of 2%. This was rejected by all members of the SNCT Teachers' Panel, including the NASUWT.

Despite the promise of a revised pay offer for teachers in Scotland after the Scottish Government Spending Review on 31 May, no further offer was tabled until 17 August and, even then, it was a mere 3.5%. The NASUWT immediately rejected this latest insulting offer.

Within 48 hours, this offer was increased to 5%. NASUWT members were asked for their views on this in a snapshot pay survey:

- 82% of those responding said that this offer was unfair in current circumstances;
- 83% advised that the NASUWT should reject the offer, which the Union duly did.

On 26 October, the Union opened a ballot of members in Scotland: this was the first national ballot for industrial action undertaken since 2011. A 'Ballot Army' of volunteer members was assembled and their contact and encouragement succeeded in securing a 64% turnout in the ballot (comfortably exceeding the 50% threshold required by anti-trade union legislation), with 92% of members voting in favour of strike action and 96% backing action short of strike action.

A further offer came from employers on 22 November but, while increasing the proposed pay rise to 6.85% for those at the lowest salary point, it made no change to the 5% offer for the majority of classroom teachers (on the top two points of the six-point salary scale) and, in fact, was a capped (and therefore reduced) offer for some in promoted posts. This insulting offer was immediately rejected by the NASUWT.

National strike action by NASUWT members proceeded on 7 and 8 December, followed by a programme of ongoing action short of strike action from 9 December, whereby NASUWT members refused to cover for absent colleagues and would attend no more than one meeting per week outside pupil sessions.

Despite this action, there was no improved pay offer made by the year's end and further strike action was taken by NASUWT members on 10 and 11 January 2023. Although there continued to be strong suggestions from the Scottish Government and the employers' body, COSLA, that a further offer would be tabled, nothing transpired and NASUWT members were again out on strike action across the country on 28 February and 1 March.

COSLA finally tabled a further pay offer to the SNCT Teachers' Panel in early March, consisting of: a 7% pay rise for the 2022/23 pay year, a 5% rise for April to December 2023 and a further 2% for January to July 2024, when a proposed new pay year would begin, based on the academic year. The offer retained the £80,000 cap of the previous one and was described as a 'best and final offer'.

The NASUWT consulted members regarding this offer and 52% indicated a desire to accept it, with 48% suggesting it should be rejected. At an SNCT Teachers' Panel meeting on 14 March, the NASUWT did not vote in favour or against the offer (reflecting the split of opinion in our membership). However, all other teacher trade unions agreed to accept it.

The NASUWT expressed intense dissatisfaction with the way the pay negotiations were finally concluded, sharing this dissatisfaction at the SNCT Teachers' Panel meeting on 14 March and also in meetings with the outgoing Cabinet Secretary for Education and Skills, Shirley-Anne Somerville, on 15 March, and her replacement Jenny Gilruth, on 6 April, and at a meeting with COSLA on 15 March.

### Case Study 1: Pensions dispute

In November 2022, members at Hutchesons' Grammar School in Glasgow were suddenly advised that their school was consulting on removing teachers from the Scottish Teachers' Pension Scheme (STPS) and enrolling them in an alternative and, in the view of the NASUWT, inferior private pension scheme.

At the conclusion of the consultation in February, 80% of staff expressed unhappiness with the proposal but the employer carried on regardless.

The NASUWT conducted a successful ballot for industrial action at the school but, given the small number of NASUWT members at the school and the aggressive tactics of the employer, those members concluded that it would be better to await the outcome of the statutory ballot of a sister union and to aim to take action together.

In the meantime, the employer indulged in a series of outrageous examples of bullying and intimidating behaviour: inviting employees who had failed to sign a contract variation letter into individual meetings to 'explain' their decision; issuing notices of contract termination and offers of re-engagement to those who had not signed contract variation letters by 28 March, with a deadline of 14 April for submission (the majority of this period being the Easter holidays); a clear threat that if new contracts were not signed by 14 April then teachers' jobs would be advertised – i.e. they would be sacked; a refusal to accept signed contracts with caveated statements from NASUWT members indicating that they were signing under duress; and further targeting of individuals who had not signed by 14 April in threatening one-to-one conversations.

During this period, the NASUWT successfully engaged a number of politicians to lobby on behalf of members, including the leader of the Scottish Labour Party, Anas Sarwar.

At the time of writing, the dispute remains live.

# NEGOTIATING AND ENGAGING ON BEHALF OF MEMBERS

## Terms and conditions

The SNP manifesto promise from the 2021 Holyrood elections was a reduction in pupil contact time of 1.5 hours per week for all teachers. Despite a number of meetings and negotiations, progress on achieving this reduction remains stalled: no agreement on how this time could be used has yet been reached. This unacceptable delay was a key feature of early discussions with the new Cabinet Secretary for Education and Skills, Jenny Gilruth.

There was a welcome development in the establishment of a specialist ASN sub-group of the SNCT Support Group, where the NASUWT nominated two teacher representatives, and there was a very successful first meeting of this sub-group.

The work of the SNCT Job Sizing Review Group and a sub-group on the national leave and pay specification remain ongoing. The NASUWT also raised management time and maternity and paternity rights at SNCT, both of which have been under discussion.

## Education reform

The Scottish Government's proposed major changes to the education landscape dominated the year: reform of the Scottish Qualifications Authority (SQA) and curriculum and inspection body (Education Scotland); the creation of a new Inspectorate; the Hayward Review of Assessment & Qualifications in the Senior Phase; and a National Discussion on Education.

Unfortunately, the various groups and committees charged with driving this work were typically devoid of classroom teachers and much of what took place across the year seemed incoherent, which the NASUWT raised repeatedly with the Scottish Government and others.

The NASUWT facilitated a roundtable session for Scotland Executive Council members with the Scottish Government's National Discussion team in November and a further targeted event for the NASUWT Black Teachers' Network. The formal NASUWT Consultation response was submitted shortly afterwards.

The NASUWT was part of the Community Collaborative Group which fed in to the Hayward Independent Review Group and a member of the Education Reform Stakeholder Reference Group, in addition to meeting directly with Professor Hayward to discuss progress. Members were provided with opportunities to feed in to the review process via various twilight engagement events: the formal consultation response to phases two and three of the Hayward Review of Assessment & National Qualifications in the Senior Phase were drafted based on this member feedback. Nevertheless, the NASUWT maintained throughout that there was insufficient effort on the part of the Review Group team to properly engage classroom teachers across the country and to give them appropriate time and space to consider and respond to key aspects of the Review.

