

2018 RESOLUTIONS

TEACHERS' MENTAL HEALTH AND WELLBEING

Conference notes with deep concern that the majority of teachers report that their mental health and careers are blighted by bullying employers who fail to respect the professional voice of teachers.

Conference further notes with alarm the increased incidence of depression, anxiety and teacher suicide which is exacerbated by poor management practice and lack of support.

Conference endorses the work of the National Executive in continuing to campaign to:

- (i) challenge the stigma associated with teachers' mental health;
- (ii) support teachers to maintain their careers;
- (iii) promote mental health first aid training in schools;
- (iv) challenge discriminatory employment practices and
- (v) ensure governments and administrations maintain the provisions of the Equality Act following Brexit to protect teachers with mental health problems.

Conference further calls upon the National Executive to:

- (a) increase the provision of the Union's mental health first aid training programme for all members including specific training for leadership members;
- (b) produce best practice guides and exemplar materials for employers and employees and
- (c) carry out further research into the extent of mental health issues in the teaching profession.

2(c) MOTION: WALES

Conference acknowledges the decision adopted previously by local authorities across Wales to retain the six-point scale on the main pay range for teachers in the early stages of their careers.

Conference, therefore, condemns the letter circulated by the Welsh Local Government Association in August 2017 which advised local authorities against paying the 2% pay uplift to teachers on points M2 to M5 on the main pay range, despite the School Teachers' Review Body's (STRB's) clear recommendation that the 2% uplift should apply to teachers in the early stages of their careers.

Conference further condemns the Welsh Government's failure to intervene to ensure that the provisions of the School Teachers' Pay and Conditions Document are implemented and rejects the claim made by the Cabinet Secretary for Education that the Welsh Government is powerless to act because teachers' pay and conditions is not yet devolved to Wales.

Conference asserts that the position taken by the Welsh Government over the 2% uplift for a relatively small number of teachers portends a devolution deficit for teachers working in Wales.

Conference, therefore, calls on the National Executive to use all appropriate means, including industrial action, to continue to:

- (i) support members in Wales to combat the disadvantage already visited on teachers in the early stages of their careers;

- (ii) prevent the devolution of teachers' pay and conditions being used to undermine the professional standing of teachers working in Wales and
- (iii) ensure that the future Wales-specific pay and conditions system is founded on values of equity and excellence rather than inequality and exploitation.

DISCRIMINATION AGAINST EXPERIENCED AND OLDER TEACHERS

Conference is alarmed at the exodus of older teachers from the profession who are often singled out through capability or redundancy procedures.

Conference also deplores the practices which lead to experienced teachers feeling devalued, vulnerable and insecure in their employment.

Conference calls upon the National Executive to:

- (i) investigate the profile of teachers leaving the profession;
- (ii) campaign to celebrate the contributions of experienced teachers who inspire, nurture and provide stability for pupils;
- (iii) investigate the experiences of older teachers in the workplace and produce a report;
- (iv) ensure access to high-quality training for experienced teachers and
- (v) lobby governments, administrations and employers to create a climate in schools and colleges which values experienced and older teachers.

PUBLIC SECTOR PAY CAP

Conference deplores the public sector pay cap which has resulted in a decrease in the standards of living for teachers and other public sector workers.

Conference asserts that this is exacerbating the current recruitment and retention crisis in the profession.

Conference calls upon the National Executive to:

- (i) continue to highlight the significant recruitment and retention problems associated with low salaries;
- (ii) continue to promote the use of the industrial action instructions to challenge unacceptable pay policies;
- (iii) consider the use of rolling strike action if governments, administrations and employers fail to agree to substantial, above-inflation and across-the-board pay increases next year and
- (iv) campaign with the TUC, WTUC, STUC and ICTU for an increase in public sector pay.

2(c) MOTION: SCOTLAND

Conference asserts that covering for absent colleagues is one of the key drivers of teachers' excessive workload.

Conference further asserts that covering for absent colleagues is not a good use of teachers' time as it impacts on their opportunity to undertake high-quality lesson preparation, curriculum development and professional dialogue with colleagues.

Conference notes that the introduction of the two-tier short-term supply system has had a detrimental impact on the availability of supply teachers, increasing the likelihood of teachers on the staff of the school being asked to cover for absent colleagues.

