



**Standing Orders
Rules of the Union
Minutes of Annual Conference 2017**

Birmingham

Friday 30 March 2018
Monday 02 April 2018

**President
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STANDING ORDERS
■
RULES OF THE UNION
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MINUTES OF ANNUAL CONFERENCE 2017

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STANDING ORDERS OF CONFERENCE

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A Preparation of Agenda for Conference

1. Motions may be submitted for the Conference Agenda:
 - (a) by the National Executive; and
 - (b) by each Local Association following adoption at a General Meeting.
2.
 - (a) Motions for Conference shall be submitted to the Standing Orders Committee by no later than noon on the third Monday in November of the year preceding the Conference concerned.
 - (b) Standing Order 2(a) shall not apply to a Motion to consider business in the name of the National Executive which it is impractical to submit by the above date.
 - (c) Standing Order 2(a) shall not apply to a Motion submitted in the name of the National Executive on behalf of the Executive Councils in Northern Ireland, Scotland and Wales/Cymru. National Executive shall determine from time to time the process for which these Motions are submitted to the National Executive for consideration.
3. The Standing Orders Committee shall meet to review all Motions submitted for the Conference Agenda under Standing Order 1 on the Wednesday after the third Monday in November of the year preceding the Conference concerned.
 - (a)
 - (i) The Standing Orders Committee may edit or redraft a Motion submitted by a Local Association if the Standing Orders Committee considers that Motion to be of excessive length or to lack clarity.
 - (ii) Any Motion revised under (i) above shall be returned to the Local Association for further consideration. If the Local Association notifies the Standing Orders Committee of the Local Association's acceptance of the Standing Orders Committee revision within ten days of its receipt of that revision, the revised Motion shall appear on the Preliminary Agenda, failing which the Motion shall not appear on the Agenda.
 - (b)
 - (i) If more than one Motion on the same issue is submitted, the Standing Orders Committee may prepare one or more Composite Motions on that issue drawn from the words of those Motions. Any such Composite Motion shall be returned to the Local Associations which submitted the original Motions by no later than the fourth Monday of November in the year preceding the Conference concerned.
 - (ii) A Local Association's support for the Composite Motion shall only be recorded on the Composite Motion if that Local Association notifies the Standing Orders Committee of the Local Association's support by noon on the second Monday in December of the year preceding the Conference concerned.
 - (iii) If a Local Association does not support the Composite Motion, that Local Association may request its original Motion (subject to Standing Order 3(a)) to appear on the Preliminary Agenda if that Local Association notifies the Standing Orders Committee of its request by noon on the second Monday in December of the year preceding the Conference concerned.
 - (iv) The Standing Orders Committee shall nominate the movers and seconders of Composite Motions.
 - (c) If the Standing Orders Committee consider a Motion to be out of order, the Standing Orders Committee shall refer such Motion to the President. If the President rules the Motion out of order, it shall not appear on the Agenda. If the President rules the Motion in order, it shall appear on the Preliminary Agenda subject to Standing Order 3(a)(i).
4.
 - (a) A Preliminary Agenda shall be prepared by the Standing Orders Committee from the Motions and Composite Motions approved under Standing Order 3 above, which, with information about how to vote in the ballot of motions for Conference, shall be made available to all full members of the NASUWT by 17:30 on the third Monday in December of the year preceding the Conference.
 - (b) Each full member shall be entitled to vote in the manner prescribed by the Standing Orders Committee for twelve (and only twelve) Motions which s/he wishes to be debated at Conference.

- (c) Any vote cast after noon on the last Monday in January of the year of Conference shall not be counted.
5. (a) (i) A provisional Agenda shall be prepared by the Standing Orders Committee which Agenda shall set out the 20 Motions and Composite Motions which received the highest number of votes under Standing Order 4.
 - (ii) The provisional Agenda shall be circulated to Local Associations by the first Monday in February of the year of the Conference concerned.
 - (b) Amendments to Motions appearing on the provisional Agenda may be proposed:
 - (i) by the National Executive; and
 - (ii) by each Local Association;
 which amendments shall be submitted in writing to the Standing Orders Committee by noon on the fourth Monday in February of the year of the Conference concerned.
 - (c) The Standing Orders Committee shall consider amendments submitted under Standing Order 5(b). Such amendments as the Standing Orders Committee considers not to be in order shall be referred to the President. If the President rules the amendment out of order, it shall not appear on the final Agenda. Such amendments as the Standing Orders Committee consider to be in order shall appear on the final Agenda for Conference in such sequence as shall be determined by the President in consultation with the Standing Orders Committee.
6. The Standing Orders Committee shall prepare a final Agenda for Conference which shall include the Motions and Composite Motions referred to in Standing Order 5(a) and such amendments as are approved under Standing Order 5(c) which final Agenda shall be circulated to Local Associations by not later than 14 days prior to the first day of Conference.
 7. A Local Association wishing to propose an amendment to the Annual Report or to a National Executive Report to Conference shall submit that amendment in writing to the General Secretary to be received by him/her no later than noon on the seventh day preceding Conference.