# BEING THERE FOR OUR MEMBERS

## Behaviour management

Increasing concerns from members regarding pupil behaviour led to a series of actions from the NASUWT in early 2023 focused on pupil behaviour, including:

- a new NASUWT Briefing on the United Nations Convention on the Rights of the Child was circulated which seeks to outline the current position of this and, in particular, address some of the myths that surround it;
- a specific focus on pupil behaviour in meetings with the outgoing and the new Cabinet Secretary for Education & Skills;
- a Fringe meeting at the NASUWT Annual Conference on the UNCRC;
- the key Scotland 2c motion at the same Conference being on pupil behaviour; and
- webinars for all members on the UNCRC and pupil behaviour on 27 April, 3 May and 10 May.

## Case Study 2: Behaviour dispute

Members at Bannerman High School in Glasgow were balloted on a Refusal to Teach action that was given to a regularly abusive and threatening pupil. They delivered a successful vote on Tuesday 25 October and notice was duly given to Glasgow City Council of action commencing on Wednesday 9 November.

At the last possible moment (5.00pm on Tuesday 8 November), the NASUWT was advised that, if our members proceeded with the Refusal to Teach action, they would be deemed to be in breach of partial performance and be sent home without pay.

Over the succeeding weeks, three NASUWT members applied the Refusal to Teach action (some of them on more than one occasion) and, despite our protests, they were sent home and docked pay.

The NASUWT escalated the action in the school and all members undertook strike action on several occasions in the lead-up to the Christmas break, forcing the employer to bring in appropriate supports for the pupil (including off-site provision for three days a week). The NASUWT withdrew strike action immediately before Christmas and the action short of strike action instructions. A formal dispute resolution was agreed but monthly meetings between the NASUWT and Glasgow City Council have continued to try and ensure that the commitments made by the employer are seen to have bedded in.

# COVID RESPONSE

A national study was undertaken which showed that primary teachers were more likely than secondary teachers to have been infected with COVID across the pandemic. The NASUWT sought assurances from the Scottish Government that this would inform any future decision-making about protections/mitigations. The NASUWT also sought to delay the withdrawal of the SNCT COVID Absence Circular, before it was eventually withdrawn on 1 July.

On 15 August, a letter was sent to the Cabinet Secretary setting out the measures that the NASUWT was calling for to prevent a winter of absences in schools, including: additional funding and direction to schools to improve ventilation; HEPA air-filtration devices to all schools; additional funding to schools to cover supply costs for teaching and support staff absences; lateral flow tests made available for free to all staff and pupils; clear public health guidance for education settings; a broader public health messaging campaign on vaccination; re-emphasis on the need for COVID risk assessments; reinstatement of SNCT circular 22/89 on COVID absences; and meaningful wellbeing support to staff. Very little of this was enacted.

The Scotland COVID-19 Public Inquiry stalled when the Chair and several lawyers resigned, though these had been replaced by year-end and the Scottish Trade Union Congress (STUC) had been given core participant status in the Inquiry. The NASUWT submitted over 1,000 pages of evidence to the UK COVID Inquiry in early 2023, meeting a very short deadline for submissions. We have liaised with the TUC about the Education Module of the UK COVID Inquiry and liaised with the STUC regarding the Scotland COVID Inquiry, volunteering to be part of an STUC Working Group on this.

The Union continues to campaign for education and health and safety policy to support teachers who are suffering from Long COVID.

# ORGANISING TO WIN

Throughout the year, the NASUWT sought to recruit and retain members with a variety of activities.

The national pay dispute and associated actions brought the engagement of many members for the first time, whether that was mounting pickets (from Orkney to the Borders), attending rallies or lobbying the offices of the First Minister and the Cabinet Secretary for Education & Skills.

Training events were held throughout the year; for example, for Workplace Representatives and Health & Safety Representatives, supplemented by sessions on employment law by Thompsons Solicitors, on the UNCRC and Pupil Behaviour, and on Working Time Agreements, aimed at a broader swathe of the membership.

Leading activists and staff supported a broader range of Local Association meetings and activities across the country.

A return to physical events in some parts of the country saw much-improved engagement with and sign-up of student and NQT/probationer members.

## **NASUWT Equalities Conference**

In September, NASUWT Scotland hosted its first in-person Equalities Conference since 2019 at the Leonardo Hotel (formerly Jurys Inn) in Glasgow. This was very well-attended and included a stand-out session on Trans Rights from Caroline Mercer alongside workshops from Time for Inclusive Education (TIE) and Rape Crisis Scotland, and sessions on Islamophobia and Menopause in the Workplace. This has encouraged increased diversity in the activist base in the Union.

## **NASUWT Annual Conference**

NASUWT Scotland had a large and active delegation at the NASUWT Annual Conference in Glasgow in April, contributing to many key motions, successfully moving the Scotland 2c motion on Pupil Behaviour and engaging in excellent Fringe meetings on the UNCRC and Violence Against Women.



# FIGHTING FOR EQUALITY FOR TEACHERS

An increase in abuse of teachers actively advocating for LGBT-inclusive education and anti-racist education was seen throughout the year and in addition to condemning these actions, the NASUWT continued to promote our Hate Crimes and Online Abuse guidance for members and proposed a successful motion on this topic at the STUC Congress. Engagement also took place with the End Violence Against Women Coalition (EVAW) in support of their campaign to include a VAWG Code of Practice in the Online Safety Bill that is currently going through the House of Lords.

## **Supporting Black, Asian and minority ethnic members**

The NASUWT supported the Justice for Sheku Bayoh campaign alongside STUC affiliates by attending the inquiry, speaking at rallies outside the inquiry and hosting a screening of the film 'A Portrait of Sheku Bayoh' at the Scotland Centre.

The NASUWT continued to support the rolling out of the Building Racial Literacy programme via the Anti-Racism in Education Programme (AREP), with two members of staff and many NASUWT members attending the training course.

The NASUWT attended a parliamentary roundtable in January on Islamophobia, Education and the Future, sponsored by Foysoyl Choudhury MSP. The Union was represented at the St Andrew's Day march and rally in November and the Resist Racism rally for the UN Anti-Racism Day in March.

## **Promoting LGBTI awareness**

The NASUWT supported the Gender Recognition Reform (Scotland) Bill as legislation which will improve the system by which transgender people can apply for legal recognition through a Gender Recognition Certificate (GRC). The Union also attended the march for trans equality rally at the Scottish Parliament.