Conference welcomes the results of the independent research commissioned by the NASUWT and undertaken by Stirling University, along with the Union's own research, which indicates that local authority cover arrangements increasingly have added to the workload burden of Scottish teachers.

Conference further notes with concern that the 2013-15 SNCT Agreement introduced flexibility to enable schools to increase teachers' working week and maximum contact time, and this flexibility has led to an increase in internal cover and limited the employment opportunities for supply teachers.

Conference acknowledges that the current dysfunctional tripartite negotiating machinery has agreed these and other significant detrimental changes to teachers' terms and conditions, undermining morale across the profession.

Conference calls upon the National Executive to campaign for:

- (i) the removal of the requirement to cover;
- (ii) the removal of the flexibility for schools to increase working hours and the working week;
- (iii) the Scottish Government to collect data on the extent of cover within the schools system;
- (iv) the introduction of a strategy to achieve the move to no cover, including, as appropriate, interim reduction cover targets for schools and local authorities, as a transitional phase and
- (v) reform of the current dysfunctional negotiating machinery, which has acted against the interests of teachers in Scotland by bringing about significant detriment to teachers' terms and conditions.

MONITORING PRACTICES AND THE MICRO-MANAGEMENT OF TEACHERS

Conference condemns the continual micro-management of teachers and excessive monitoring practices which are having a detrimental and adverse effect on the:

- (i) health and wellbeing of teachers;
- (ii) retention of teachers;
- (iii) morale of the teaching profession and
- (iv) teachers' professional autonomy.

Conference calls upon the National Executive to:

- (a) campaign for governments and administrations to ensure that employers review their monitoring practices to safeguard teachers' statutory entitlement to a work-life balance;
- (b) lobby inspection bodies to include in their frameworks the inspection of teachers' work-life balance;
- (c) campaign to ensure the recommendations of the independent Teacher Workload Review Group become a statutory obligation for employers in England;
- (d) continue to support and empower members by reinforcing the Action Short of Strike Action (ASOSA) and
- (e) continue to monitor the impact of unacceptable micro-management and monitoring practices on the retention of teachers.

MENTAL HEALTH FIRST AID FOR CHILDREN AND YOUNG PEOPLE

Conference is appalled that teachers and schools are being left to pick up the pieces of the totally inadequate provision to support the growing number of children and young people facing mental health challenges, including anxiety, panic attacks, depression and eating disorders.

Conference calls on the National Executive to:

- (i) conduct a national survey to assess the skills and needs of teachers when dealing with mental health issues and
- (ii) urge governments and administrations to include mental health training as part of initial teacher training and to extend safeguarding training to include mental health first aid.

Conference further calls on the National Executive to continue to campaign for:

- (a) governments and administrations across the UK, the Isle of Man, the Channel Islands and Gibraltar to invest in child and adolescent mental health services to ensure that learners can get the early mental health support they need and schools can access readily external specialist support;
- (b) approaches to the promotion of good pupil and student mental health that recognise the distinct professional roles and responsibilities of teachers and those of mental health, social care and other specialist practitioners and
- (c) adequate funding for mental health provision in schools.

MISUSE OF SCHOOL FUNDING

Conference deplores education funding systems that enable:

- (i) public money to be stockpiled in reserves while teachers and other staff are made redundant;
- (ii) priority to be given to vanity projects rather than investment in teachers;
- (iii) schools to charge for education and
- (iv) individuals or organisations to profiteer from public funding.

Conference instructs the National Executive to:

- (a) campaign for greater financial investment in public education;
- (b) campaign for greater accountability over how schools and colleges use public money;
- (c) pressure ministers to publish the salaries of Heads, Executive Heads and Academy leaders in the public domain and
- (d) undertake research into how Multi-Academy Trusts and local authorities use their portion of the funding and to report the findings to Conference 2019.

TEACHER RETENTION CRISIS

Conference is concerned that schools are finding it increasingly difficult to fill teacher vacancies and that governments and administrations have been missing recruitment targets for trainee teachers.

Conference is aware that:

- (i) teachers are increasingly leaving state-funded schools before they reach retirement;
- (ii) unrealistic targets, workload, league tables, micro-management and inspection are some of the barriers to teacher retention and

- (iii) governments' interventions to support and retain the existing teaching workforce have been inadequate.