Such amendments as the Standing Orders Committee consider to be in order shall appear on a Supplementary Agenda.
 8. A Local Association wishing to move an Urgency Motion shall submit that Motion in writing to the Chairperson of Conference no later than the end of the session of Conference preceding the session during which it is proposed the Motion be debated.

B Order of Business

9. The National Executive shall determine the dates, place and timetable of Conference.
10. The following shall be known as 'Set Motions' for the purpose of these Standing Orders:
 - (a) The six Motions and Composite Motions which received the highest number of votes cast under Standing Order 4.
 - (b) Motions submitted in the name of the National Executive pursuant to Standing Order 2(b).
 - (c) Motions submitted in the name of the National Executive pursuant to Standing Order 2(c).
 - (d) Reports submitted to Conference in the name of the National Executive.
11. (a) Excluding the first and last sessions of Conference, each Public Session of Conference shall commence with debate on Set Motion(s) as allocated to that session by the Standing Orders Committee.
 - (b) Motions and Composite Motions which are not selected as Set Motions shall be debated in order of ballot upon conclusion of debate on the Set Motion(s) in each session.
 - (c) The order of business for Private Session of Conference shall be:
 - (i) such business as is required by the Rules of the Union;
 - (ii) proposed amendments to the Rules of the Union;
 - (iii) proposed amendments to the Standing Orders of Conference;
 - (iv) such other business as is proposed by the National Executive;
 - (v) Set Motions allocated by the Standing Orders Committee to Private Session;
 - (vi) other Motions and Composite Motions allocated by the Standing Orders Committee to Private Session.

For the purpose of these Standing Orders business under (i) to (vi) above shall be known as Set Business.

C Conduct of Business

12. Conference shall be chaired by the President or failing him/her the Ex-President, or failing him/her the Senior Vice-President, or failing him/her such other person as may be elected by Conference.
13. There shall be circulated, by no later than the second Monday in January of the year of the Conference concerned, to each Local Association the number of members of that Association for the previous year.
14. (a) After a Motion ('the substantive Motion') has been moved and seconded, subject to (d) below the Chairperson shall call amendments to the Motion accepted under Standing Orders 5(c) or 7 in turn. After all amendments accepted under Standing Orders 5(c) or 7 have been called the Chairperson shall call in turn any amendment or amendments, notice of which was not given pursuant to Standing Orders 5(b) or 7 save that any amendment previously deemed not to be in order pursuant to Standing Orders 5(c) or 7 shall not be called. Only one amendment shall be called for debate at any one time.
- (b) After an amendment has been moved and seconded, the mover of the substantive Motion shall be invited formally to inform Conference of his/her acceptance or rejection of the amendment. Thereafter, the Chairperson shall call for further speakers on the amendment. At the conclusion of debate on the amendment, the mover of the substantive Motion shall have a right of reply to the amendment, after which the amendment shall be put to the vote forthwith. If the amendment is carried, the amended Motion shall become the substantive Motion.
- (c) Upon the conclusion of a vote on an amendment subject to (e) below any further amendments shall be called in turn by the Chairperson.
- (d) To provide a balanced debate the Chairperson may call speakers not wishing to speak to an amendment before an amendment is called or between the calling of amendments.
- (e) Upon conclusion of the vote on amendments the Chairperson shall call for other speakers on the substantive Motion.
- (f) Upon conclusion of debate the mover of the substantive Motion shall have the right of reply to that debate after which the Motion shall be put to the vote forthwith.
- (g) There shall be no right of reply other than as provided for in this Standing Order.
- (h) No speaker shall be permitted to speak more than once in the debate on any one Motion including amendments to that Motion save for any right of reply provided by this Standing Order.
15. The proposer and seconder of a Motion shall be permitted to speak for up to eight minutes and five minutes respectively, save that the proposers and seconders of Motions to adopt the Annual Report and Financial Statements shall be permitted to speak for up to twenty minutes and five minutes respectively. All other speakers shall be permitted to speak for up to four minutes, save as otherwise provided in these Standing Orders.