Following a successful motion to the STUC LGBT Conference, the Union was pleased that the Expert Advisory Group on Ending Conversion Practices published their report for the Scottish Government with guiding principles and recommendations to the Minister. The NASUWT continues to oppose all forms of conversion therapy.

The NASUWT supported a number of Pride events across Scotland, including Glasgow, Edinburgh, Fife and Aberdeen.

## **Championing disability rights**

The NASUWT submitted evidence to the Scottish Parliament Education, Children and Young People Committee on the Disabled Children and Young People (Transitions to Adulthood) (Scotland) Bill. The Union gave broad support to the overall aim of the Bill to improve outcomes for disabled children and young people in the transition to adulthood.

The Union also responded to the draft Scottish Government Mental Health and Wellbeing strategy calling for the Scottish Government to create a more detailed workforce plan covering mental health and wellbeing, as well as to the consultation on proposals to improve the effectiveness of the Public Sector Equality Duty (PSED) in Scotland.

Recognising Long COVID as a disability remained a key union campaign, with multiple MSP briefings and consultation responses submitted. Support was also given to the aims of the Scottish Employment Injuries Advisory Council Bill.

## Standing up for women members

Via the STUC Women's Committee, the NASUWT supported the launch of the report into sexual harassment, 'Silence is Compliance', as well as the campaign for Universal Free School Meals (UFSM) – presenting evidence at a supporters' event of the Union's survey of teachers in Scotland which evidenced the devastating effects of the cost-of-living crisis on pupils, with rising numbers of children and young people coming to school hungry and without the uniform and equipment they need to learn. Similar findings were set out in the Union's response to the Cross-Party Group on Poverty Inquiry into poverty and stigma. A further presentation was given to the Trussell Trust/IFAN Cash First Conference on the UFSM campaign, and a parliamentary engagement event in support of the Food for Thought campaign is being supported in May.

## STUC EVENTS

The NASUWT attended the following STUC conferences and proposed successful motions as follows:

Congress (A Better Deal for Workers, Online Abuse, School & Public Library Services and an emergency motion on Supporting Teachers at Hutchesons' Grammar School).

LGBT+ (Ban Conversion Therapy, LGBTI Education).

Black workers (Islamophobia, Gypsy, Roma & Traveller History Month).

Women (Period Poverty, Misogyny in Schools).

Disabled workers (Long COVID and Disabled Workers, Disability Leave).

The NASUWT continues to be represented on STUC General Council, the STUC Public Sector Affiliates' Group, the STUC Women's Committee, the STUC LGBT Committee and the STUC Black Workers' Committee.

# EXTERNAL BODIES, COMMITTEES AND WORKING PARTIES ON WHICH NASUWT SCOTLAND WAS REPRESENTED

## Scotland

- Scottish Negotiating Committee for Teachers
- Scottish Negotiating Committee for Teachers - Teachers' Panel
- Scottish Negotiating Committee for Teachers - ASN sub-group
- Scottish Negotiating Committee for Teachers - Support Group
- Scottish Negotiating Committee for Teachers - Job Sizing Group
- Scottish Teachers' Pension Scheme Advisory Board
- Education Reform Stakeholder Reference Group
- Hayward Review Community Collaborative Group
- Curriculum and Assessment Board
- Scottish Board for Teacher Education
- National Improvement Framework Professional Associations Group
- Scottish Learning for Sustainability Leadership Group
- Headteacher Recruitment Working Group
- Inspection External Stakeholder Reference Group
- Anti-bullying in schools - Respect for All Review - Working Group
- Gender Equality Taskforce in Education & Learning
- School uniform working group
- Supporting Workforce Wellbeing Stakeholder Reference Group
- Mental Health in Schools Working Group
- Scottish Advisory Group on Relationships and Behaviour in Schools
- Behaviour in Scottish Schools - Research Advisory Group
- Physical Intervention Working Group (Scotland)
- PSE Delivery & Implementation Group
- PSE Initial Teacher Education and Career-Long Professional Learning sub-group
- GTCS Contemporary Code Partner Group
- GTCS/Professional Associations Liaison
- South-East Regional Improvement Collaborative
- West Partnership (Regional Improvement Collaborative)
- Gender-Based Violence in Schools Working Group
- LGBT-Inclusive Education Implementation Group
- Anti-Racism Education Programme Stakeholder Network Group (AREP) sub-group Leadership and Professional Learning
- Anti-Racism Education Programme Stakeholder Network Group (AREP) sub-group Racist Incidents
- Anti-Racism Education Programme Stakeholder Network Group (AREP) sub-group on The Curriculum Reform Workstream
- Anti-Racism Education Programme Stakeholder Network Group (AREP) sub-group Diversity in the Teaching Profession and Education Workforce
- Scottish Labour Trade Union Group

- SNP Trade Union Group
- Scottish Greens Trade Union Group
- STUC General Council
- STUC Public Sector Affiliates
- STUC Fair Work Group
- STUC Black Workers' Committee
- STUC LGBT Committee
- STUC Equality Officers' Network
- STUC Women's Committee
- STUC Women's Committee School Meals Campaign sub-group
- STUC Women's Committee Sexual Harassment sub-group

### **Cross Party Groups**

- Cross-Party Parliamentary Group on LGBT
- Cross-Party Parliamentary Group on Challenging Racial & Religious Prejudice
- Cross-Party Parliamentary Group on Women's Health
- Cross-Party Parliamentary Group on Long COVID
- Cross-Party Parliamentary Group on Mental Health
- Cross-Party Parliamentary Group on Autism
- Cross-Party Parliamentary Group on Poverty
- Cross-Party Parliamentary Group on Accident Prevention and Safety Awareness

