

A BETTER DEAL FOR SCOTLAND'S TEACHERS

Our campaign on key issues to improve the working lives of teachers continues. More information is available on our website, including a link to our inaugural podcast:

<https://www.nasuw.org.uk/news/campaigns/better-deal-for-teachers/better-deal-for-scotlands-teachers.html>

Listen in to our interview with behaviour management specialist Tom Bennett via the website or using your usual podcast provider.

PUPIL BEHAVIOUR & WORKLOAD

NASUWT Action

- Two of the three planned Scottish Government National Summits on Relationships & Behaviour have taken place, in September and October. There was unanimous agreement that there is no shared understanding of what should be reported and how, with regard to incidents of violent and abusive behaviour. NASUWT has continued to promote the Health and Safety Executive (HSE) definition of violent behaviour (which includes verbal abuse) and has called for the Cabinet Secretary for Education & Skills to encourage open and transparent reporting of incidents as well as publicly welcome the inevitable rise in the number reported.

Member Action

- Members are encouraged to report serious or persistent indiscipline to senior leaders and to always complete a violent incident report for any physical or verbal abuse.
- NASUWT is receiving an increasing number of requests from media outlets for interviews with teachers who have experienced violence or abuse. If you would be willing to share your story (with anonymity guaranteed) then please let us know at Scotland@mail.nasuw.org.uk.
- Members should challenge any deviation from Working Time Agreements during the school year. Please see our website for detailed advice and support: <https://www.nasuw.org.uk/advice/conditions-of-service/teachers-working-hours/working-time-agreement-scotland.html>.

HEALTH & SAFETY

School Buildings

Following national concerns around Reinforced Autoclaved Aerated Concrete (RAAC), raised by us in writing to the Cabinet Secretary for Education & Skills in July, the Scottish Government has instituted regular updates to teacher trade unions. At the time of writing, 37 schools across Scotland have been confirmed as having RAAC and appropriate mitigation measures have been applied in each of these.

(continued overleaf)

The Union has been interrogating this data with the Government. We have been assured that 31 of the 32 local authorities have completed all necessary surveys and the one remaining council will complete theirs in early November.

Any member who has a concern about RAAC should seek clarity in the first instance with their school but advise NASUWT if they get an unsatisfactory response.

Covid Inquiries

The Scotland Covid Inquiry's 'Let's Be Heard' listening project took place at our Equalities Conference on 30 September. The Union will be supporting a series of Group Discussions this term using materials provided by the 'Let's Be Heard' group and encouraging members to share their stories with the Inquiry. The first of these took place on 4 November 2023 with our Black Network. If you would like to participate in a Group Discussion in your area then please let us know on Scotland@mail.nasuw.org.uk.

TERMS & CONDITIONS

The key focus at the full SNCT meeting in September was teacher trade union pressure on the Government and employers about the ongoing failure to deliver the promised reduction in class contact time.

NASUWT met COSLA Leaders on 23 October to further press our concerns.

EDUCATION REFORM

Thank you for your feedback locally regarding Hayward Review discussions, which enabled NASUWT to address concerns with the Cabinet Secretary and provide evidence that her instruction to local authorities to facilitate discussion of the Hayward Review at In-Service Days had met with only partial success. NASUWT continues to advocate for the voice of classroom teachers being fully involved in discussions about education reform.

PENSIONS

We successfully settled our dispute at Hutchesons' Grammar School in Glasgow. Members achieved formal Union Recognition for the first time at an independent school in Scotland, alongside the restoration of a historical pay enhancement and a ten-year guarantee on employer pension contributions. Concerns have emerged that a handful of other independent schools are considering removing staff from the Scottish Teachers' Pension Scheme. Members in any independent school which is proposing such action should contact the Scotland Centre at Scotland@mail.nasuw.org.uk.

PARLIAMENTARY

Following a written submission to the Consultation on the Scottish Employment Injuries Advisory Council Bill, NASUWT has been invited to give oral evidence to the Social Justice and Social Security Committee on 23 November, the only teacher trade union to be invited.

Please support the Bill by lobbying your MSP using the tool on our website here:

<https://nasuw.org.uk/EmploymentInjuriesAdvisoryCouncil>.

NASUWT has been working with the Cross Party Group on Poverty and its current enquiry on rural poverty. It has recognised a gap in its evidence base and is seeking views and voices around the issues of

education/skills in rural Scotland and the experiences of Black and minority ethnic communities living on low incomes in rural Scotland. If you are able to provide evidence in these areas, please do get in touch:

Scotland@mail.nasuwt.org.uk.

At the start of November, timed to coincide with Islamophobia Awareness Month, the Islamophobia inquiry recommendations were relaunched with a specific focus on education, media and gender. For more information and advice, see:

<https://www.nasuwt.org.uk/advice/equalities/under-represented-groups/black-teachers.html>.

This month, the Union is speaking to the Cross Party Group on Mental Health about mental health in the teaching profession. If you or someone you know is going through a tough time, you are not alone. Our website has information and training designed to help you address and improve your mental wellbeing:

<https://nasuwt.org.uk/news/campaigns/wellbeing-tools-for-teachers.html>.

It also has information on seeking immediate help, including the Samaritans freephone number 116 123.

SURVEYS

TUC Education in Scotland has commissioned researchers at the Scottish Centre for Employment Research at the University of Strathclyde to conduct a survey of Union Representatives in Scotland. The purpose of this survey is to identify the roles and activities of Union Reps of all kinds in Scotland and to understand better their training and learning needs. Please follow the link below to complete the survey.

https://strathbusiness.qualtrics.com/jfe/form/SV_dhw4ausp2lOsz4O.

They also have another survey open at the moment to ask women how they would best like to access taster courses on Health & Safety. That survey can be accessed at: <https://forms.office.com/e/TUf9J0uuu5>.

EVENTS

STUC Anti-Racism March & Rally, Glasgow

Saturday 25 November

Join us as we come together and march through Glasgow with a clear message: from Erskine to Elgin, the far right is not welcome. We will show our commitment to tackling racism, fascism and far right ideology.

Gathering at 10.30am at Glasgow Green we will march off at 11am through the streets of Glasgow to rally at the Technology and Innovation Centre at the University of Strathclyde.

FORTHCOMING EVENTS

17 November	NASUWT Local Secretaries' training, Edinburgh
21 – 22 Nov	NASUWT Workplace Reps Casework training, Edinburgh
23 November	NASUWT Scotland Equalities Advisory Group, Edinburgh (evening)
24 November	NASUWT Scotland Executive Council
25 November	STUC Anti-Racism March & Rally, Glasgow
2 December	NASUWT Scotland Supply Teacher Seminar, Edinburgh
2 – 3 December	STUC Disabled Workers' Conference, Clydebank

NASUWT members are entitled to time off for training. If you are interested in attending any of the above training courses or events or would like further information, then please contact the Scotland Centre on Scotland@mail.nasuwt.org.uk or 0131 226 8480.

