

WHY JOIN NASUWT?



The NASUWT is The Teachers' Union and is the voice of the teaching profession.

Our aim is to improve and protect the status, morale and working conditions of the teaching profession so that teachers and head teachers can provide the best education and support to children and young people.

We are committed to ensuring that teachers and head teachers are recognised and rewarded as highly skilled professionals with working conditions that enable them to focus on their core role of leading teaching and learning.

When you join NASUWT, you are joining thousands of teachers in many types of education workplace, including independent and state schools, in all parts of the UK, the Crown Dependencies and beyond.

You are not alone

We are there to protect your interests at work, as an individual when you need confidential help and advice, and collectively to improve the pay and conditions at your workplace. With you stand the experience, professional advice and support of our elected lay officers and staff.

We know that teachers prioritise the pupils they teach. However, it is your employment that is our priority. We are here to protect your job and to improve it.

You may have a good relationship with your employer, and/or headteacher. However, negotiating your pay and working conditions should not depend on individual relationships. Trade union recognition will provide members with more than the basic legal minimum employment rights and greater job security.

The NASUWT and our sister unions have maintained a high benchmark for working conditions for teachers in the state and private sector, including working to protect the Teachers' Pension Scheme (TPS).

As a union, we represent members individually and at their workplaces. However, nationally, we negotiate with the Government on pay and conditions, as well as meet regularly with the Department for Education (DfE) on a range of educational matters from special needs and curriculum entitlements to workload, flexible working and health and safety. We also meet regularly and promote the views of our members with organisations such as Ofsted, the examinations boards and the Independent Schools Council (ISC).

continued overleaf

TEN REASONS...

why you should join NASUWT for a Better Deal:

1. **Pay** – In the past year, the cost of living has compounded the fact that teachers' pay nationally has fallen by 20% since 2010. We are experienced at negotiating pay deals so that teachers' salaries take into account your experience, workload and the cost of living.
2. **Workload and working time** – Teachers have a constantly expanding workload. You are entitled to a reasonable work/life balance, and we work with employers to bear down on workload and to improve wellbeing.
3. **Trade union recognition** – We will work to achieve trade union recognition with your employer voluntarily or through a Central Arbitration Committee (CAC) application. At workplaces where unions are recognised, employees have a collective voice, better working conditions and higher pay levels.
4. **Teachers' pensions** – Your pension is a deferred part of your salary and we are campaigning to keep independent schools within the TPS, one of the most important and valuable benefits available to teachers.
5. **Confidential advice, casework support and representation** – Teaching is a lifelong career for most of our members, and there is likely to be a time when you need to refer to us for advice, whether that ranges from confidential advice about maternity or to support in an individual case or collective situation such as restructuring and redundancy.
6. **Equalities** – We hold equality at the heart of our agenda to ensure that all colleagues are treated fairly in matters of pay, career progression and working conditions, while promoting flexible working, particularly for those with caring responsibilities or health conditions.
7. **Health and safety** – We provide training for our school health and safety representatives, and update members with guidance and advice on matters that range from the condition of school buildings to the health and mental wellbeing of staff. We believe that all employees have the right to work in a safe environment.
8. **Continuing professional development** – Our members have access to training opportunities including our equalities conferences and a range of webinars, as well as a wealth of advice on our website.
9. **Fire and Rehire** – We will continue to campaign against 'Fire and Rehire' employment practices, which have become common in independent schools.
10. **Have your say** – Let us know your concerns and success stories. Take part in our annual 'Big Question' survey, or become involved in your Local Association. There are many ways to let us know your views so we can work on a Better Deal for independent school teachers.