### **Responses to Consultations/Calls for Evidence**

- |              |   |
|--------------|---|
| 16 May       | – Gender Recognition Reform (Scotland) Bill –Equalities, Human Rights and Civil Justice Committee   |
| 18 July      | – National Improvement Framework: A consultation on enhanced data collection for improvement – Scottish Government                            |
| 29 July      | – Scottish Teachers' Pension Scheme – Independent Schools' Phased Withdrawal – Scottish Government  |
| 31 August    | – Home Education Guidance – Scottish Government   |
| 9 September  | – The Impact of Human Rights Budgeting – Equality, Human Rights & Civil Justice Committee   |
| 9 September  | – Pre-budget scrutiny: Scotland's COVID Recovery Strategy and Strategic Framework – COVID-19 Recovery Committee                               |
| 9 September  | – Road to recovery: impact of the pandemic on the Scottish Labour Market – COVID-19 Recovery Committee  |
| 9 September  | – A new Mental Health and Wellbeing Strategy – Scottish Government  |
| 14 October   | – School Uniforms Statutory Guidance – Scottish Government  |
| 25 October   | – Physical Intervention Guidance – Scottish Government  |
| 27 October   | – Disabled Children & Young People (Transitions to Adulthood) (Scotland) – Scottish Parliament Education, Children and Young People Committee |
| 7 November   | – Equity Toolkit – Education Scotland   |
| 15 November  | – Draft Strategic Plan 2023-2028 - GTCS   |
| 5 December   | – National Discussion on Education – Scottish Government  |
| 13 January   | – Independent Review of Qualifications & Assessment – Professor Louise Hayward  |
| 19 February  | – Long COVID Inquiry – Scottish Parliament COVID-19 Recovery Committee  |
| 7 April 2023 | – PE1989: Increase defibrillators in public spaces and workplaces –Scottish Parliament Citizen Participation and Public Petitions Committee   |



## THE LAST WORD

It has been my honour and pleasure to serve as a Scottish Officer on the Officer Group for the NASUWT over the last few years. I have learned so much and have met so many members in Scotland as well as the home nations.

The changes that have occurred in education are challenging. Our pay campaign and Better Deal for Teachers showed the commitment of members to improve pay and conditions for teachers in Scotland. But at what price? We give so much of ourselves to the young people in our care.

I feel humbled by the sacrifices made by members this year because they had enough of working way beyond their contracted hours for years without a real cost-of-living wage increase. The NASUWT in Scotland is a lifeline of support which really cares for their members. The support given by Mike and his team to members this year has been much appreciated.

Over the last three years, I have chaired so many meetings, learned much from my fellow officers, used technology to host conferences and represented Scottish members at a variety of conferences and events. What a journey! I don't regret raising my head above the parapet to give back to a union who has given me so much support, learning opportunities and friendship, as well as solidarity a sense of belonging.

I wish Linda a great year as Scottish President. I know that she will do her utmost for members in Scotland. Thanks to all my fellow officers and the friends I have made. I also wish to thank Fife Local Association for supporting me. Special thanks go to John Melville for being a mentor to me about union policies and how unions can effect change for the good of us all. This inspired me so much. You will still see me around, but now it will be just plain old Bernadette trying to be as active in the Union as possible - always working with other members to improve conditions for teachers. Solidarity, and I wish you all the best as we move forward together in the Union.

**Bernadette Easton**

# ACTIONS ON CONFERENCE RESOLUTIONS 2022

## PRIORITY MOTION – PAY

Conference asserts that now is the time for our trade union movement to take action against pay injustice and in response to the cost-of-living crisis.

Conference notes, with the utmost concern, that teachers are working harder than ever for less pay and the prospect of inferior pensions when they retire.

Conference condemns the failure of governments and administrations to invest in teachers and the fact that their actions have slashed teachers' real-terms pay.

Conference deplores the deliberate pursuit by governments of policies which have caused serious financial hardship for many members as a result of substantial real-terms pay cuts to teachers' pay.

Conference further condemns the actions of governments which have failed to protect teachers, their families and the pupils they teach from the rising costs of fuel, food, housing and energy, and which have contributed to increased levels of poverty and widening inequality in our society.

Conference further asserts that any below-inflation pay award for teachers would be an insult to the profession and must be rejected and robustly challenged and opposed.

Conference applauds the actions of NASUWT Scotland members and representatives in calling for a Better Deal for Teachers.

Conference pledges its support and solidarity to the STUC and our sister trade unions in campaigning, together to secure a new deal for working people and better pay for our members.

Conference further applauds the actions taken by the Scotland Executive Council in leading the fight back against the attacks on teachers' working conditions and demands a restorative programme of teachers' pay awards that will address the real-terms pay cuts suffered by teachers last year and in many years since 2010.

Conference commits the Scotland Executive Council to continue to mobilise members for national industrial action, up to and including strike action, in the event that the Scottish Government fails to deliver a programme of restorative pay awards for teachers.

### **Committee to Lead and Support (lead in BOLD)**

**Officers** Salaries

### **Progress Report**

Attendance at the TUC #DemandBetter march and rally on 18/06/22. Strong attendance from NASUWT Scotland alongside social media promotion.

Liaison with affiliated trade unions via the STUC. Attended STUC General Council planning day.

Engagement via the SNCT.

Lobbying of MSPs. Whole member email at end of term and publicity via social media of MSP letter tool on the website.

Building for action/comms to members. Regular social media output reinforcing the campaign, notice board posters created.

Joint campaign work via STUC on poverty. As part of free school meal campaign. Met with Gov Minister and MSPs in advance of the Good Food Nation Bill.

Joint working with Poverty Campaign Groups. Met with CPAG Scotland, One Parent Family Scotland, Trussel Trust Scotland, Aberlour and the STUC 28/06.

Meetings with the Cabinet Secretary and Deputy First Minister around teacher pay.

Industrial action taken on 7 and 8 December alongside press and social media coverage.

Attendance at the STUC pay rally on 8 December.

SNCT teacher unions meeting to discuss coordination of action in 2023.

Two further days of strike action taken on 10 and 11 January, including the presentation of a report card to FM and Cab Sec.

Meetings/conversations with the Scottish Government/COSLA were ongoing. A new offer was tabled on 14 February 2023. NASUWT members decisively rejected this following a member survey conducted between 16 and 20 February. The offer was formally rejected by the SNCT Teachers' Panel on 22 February. On this date, the NASUWT also submitted a detailed pay submission for 2023 continuing to call for a restorative pay award for teachers.

Further national strike action planned on 28 Feb and 1 March, including a demonstration in front of COSLA in Edinburgh.

Teachers continuing to be supported through the provision of guidance and individual support and advice to take ASOSA in support of the pay dispute.

On 3 March, a 'best and final offer' was tabled. At an SNCT Teachers' Panel meeting on 14 March, a majority of Panel members voted to accept this offer, though the NASUWT did not do so. This is for 28 months and is in three parts and covers the period 1 April 2022 to 31 July 2024.

A Better Deal for Workers motion was moved at STUC Congress in April alongside PR and social media.