Conference urges the National Executive to:

- (a) continue to lobby governments and administrations to set out plans to ensure that the teacher retention crisis is addressed;
- (b) meet with governments and administrations to share evidence that more teachers are leaving before retirement due to current working conditions and
- (c) continue to pursue workload reduction strategies with governments and administrations.

2(b) MOTION - SECURING WORLD-CLASS EDUCATION FOR ALL

Conference condemns the assault on quality public education since 2010.

Conference deplores the assault on the status and rights of teachers that has led to:

- (i) a deepening crisis in teacher recruitment and retention;
- (ii) the demoralisation of teachers;
- (iii) drastic cuts to teachers' pay;
- (iv) deteriorating working conditions and
- (v) significant damage to the education and life chances of children and young people.

Conference further deplores the continuing outsourcing of schools and education services which has contributed to increased risk to the stability of education provision and naked profiteering.

Conference opposes the privatisation of public education and the actions by unscrupulous providers to profit financially from children's education whilst presiding over cuts to teachers' pay and conditions.

Conference welcomes the work of the National Executive in highlighting and exposing the cost of education to children and families, and the ongoing campaign by the Union to end this injustice.

Conference further opposes any attempt to limit access to public education on the basis of parents' ability to pay.

Conference applauds the efforts of all NASUWT members in taking industrial action, particularly since 2011, to defend and advance the pay and working conditions entitlements of teachers.

Conference further applauds the work of the National Executive in campaigning to secure international obligations and commitments by the UK Government to ensure free, quality education for all and to increase substantially the supply of qualified teachers.

Conference endorses continued action by the National Executive to:

- (a) campaign vigorously, with action up to and including strike action, to secure appropriate national statutory frameworks of pay and conditions of service for all teachers;
- (b) defend the status of teaching as a post-graduate profession;
- (c) campaign to remove barriers to access to public education on the basis of ability to pay and

- (d) lobby Governments and administrations to undertake poverty impact assessments of their policies and practices in schools.

CLASS SIZE REALLY DOES MATTER

Conference asserts that all students have the right to learn in a safe environment and that teachers have the right to teach in conditions that do not impact adversely on their workload and physical and mental health.

Conference calls upon the National Executive to campaign for governments and administrations to impose legal maximum limits on class sizes and take action against schools that exceed class size limits. Such limits to be agreed by a risk assessment of the classroom and pupils being taught.

THE IMPACT OF CURRICULUM REFORM

Conference deplores the impact of reforms which have led to a narrowing of the curriculum and the loss of teachers' jobs.

Conference asserts that every pupil should be entitled to receive a broad and balanced curriculum which contributes to enhancing life chances and enables every child to realise their potential.

Conference calls on the National Executive to continue to:

- (i) commission research to support the benefits of a broad and balanced curriculum;
- (ii) campaign for a genuine, broad and balanced curriculum as an entitlement for every pupil and
- (iii) use all means necessary, up to and including industrial action, to oppose the loss of teachers' jobs.

SCHOOL FUNDING CRISIS

Conference deplores the sustained attack on education funding that governments and administrations across the United Kingdom are imposing upon schools and colleges.

Conference asserts that education is woefully underfunded, to the point that teachers' workloads are unsustainable.

Conference instructs the National Executive to:

- (i) lobby governments and administrations to adequately fund schools and colleges in order to secure high standards of teaching and learning;
- (ii) establish a campaign to publicise the effect that lack of funding is having on teachers, educational establishments and standards and
- (iii) consider escalating industrial action to include a rolling programme of strike action."

2(c) MOTION: NORTHERN IRELAND

Conference asserts that teachers in Northern Ireland are facing an ever increasing crisis in teacher morale caused by falling pay levels, political uncertainty and continual cuts to education budgets.

Conference notes that teachers' pay in Northern Ireland continues to fall behind that of teachers elsewhere and that since 2011:

- (i) the salary shortfall figure against inflation is 18.6%;
- (ii) teachers' pay increased by just 1% in 2014 and 2016 with 0% increases every other year;
- (iii) there have been substantial increases in pension contributions and
- (iv) National Insurance contributions have increased by 1.4%.

