

# MEMBERS' BULLETIN

## **Behaviour & Mobile Phones**

Advice was shared with all members in September on the key points of the Scottish Government's Joint Action Plan on Relationships & Behaviour and on its guidance on Mobile Phones in Scotland's Schools. This advice is posted in PDF documents on this page: [nasuwt.org.uk/BetterDealForScotlandTeachers](https://nasuwt.org.uk/BetterDealForScotlandTeachers)

All Workplace Reps have been written to more recently and encouraged to request a school visit where we can share our presentation on how this guidance can be embedded locally. If you would like us to visit your school to deliver the presentation, then let us know at [scotland@mail.nasuwt.org.uk](mailto:scotland@mail.nasuwt.org.uk)

NASUWT will always stand up for our members – two trade disputes have recently been lodged at schools in Glasgow and East Dunbartonshire over poor pupil behaviour and the health, safety and welfare of members.

## **Guidance on Physical Intervention**

*Included, Engaged and Involved Part 3: a relationships and rights-based approach to physical intervention in Scottish schools* was published in November. NASUWT did not agree to this guidance, believing that it has insufficient clarity and will leave staff in school confused about when and how they might intervene. A link to the Guidance is here:

<https://www.gov.scot/publications/included-engaged-involved-part-3-relationships-rights-based-approach-physical-intervention-schools/>

## **Respect for All**

During anti-bullying week in November, the new national anti-bullying guidance launched: this guidance was drafted in consultation with NASUWT. *Respect for All* focuses specifically on bullying between children and young people and aims to ensure that all sectors and communities, at a national and local level, are consistently and coherently contributing to a holistic approach to anti-bullying, including prejudice-based bullying. A link to the guidance is here:

<https://www.gov.scot/publications/respect-national-approach-anti-bullying/>

## **Pensions**

NASUWT helped to secure a commitment from the Scottish Public Pensions Agency that they will respond within six weeks to queries from Scheme members who are within a year of retirement. Any member who has not had a response within this period should contact us at [scotland@mail.nasuwt.org.uk](mailto:scotland@mail.nasuwt.org.uk) and we will aid them with escalation.

## **Budget**

The Scottish Government announced its budget on 4 December. A welcome announcement of an additional £28m for the ASN sector was made, though we await further details regarding implementation and impact.

On 10 December, the Cabinet Secretary for Education & Skills, Jenny Gilruth, promised an additional £41m to add to the already committed £145m earmarked to maintain teacher numbers. In partnership with the Government, COSLA has committed to return teacher numbers to 2023 levels, which should mean we see no more teacher job cuts and additional opportunities of permanent posts for some of our hard-pressed members who have struggled to get secure work.

While we await the budget proposals of individual Councils, we retain our trade dispute with Glasgow City Council on their cuts to teacher numbers.

## **Class Contact Time**

At the full SNCT Meeting in October, it was suggested that a paper would shortly be forthcoming from the Management Side on class contact time reduction. There was still no sign of this by the beginning of December, and a further meeting of the SNCT Teachers' Panel on 2 December agreed to shortly lodge a dispute on this matter at the SNCT if no tangible progress is made.

## **Independent Schools**

We continue to support members at independent schools that are considering detrimental changes to teachers' terms and conditions and work continues on seeking recognition at a number of other independent schools. If you are working in the independent sector and would like support, please get in touch at:

**[scotland@mail.nasuwt.org.uk](mailto:scotland@mail.nasuwt.org.uk)**

## **Poverty**

Following a snapshot Cost-of-Living/Poverty survey in late September, NASUWT has updated our advice to members on holding local authorities to account. Please see the following webpage for more information on our survey and guidance:

**[nasuwt.org.uk/ChildPovertyAndSocioeconomicDisadvantageScotland](https://www.nasuwt.org.uk/ChildPovertyAndSocioeconomicDisadvantageScotland)**

## **Scotland Covid-19 Inquiry**

NASUWT's National Official (Scotland) gave evidence to the Inquiry on Friday 15 November. This evidence session was the culmination of all of our work to the Inquiry, which included the evidence from members who worked with the *Let's Be Heard* team at various events and more than 300 pieces of written evidence which were submitted as part of our bundle. Thank you to everyone who participated in this evidence-gathering process. The link to the National Official's evidence is here and begins 14 mins: 30 secs in: **<https://www.youtube.com/watch?v=JaqpwPU8Xo4>**

**STUC: Women's Health**

At the STUC Women's Conference in October, our members Hazel Gardiner (from North Ayrshire) and Livvi Brooks (from Stirling) were jointly announced as winners of the STUC Women's Campaign Award and recognised for their efforts to improve working conditions for women living with endometriosis. A member survey on Women's Health has been emailed to further inform the Union's work.

**Wellbeing**

Finally, in recognition that workload and behaviour have continued to impact members this term, it is worth highlighting that teachers experiencing stress, anxiety or depression – whether work-related or not – can contact the Education Support Partnership for free confidential support and counselling on 08000 562 561. The Samaritans can also be contacted on 116 123. Further information is on our website:

**[nasuwt.org.uk/advice/health-safety/mental-health-and-work-related-stress-toolkit.html](https://nasuwt.org.uk/advice/health-safety/mental-health-and-work-related-stress-toolkit.html)**