**Status (incl. key NASUWT deliverables required)** GREEN/AMBER/RED  
**GREEN**

### **PRIORITY MOTION – CLIMATE CHANGE**

Conference supports the Education International Manifesto on Quality Climate Change Education for All and calls on the Scotland Executive Council to negotiate with and lobby the Scottish Government and local authorities to ensure that:

- (i) every student leaves education climate-literate and equipped with the skills and knowledge needed to tackle climate change, adapt to uncertainties, and take part in building a more sustainable future;
- (ii) the climate change curricula is gender responsive, takes into account the inequalities experienced by girls and women, and takes an intersectional approach;
- (iii) quality climate change education (CCE) is based on science and addresses the ethical, cultural, political, social, engineering and economic dimensions of climate change;
- (iv) CCE addresses the unequal contribution of countries towards causing climate change and the unequal impact of climate change today, recognising that the current system is inequitable, and levels of production and consumption are unsustainable;
- (v) CCE further recognises that vulnerable populations and groups are most directly affected, including low-income countries, small island states, poor communities, indigenous peoples, people with disabilities, people of colour, women, girls and children;
- (vi) CCE promotes a multicultural vision and recognises indigenous knowledge and
- (vii) CCE fosters critical thinking and civic engagement. It is transformative and empowers students to consider just and sustainable alternatives, and then take action in their local communities and beyond.



Conference believes that if the issue of climate change is not prioritised, and decisive action is not taken swiftly through a global response, there will be disastrous consequences for the future of the planet and humanity.

Conference further believes that in order to do so, the impact of colonialism on climate change must be acknowledged.

Conference therefore calls for greater policy cohesion between the NASUWT campaign to fight for racial justice and to decolonise the curriculum in its commitments to campaign for climate justice.

### **Committee to Lead and Support (lead in BOLD)**

#### **Education**

Equal Opportunities

### **Progress Report**

Position shared with the Scottish Government.

Engaged with GTC Scotland Learning for Sustainability 'Connect' Drop-In sessions on 26 May.

Attend launch of STUC

Climate Hazards & Resilience in the Workplace Handbook & Workbook launch 07/07.

Participated in Learning for Sustainability workshop in autumn term (three meetings).

Motion used to inform STUC Black Workers' Conference motion.

Content of policy and motion to be shared with the REAREP and in particular the curriculum sub-group. Met in August.

Motion discussed at the NASUWT Scotland Equality Advisory Group in May.

Retained a seat on the LfS Network and Stakeholder Group.

Attended launch of the LfS - Children's Parliament Report Workshop and also the launch of the University of Dundee Report.

Collaborative working between Scotland and Education team to collate resources for members which provide cohesion between the fight for racial justice and to decolonise the curriculum and climate justice.

Policy on reparations discussed at Equality Advisory Group meeting in November and a motion determine sub-group to be drafted to SEC 2023.

Met with the IOP (Institute of Physics) 17/01 and thereafter shared this motion with them to support shared understanding of policy and identify shared aims and objectives.

Shared the IOP campaign on LimitLess with the AREP sub-group on curriculum chair, with a view to building links with subject specialism organisations to look at curriculum changes which recognise colonialism.

Engaging via the LfS Leadership Group on an updated LfS Action Plan.

Promoted to member-free training for trade unionists on Climate Hazards at work taking place Wednesday 3 May.

Motion forwarded to the School Uniform Working Group to inform the terms of reference.

Shared on Twitter the Signposts for Global Citizenship's newly launched resource website for schools.

**Status (incl. key NASUWT deliverables required)** GREEN/AMBER/RED  
**AMBER**



## PRIORITY MOTION – ISLAMOPHOBIA

Conference is appalled that 75% of Muslims said Islamophobia is a regular or everyday issue in Scottish society and warmly welcomed the Islamophobia Public Inquiry which exposed the everyday racism faced by Muslims.

Conference commits to work inter alia via the newly formed Cross-Party Group on Challenging Racial and Religious Prejudice to increase awareness and visibility of the Islamophobia Public Inquiry recommendations.

Conference agrees that preventing and tackling Islamophobia should be a priority for every school and that there should be no place for discrimination, inequality and intolerance in our schools or in Scotland.

Conference calls on the Scotland Executive Council to lobby the Scottish Government and all Scottish local authorities to ensure:

- (i) an understanding of Islamophobia is integrated into Scotland's education curriculum;
- (ii) the Scottish Government instigates a full independent review into Islamophobia;
- (iii) the shortfall in data about Islamophobia in Scotland is addressed;
- (iv) a formal definition of Islamophobia is adopted by the Scottish Government which will promote understanding, encourage reporting, and indicate a commitment to addressing Islamophobia and
- (v) local authorities develop and promote a model policy on religious observance.  
Conference further calls on the Scotland Executive Council to support members, representatives and Local Association Secretaries to:
- (vi) challenge bullying, harassment and discrimination in schools and colleges;
- (vii) campaign for compulsory equality training for all staff in schools and colleges and
- (viii) campaign for and promote the embedding of equalities within the curriculum.

Conference also calls on the Scotland Executive Council to campaign to ensure the views and needs of staff and students from all religious and ethnic backgrounds are identified, including through consultation, and used in policy planning and decision-making both within the Union and also at local authority and Scottish Government level.

Conference finally notes that it is disappointing that local authorities and schools are not always cognisant of their duties and responsibilities under not only the Equality Act, but also the Public Sector Equality Duty (PSED), and calls on the Scotland Executive Council to provide training to Local Association and negotiating secretaries on the PSED.

### **Committee to Lead and Support (lead in BOLD)**

#### **Officers**

Equal Opportunities

### **Progress Report**

Press release r.e. Islamophobia motion at Scotland Conference.

Maintained seat on the CPG on Challenging Racial and Religious Prejudice

Met with author of the Islamophobia Inquiry, Prof Hopkins, in June.

Confirmed Prof Hopkins as a key note speaker at Equalities Conference in September.

Motion submitted to STUC Black Workers' Conference (October).

NASUWT statement on Islamophobia published in November and an accompanying PR was issued.

NASUWT event to mark Islamophobia Awareness Month - Tuesday 29 November.

STUC motion on Islamophobia forwarded to REAREP and Education Scotland in November.

Need for Islamophobia policy raised at NASUWT National Discussion on Education Black Network event 01/12/22, as well as in the formal written consultation response on the National Discussion.

Invitation by Community Policy Forum to Scottish Parliament event: Islamophobia, Education, and the Future, sponsored by Foyso Choudhury MSP on Tuesday 17 January 2023, and attended by members of the NASUWT Black Network.

Met with Education Scotland and SG representatives to discuss Shawcross review report and impact on Prevent in Scotland.