Conference further asserts that the employers of teachers have exacerbated an already intolerable pay crisis by making a pay settlement for 2017-18 conditional on the NASUWT ending industrial action.

Conference commits the NASUWT to continuing to resist the attacks on teachers' pay and other terms and conditions.

Conference urges the National Executive to use all appropriate trade union responses up to, and including, strike action to ensure that all teachers receive a substantial pay rise.”

GOOD PRACTICE IN FLEXIBLE WORKING

Conference deplores the fact that the incidence of flexible working within the teaching profession remains lower than that in other professions and occupations.

Conference asserts that employers who deny requests for flexible working have contributed to the loss of experienced, dedicated and committed teachers, exacerbating the crisis in teacher supply.

Conference calls upon the National Executive to continue to campaign for flexible working policies, practices and regulatory provisions which secure for those who work flexibly:

- (i) a fair and balanced allocation of classes and groups;
- (ii) parity of treatment with full-time colleagues to apply for or retain promoted posts and
- (iii) working patterns which avoid 'trapped time'.

Conference further calls upon the National Executive to continue to challenge vigorously employers who deny access to flexible working.

WORKPLACE BULLYING

Conference notes the evidence of the increased incidence of staff bullying staff and the horrific impact this continues to have on teachers' mental and physical health and careers.

Conference further notes the NASUWT's conclusions, drawn from research, that tackling cases of staff bullying staff using the Grievance Procedure is ineffective because of the lack of a stronger legal remedy.

Conference is concerned about evidence from the research which shows that when members who are being bullied initiate Grievance Procedures against headteachers or other senior leaders, they may experience a lack of natural justice in the forms of honesty, fairness and impartiality because this same group are the most likely perpetrators of workplace bullying.

Conference instructs the National Executive to vigorously campaign, as promised in the 2009 *Tackling Workplace Bullying in Schools and Colleges* booklet, to:

- (i) promote the accurate and appropriate implementation of the informal and formal elements of the Grievance Procedure;
- (ii) use NASUWT research evidence to examine the effectiveness of schools' implementation of Grievance Procedures and
- (iii) establish a legal framework to underpin the Acas guidelines relating to grievance procedures.

Conference calls upon the National Executive to report to Conference the key objectives that reflect the seriousness of workplace bullying in the profession and provide a detailed campaign strategy to Conference 2019.

THE NATIONAL PAY STRUCTURE

Conference deplores the fragmentation of the national pay framework which has taken place over recent years.

Conference notes that the recommendation from the School Teachers' Review Body

(STRB) to award teachers 2% on the maxima and minima of the Main Pay Range and 1% on all other pay ranges is not being implemented by some schools and is creating discrepancies in pay, in particular when changing employer.

Conference asserts that this has fragmented the national pay framework and has created a situation whereby teachers need to confirm their salary prior to taking up a new post.

Conference calls upon the National Executive to demand that the teachers' national pay framework be adopted in all schools, academies and other educational institutions.

Conference instructs the National Executive to consider a ballot of members for national strike action with a view to securing a national pay award of 10% to redress the impact of below inflation pay awards since 2010.

PENSION AGE

Conference recognises that teaching is a demanding and physical profession.

Conference deplores the recent increase in the pension age for teachers to 68.

Conference instructs the National Executive to:

- (i) commission research to investigate the link between retirement age and life expectancy;
- (ii) lobby governments to restore the teachers normal pension age (NPA) to 60;
- (iii) work with other public sector unions to campaign against further increases in the state pension age;
- (iv) consider action, up to and including strike action, to oppose further increases to the teachers normal pension age and
- (v) continue to campaign to break the link between the teacher's normal pension age and the state pension age.

FUNDING FOR SPECIAL NEEDS PUPILS

Conference notes with concern that resources provided to meet the needs of Special Educational Needs and Disabilities/Additional Learning Needs/Additional Support for Learning (SEND/ALN/ASL) pupils are, in too many cases, not used by schools and colleges to support the needs of those children and young people for whom they are intended.