Successfully confirmed STUC policy of compulsory equality training in schools at the STUC Black Workers' Conference in 2022. Lobbied to ensure this formed part of the AREP submission to the National Discussion. Ongoing discussion via the AREP professional learning sub-group to expand the Building Racial Literacy training course and to mandate this training for school leaders in the first instance.

Maintained a seat on the Curriculum sub-group of the AREP and engaged in the drafting of curriculum principles – including by sharing the NASUWT framework.

Promoted online the CRER report on racially motivated bullying on social media.

Secured a seat on a new working group: Anti-bullying in schools - Respect for All Review - Working Group.

Engaging via the SAGRABIS RAG sub-group on the data collection questionnaires on bullying, harassment and discrimination in schools on the national BISSR (behaviour in Scottish schools research).

Targeted consultation event for Black members utilised as part of National Discussion data collection.

Following discussions at the CAB, where the NASUWT made clear that equality strands should be considered separately, a meeting was scheduled with Education Scotland and the Scottish Government to elaborate on those concerns. Further discussions pending with the chair of the AREP to ensure governance arrangements do not eclipse the voice and views of those with lived experience.

PSED advice on the website: <https://www.nasuwt.org.uk/advice/equalities/equality-law/equality-law-in-great-britain/the-public-sector-equality-duty.html>.

Equalities Training and Development Day - Nov 22.

Equality Officers training - 23 March 2023.

Advice issued to Local Secretaries for Ramadan referencing the outcomes of the public inquiry.

National Demonstration.

RESIST RACISM

Saturday 18 March 2022 - UN Anti-Racism Day.

GLASGOW: Assemble 11.00am, George Square G2 1DH.

Attended demo in Glasgow organised by Stand Up to Racism as part of an internationally coordinated day of protests against racism, Islamophobia, antisemitism, fascism and the far right.

**Status (incl. key NASUWT deliverables required)** GREEN/AMBER/RED  
**GREEN**

## **SUPPORT FOR VARYING DEGREES OF LONG COVID**

Long COVID appears to be recognised as a reason for absence and is a debilitating illness that needs a reasonable adjustment to the workplace.

Conference calls upon the Scotland Executive Council to endeavour to take actions to see Long COVID recognised as a disability that needs a reasonable adjustment to the workplace.

**Committee to Lead and Support (lead in BOLD)**  
**Health and Safety**  
Equal Opportunities

## Progress Report

Campaign for national terms and conditions which recognise Long COVID via the SNCT.

Liaison with teachers' side of the SNCT to draft correspondence to COSLA.

Motion used to inform STUC Disabled Workers' Conference motion.

Secured seat on CPG Long COVID group.

Attended 22nd Annual Scottish Hazards Conference, workshop on Long COVID included, within Better Deal draft motion to STUC Congress 2023.

Submission made to CPG on Education Committee Long COVID Call for Views – including two member case studies.

Impact on Long COVID made to the Scottish Government at meeting on 24/02 regarding COVID recovery.

Financial impact of Long COVID absences raised with CPG on poverty in relation to their rural inquiry.

SG recommendations issued - following the COVID-19 Recovery Committee (consultation submitted 9 Sept 2022) inquiry into the impact of COVID-19 on the labour market in Scotland - one recommendation made on Long COVID.

Issued a parliamentary briefing to all MSPs to tie in with the Long COVID awareness day debate in Scottish parliament.

Attended the TUC event on Long COVID: the long wave of the pandemic (having promoted the TUC survey to members).

Shared EAVE II team preliminary findings of Long COVID study with members.

Met with Mark Griffin MSP at STUC Congress to discuss the proposed Scottish Industrial Injuries Bill. The impact of Long COVID from a teacher's and wider education perspective was outlined.

**Status (incl. key NASUWT deliverables required)** GREEN/AMBER/RED  
**GREEN**

## TEACHERS' WELLBEING AND SUPERVISION

Conference notes that schools and teachers have never been more engaged with the lives of young people in their care. From relationships frameworks, inter-service working to COVID recovery, staff are integral to the support of our young people's wellbeing. And yet, unlike other professionals delivering this agenda, teachers have no built-in mechanism for supervision, and the piecemeal approach across authorities and establishments is leading to an increase in the number of teacher staff experiencing vicarious trauma, blocked care and ultimately burnout.

Conference believes that staff should have the right to access regular, structured, professional support as part of their working conditions in line with colleagues in educational psychology, social work and health. This will ensure not only the safety of our profession, but also the continuation of support so vital for our pupils.

Conference asks the Scotland Executive Council to campaign for counselling-style supervision for all teachers who request it.

### **Committee to Lead and Support (lead in BOLD)**

#### **Education**

Health and Safety

## Progress Report

Build connections with third sector organisations – met with Place2Be in June.

Data secured from Place2Be research shared with SEC Officers.

Secured a seat on Supporting Workforce Wellbeing Stakeholder Reference Group, following meeting with Education Scotland lead to discuss teacher wellbeing and mental health support.

Shared wellbeing data from NASUWT survey with all attendees at the stakeholder reference group.

Included wellbeing within revised remit of SBTE discussed at the November meeting.

Shared updated Education Scotland Supporting Workforce Wellbeing offer on social media, including the supervision space.

At February meeting of the CPG on Mental Health, called for greater scrutiny to be given to teacher wellbeing as part of the programme for the year ahead.

Met with Education Scotland Wellbeing lead to discuss concerns regarding the accessibility of the courses offered for wellbeing across all equality strands.

Met with Mind to Mind SG wellbeing lead to promote opportunities to engage with members, especially Black members and disabled member networks.

## **IMPROVE MATERNITY AND PATERNITY CONDITIONS**

Conference notes that maternity and paternity conditions for teachers now lag behind other sectors.

Conference believes that to attract the best to the profession, teachers' conditions need to be among the best.

Conference calls upon the Scotland Executive Council to make representations to the Scottish Negotiating Committee for Teachers (SNCT), to improve maternity and paternity conditions for teachers.

### **Committee to Lead and Support (lead in BOLD)**

#### **Salaries**

Equal Opportunities

#### **Progress Report**

Motion submitted to SNCT at September meeting.

Paper drafted and submitted to SNCT Support Group Teachers' Side for meeting in November.

The NASUWT shared all comparator data sourced with other teacher unions in the SNCT Support Group.

Following review of that data, another SNCT Teachers' Side meeting to discuss progress of motion further was scheduled for February 2023, but it was postponed in favour of a discussion on the proposed reduction in teacher class contact time.

**Status** (incl. key NASUWT deliverables required) GREEN/AMBER/RED  
**AMBER**

## **INCREASE SUPPORTED STUDY RATES**

Conference recognises that supported study should always be voluntary.

Conference notes that there is not a consistent approach to supported study across Scotland, with this particularly true for payment.

Conference calls upon the Scotland Executive Council to raise this at SNCT level, to ensure that teachers receive an appropriate payment for this voluntary service.

### **Committee to Lead and Support (lead in BOLD)**

#### **Salaries**

Motion submitted to SNCT at September meeting – defeated.

Scotland Officers agreed in January 2023 that local authorities be surveyed regarding rates that they currently pay and evidence used to push for improvements, where needed.

Majority of returns received (22 of 32), but some are still pushed in early April.

**Status** (incl. key NASUWT deliverables required) GREEN/AMBER/RED  
**AMBER**

## PUPIL INDISCIPLINE

Conference condemns the culture that is being allowed to breed in Scottish schools.

Pupil indiscipline is the biggest concern today in Scottish schools for parents, teachers and pupils themselves.

Conference calls on the Scotland Executive Council to:

1. campaign nationally to highlight the effect pupil indiscipline is having on teachers' and pupils' mental health and
2. lobby MSPs to highlight this issue and seek guidance and support to help deal with this issue.

**Committee to Lead and Support (lead in BOLD)**  
**Health and Safety**  
Education

### Progress Report

Response submitted to public consultation on the Scottish Government draft physical intervention in schools guidance.

Raised via SAGRABIS in September meeting.

Secured seat on the RAG sub-group of SAGRABIS looking at the BISSR.

Met with SG leads November.

Raised at SAGRABIS meeting in December.

Individual industrial action taken in a Glasgow school with associated press and social media messaging.

Councillors briefing Nov 22 issued in Glasgow.

Behaviour concerns raised with SG representatives at National Discussion meeting during SEC in December.

Work underway on NASUWT campaign on behaviour.

Widespread coverage of Scotland NEM's media appearance exploring the issue.

Liaison with Willie Rennie, MSP, who has committed to campaigning on the issue.

Comparator data secured from Big Questionnaire to be shared with next SAGRABIS meeting in March – postponed due to change in Cabinet Secretary.

The NASUWT scheduled a special meeting with the Cabinet Secretary on 7 March to discuss pupil behaviour.

Motion to National Conference drafted on pupil behaviour.

Teacher wellbeing concerns raised via the CPG on Mental health and the Supporting Workforce Wellbeing Stakeholder Reference Group.

NASUWT guidance on UNCRC, including myth busting, was published online in February 2023.

Pupil behaviour explored in depth with Cabinet Secretary for Education & Skills at meeting in March 2023.

Motion on pupil behaviour debated and passed at NASUWT Annual Conference.

Fringe meeting on UNCRC at NASUWT Annual Conference.

Online sessions for members on Pupil Behaviour and UNCRC planned for 27/4, 3/5 and 10/5.

Tom Bennet invited to address Scotland Conference 2023.

BISSR national behaviour survey promoted to members and encouragement was given to respond.

Engagement with Daily Record over Our Kids, Our Future campaign.

Communication with a University researcher, meeting pending.

At Gender Equality Taskforce in Education & Learning meeting, an issue was raised on the need for behaviour in schools and how it is addressed. It should be kept high on the agenda for consideration by the taskforce.

NASUWT survey on behaviour pending??

**Status (incl. key NASUWT deliverables required)** GREEN/AMBER/RED  
**GREEN**

### **PE TEACHERS AND DEFIBRILLATORS**

In light of all the high-profile cardiac arrests in sport, Conference calls upon the Scotland Executive Council to campaign to ensure that every PE teacher is fully trained in defibrillators and that every school has one installed.

**Committee to Lead and Support (lead in BOLD)**  
**Health and Safety**

#### **Progress Report**

Draft letter provided to all Local Negotiating Secretaries to submit via their LNCT or Health and safety Committee.

Defibrillators are installed in every Aberdeen school – October 2022.

October: Aberdeenshire MSP urged SG to give every state-funded school a defibrillator following plans announced in England.

On 9 December 2022, written question S6W13035 asks the Scottish Government for its response to reports that Scotland's richest areas have almost ten times as many PADs as its most deprived areas.

Citizen Participation and Public Petitions Committee currently considering petition PE1989: Increase defibrillators in public spaces and workplaces.

Update sought from the Committee on progress of petition Feb 2023.

Evidence submitted on 4 Apr 2023 to Citizen Participation and Public Petitions Committee on petition PE1989: Increase defibrillators in public spaces and workplaces.

Video of speech to Conference passing this motion added to YouTube and promoted as part of evidence to MSPs.

**Status (incl. key NASUWT deliverables required)** GREEN/AMBER/RED  
**GREEN**

### **SUBJECT-SPECIFIC CAREER-LONG PROFESSIONAL LEARNING (CLPL)**

Conference notes that:

- (i) after a decade of the removal of subject leads and Quality Improvement Officers, there is now a lack of subject-specific support/CLPL available to teachers from their employers or local authorities;
- (ii) the majority of CLPL available from local authorities is based around developing middle and senior managers, but there is little for classroom teachers aside from generic activities such as moderation, which are delivered with such a broad-brush approach that they are of little use and
- (iii) the Institute of Physics (IOP) has recently published a report on the importance of subject-specific support across all areas of the curriculum.

**Committee to Lead and Support (lead in BOLD)**  
**Education**

## Progress Report

Raised with Education Scotland.

Raised via RICs.

Monitoring development of new national bodies to replace the SQA/Education Scotland.

Meeting with Learning and Skills Manager (Scotland) at Institute of Physics (17 January) – agreement to work together on areas of common ground.

22/02/23 request made to SBTE to consider subject-specific CLPL and motion forwarded to secretariat. Subject to the matter being raised at SBTE, an archived SBTE paper from 2018 outlining an agreed model of professional learning was forwarded to the secretariat - pointing to the specific mention of subject-specific learning and requesting SBTE undertake a review of the recommendations in that paper.

Engagement via AREP undertaken to ensure stronger links with subject specialist organisations – agreed would be undertaken once anti-racist principles finalised.

**Status** (incl. key NASUWT deliverables required) GREEN/AMBER/RED  
**AMBER**

### COMPOSITE A: HOME ECONOMICS

Conference recognises the great work done by Home Economics teachers in Scotland in providing pupils subject to social deprivation with key life skills when many households are making incredibly difficult decisions on whether heating or good nutrition is better for health and wellbeing.