Conference condemns this practice unequivocally in light of its negative consequences for learners and the workforce and calls upon the National Executive to investigate and report upon:

- (i) the extent to which SEND/ALN/ASL pupils in all sectors are deprived of the benefits of funding to which they are entitled;
- (ii) the impact of reduced funding and support on teachers' workload;
- (iii) the impact of job loss amongst other professionals who support these pupils on teachers' workload and
- (iv) the availability of funding for mandatory qualifications for specialist teachers of SEND/ALN/ASL pupils.

Conference endorses action by the National Executive to continue to:

- (a) campaign for increased real terms funding for SEND/ALN/ASL pupils;
- (b) challenge and expose poor practice in schools and colleges in respect of the

- allocation of funds for pupils with SEND/ALN/ASL;
- (c) campaign for reforms to SEND/ALN/ASL frameworks to ensure that funding allocated to meet the needs of SEND/ALN/ASL pupils is spent appropriately and
- (d) campaign for all mandatory qualifications for specialist teachers to be fully funded by the employer.

VIOLENT PUPILS AND RISK ASSESSMENTS

Conference is concerned about the number of employers who lack the expertise, understanding and commitment to conduct risk assessments of violent and disruptive pupils.

Conference notes with dismay the failure of many schools to ensure that risk assessments for violent and disruptive pupils are made known to all their teachers, especially when pupils move schools.

Conference rejects the view prevalent in too many schools that being physically or verbally assaulted by pupils is all part of the job.

Conference calls upon the National Executive to:

- (i) produce training and guidance on the use and completion of risk assessments, especially when pupils move schools and
- (ii) continue to take all appropriate action including industrial action to protect members where employers fail to do so.

TRANSFORMING THE CULTURE OF TEACHER EMPLOYMENT

Conference asserts that the teacher supply crisis will never be resolved until governments, administrations and employers recognise the direct link between teachers' pay and conditions of service and the provision of high-quality education and end employers' excessive freedoms and flexibilities which have led to a culture of abuse and exploitation.

Conference calls upon the National Executive to continue to:

- (i) take action to secure statutory contractual provisions which reward teachers as highly skilled professionals and provide the conditions of service they need to work effectively throughout their careers;
- (ii) campaign for statutory provisions which ensure the entitlement of all teachers to be treated with dignity at work and
- (iii) challenge and take action to combat the widespread unlawful discriminatory practices faced by teachers with protected characteristics.

Conference further calls upon the National Executive to investigate and report where schools successfully create an environment where teachers' judgements and professionalism are respected.

TIME FOR TEACHING AND LEARNING RESPONSIBILITY POSTS

Conference recognises the excellent work which Teaching and Learning Responsibility (TLR) post-holders achieve alongside their teaching commitments.

Conference notes, however, that even though they are remunerated there is no time provision written into contracts.

Conference instructs the National Executive to:

- (i) conduct a survey to establish how much time TLR post-holders are given to fulfil their roles and report back the findings;
- (ii) recommend a standardised amount of leadership and management time for each TLR range in order that the role can be adequately fulfilled and
- (iii) campaign to ensure that schools provide TLR post-holders with the recommended time.

MALICIOUS ALLEGATIONS

Conference is concerned by the increased number of malicious allegations of abuse being made against teachers.

Conference is further concerned by the destructive impact of malicious allegations on the lives of teachers and their families.

Conference condemns the abuse of child protection procedures and the presumption of guilt of the teachers.

Conference calls upon governments and administrations to review child protection procedures so that they include a requirement for:

- (i) robust initial investigations to be carried out by employers to ensure that any accusation is corroborated and not demonstrably false and
- (ii) disciplinary action to be taken against pupils who have made malicious accusations.

Conference further calls upon the National Executive to continue to support the use of 'refusal to teach' ballots of members when malicious allegations have been made and where the response of the employer has been inadequate.

TRANSPARENCY OF ACADEMY PAY AND FINANCES

Conference deplores the excessive salaries that some academy leaders are receiving. Conference believes that academy finances should be more transparent.

Conference further believes that the leadership pay scales in academies should reflect the leadership pay range as in the School Teachers' Pay and Conditions Document (STPCD).

Conference instructs National Executive to:

- (i) investigate and expose examples of excessive academy pay and abuse of vested interests;
- (ii) pursue all educational establishments to produce a report, based on a model from the NASUWT, that shows the employee structure, including consultants and salary pay ranges which would be made public annually and
- (iii) report back to Conference 2019.