Conference notes that:

- (i) Home Economics has traditionally been viewed as a subject predominately taught by female teachers and predominately studied by female pupils;
- (ii) unlike their colleagues in Science and Technology, they do not have dedicated staff to assist with preparation;
- (iii) resources to support the preparation and delivery of Home Economics have often been inferior to other Science, Technology, Engineering and Mathematics (STEM) subjects, a disparity that is growing and
- (iv) qualified technicians are needed to support Home Economics teachers to undertake their roles effectively and within their current contractual conditions.

Conference mandates the Scotland Executive Council to:

- (a) undertake an audit of which local authorities currently provide technician support for Home Economics teachers and compare the level of technician support across different STEM subjects;
- (b) campaign for a minimum of a dedicated, qualified technician for each Home Economics department in each school;
- (c) raise with the local authority and in individual schools temporary solutions to reduce workload pressure on Home Economics teachers, such as a reduction in class contact time and the use of additional auxiliary staff to undertake essential non-teaching duties and
- (d) when contacted by individual members, undertake a merits assessment for any potential legal claims around indirect discrimination in the disparity in technician support between Home Economics and other STEM subjects.

#### **Committee to Lead and Support (lead in BOLD)**

##### **Education**

Salaries

Health and Safety

FOI request to local authorities agreed at the January 23 Scotland Officers' meeting.

Individual support provided to LNCT/Local Associations in their discussions with council/LNCT:

- (i) to work across unions via the LNCT;
- (ii) to create a new LNCT agreement and working party to draft;



- (iii) ensure sufficient paper evidence available to support any claims and
- (iv) engage local HE members.

Communication made with COSLA, including the content of the motion regarding data collection across local authorities.

FOI request to individual councils submitted. Majority of replies received (22/32), but remainder were chased in early April.

**Status** (incl. key NASUWT deliverables required) GREEN/AMBER/RED  
**AMBER**

## **DEVELOPMENT OF MULTI-ESTABLISHMENT HEADTEACHERS**

Conference notes that:

- (a) the work done by the Career Pathways group has led to the formalising of the acceptance of multi-establishment headteachers in Scottish schools within the SNCT handbook;
- (b) some local authorities are pushing ahead with programmes prior to the adoption of an agreed code of practice and
- (c) some local authorities have implemented multi-establishment headteachers in very small schools and in rural areas, to achieve budget savings.

Conference welcomes:

- (a) the statement from the Headship and Beyond Working Group that 'there has to be an examination of the principles underpinning these posts' and
- (b) the recommendation of the Headship and Beyond Working Group that the SNCT Joint Secretaries prepare a new appendix for approval by the SNCT, containing a code of practice for appointing multi-establishment headteachers.

Conference mandates the Scotland Executive Council to campaign:

- (a) for the SNCT to set up a working party, including the NASUWT, to write the code of practice;
- (b) to have appointment of these posts delayed until the code of practice is implemented;
- (c) to ensure that local authorities are following the principles outlined in the new code of practice;
- (d) to ensure that mitigations and protections are negotiated to protect members' interests and are not driven by budgetary constraints via engagement with local authorities and
- (e) to set up a time period for local authorities to carry out a thorough evaluation regarding the success and concerns of any M multi-establishment headteachers programme and that this evaluation fully involves and is shared with all stakeholders.

### **Committee to Lead and Support (lead in BOLD)** **Salaries**

#### **Progress Report**

Motion submitted to SNCT at September meeting – defeated.

Scotland Officers agreed at the January 23 meeting to address with any Council which raised proposal (NB - North Lanarkshire Council have abandoned their plan to progress this).

**Status** (incl. key NASUWT deliverables required) GREEN/AMBER/RED  
**GREEN**

## **COMPOSITE B: ADDITIONAL SUPPORT NEEDS (ASN)**

Conference notes that in some areas:

- (i) Child and Adolescent Mental Health Services (CAMHS) no longer has involvement with children and young people after providing a diagnosis of autism and
- (ii) additional support staff, promised in August, have still not been provided.

Conference believes that local authorities which do not have any specialists for ASN, but assume that mainstream provision is suitable for everyone, are not meeting the needs of all their pupils and putting additional strain on the workload of classroom teachers.

Conference further notes time spent dealing with a small percentage of ASN children is disproportionate to their peers.



Conference condemns the continued assumption of the mainstream and the expectations that all high tariff learners can be integrated into mainstream classes. The resultant behaviour of the learners whose needs are not being met affects the health and safety of colleagues, causing injury, harm and long-term health problems.

Conference calls on the Scotland Executive Council to:

- (a) continue its investigation into ASN budgets and the loss of skilled ASN staff;
- (b) step up its campaign ensuring transparency and honesty in the provision of ASL across sectors and that provision is meeting pupil needs;
- (c) campaign to promote the effective, needs-based deployment of skilled and qualified ASN teachers to provide a varied and flexible service which meets individual needs;
- (d) campaign for COSLA and the Scottish Government to improve resourcing and training for all teachers and support staff working with learners who have a developmental condition, so that schools and the curriculum can be accessible for all learners and
- (e) support the campaign for an Autism Champion so that all of us who support young people with developmental issues can provide the services and learning needed.

## **Committee to Lead and Support (lead in BOLD) Education**

### **Progress Report**

Shared content of motion with NAS - August 22.

Motion submitted to SNCT at September meeting – defeated.

Workshop at Scotland Equality Conference by National Autism Implementation Team.

Disabled Children and Young People (Transitions to Adulthood) (Scotland) Bill 27 October 2022 consultation response -submitted.

Work on ASN definitions/class size ongoing at SNCT Support Group Teachers' Side, including a one-off meeting with ASN specialists to gather information and data.

Raised in consultation response to - Let's Talk Scottish Education' National Discussion, December 2022.

Verbal feedback also given to National Discussion via SEC meeting with SG officials.

Meeting with SG lead on the Promise - January 2023 and again in May 2023.

Ongoing engagement with the CPG on Autism.

Welcomed the NAS report in Jan 2023 and publicly reaffirmed support for the campaign for an Autism Champion on social media.

Support provided to individual Local Associations in budget discussions, including attendance at meetings and support for local demonstrations and rallies.

Communication made with COSLA regarding data collection of support staff across local authorities.

Raised in Hayward review submissions and meetings, including the CCG.

Supported at STUC Congress a motion on ASN budgets.

**Status** (incl. key NASUWT deliverables required) GREEN/AMBER/RED  
**AMBER**