D Points of Order and Procedural Motions

16. A point of order or question of procedure may be raised at the discretion of the Chairperson whose ruling on such question of procedure or point of order shall be final.
17. (a) The following and only the following Procedural Motions may be moved and only at the discretion of the Chairperson:
 - (i) that the speaker be further heard;
 - (ii) that the speaker be not further heard;
 - (iii) that the question be now put;
 - (iv) that the question be not put;
 - (v) that the Motion be referred to the National Executive for further consideration;
 - (vi) that the time for speakers provided by Standing Order 15 be reduced to a specified time for the remainder of the session or for the remainder of Conference;
 - (vii) that a Motion allocated to Private Session be debated in public;
 - (viii) that a Motion allocated to Public Session be debated in private;
 - (ix) that an Urgency Motion submitted in accordance with Standing Order 8 be called for debate;
 - (x) that a Standing Order be suspended for a specified purpose.

- (b) A Procedural Motion shall be moved and formally seconded. The mover of a Procedural Motion may speak for up to one minute, save for the mover of a Motion under 17(a)(v) above who may speak for up to four minutes.
- (c) Once moved and seconded a Procedural Motion shall be put to the vote forthwith save that if the Motion is moved and seconded under 17(a)(v) the Representative entitled to reply to the debate in accordance with Standing Order 14(f) shall be called after which the Motion shall be put to the vote forthwith. No Card Vote shall be permitted on a Procedural Motion save on a Motion under 17(a)(v) above.
- (d) (i) If a Motion under 17(a)(iii) is carried, the Representative entitled to reply to the debate in accordance with Standing Order 14(f) shall be called after which the Motion shall be put to the vote.
- (ii) If a Motion under 17(a)(iv) is carried, the Motion or amendment as the case may be shall be deemed withdrawn and the Chairperson shall call the next item for debate.

E Voting

- 18. (a) At the commencement of Conference, the Chairperson shall propose to Conference the appointment of a Chief Scrutineer and such other Scrutineers as s/he considers necessary to ensure the efficient counting of votes held during Conference.
- (b) A notice identifying the Scrutineers shall be placed in the Conference office.
- 19. When a vote is called by the Chairperson, Representative, who for this purpose shall have one vote each, shall indicate their assent or dissent in the manner determined by the Chairperson for or against as appropriate. The Chairperson with such assistance from the Scrutineers as s/he deems necessary shall ascertain the result of the vote by making a judgement as to the number for and against and shall declare the result of the vote accordingly, which result shall be final unless representatives of not less than 40 Local Associations, whose combined membership is 8,000 or more, rise from their places and claim a Card Vote.
- 20. (a) For the purposes of a Card Vote, each Local Association shall be entitled to one vote for each member of that Local Association certified under Standing Order 13 above. These votes may be divided amongst a Local Association's representatives by agreement of those representatives.
- (b) In the event of a Card Vote, the Scrutineers shall collect voting cards only from representatives in the Conference Hall until the Chairperson announces the close of the Vote.
- (c) In the event of a Local Association's representative wishing to divide the number of votes allocated to that Local Association between 'for' and 'against', those representatives shall indicate in writing on the voting card the number of votes to be counted 'for' and 'against'. In the event of the total number of votes so allocated being greater than the number of votes available to that Local Association, the voting card shall be declared spoiled.
- (d) On the close of a Card Vote, the Chief Scrutineer shall oversee the votes cast. On completion of the count, the Chief Scrutineer shall sign and hand to the Chairperson a certificate stating the total votes cast, and votes cast for and against, which certificate shall be conclusive as to the result of the Card Vote.
- (e) During the count of a Card Vote, Conference may proceed with other business at the discretion of the Chairperson.
- (f) In the event of a tie on a Card Vote, the Chairperson shall have the casting vote.

F Conclusion and Adjournment of Debate

- 21. Upon the expiry of one hour from the commencement of the debate on a Motion (with the exception of Motions to adopt the Annual Report and Financial Statements when the hour for debate shall commence from the end of the seconder's speech) the Chairperson shall move that the question be now put.
- 22. (a) At the conclusion of time allocated to a session of Conference, any Set Motion, Set Business or amendment thereto under debate which has been proposed and seconded shall be put to the vote without further debate save that if there are any outstanding

amendments to the Motion which have not been called, the mover of the Motion shall be invited to accept those amendments and any amendments so accepted by the mover shall also be put to the vote without further debate. Any amendments opposed by the mover shall be deemed to have fallen.

- (b) Any Set Business scheduled for a session of Conference and not taken during that session shall be put to the vote at the conclusion of that session without debate.
- (c) Subject to (d) below any Set Motion scheduled for a session of Conference and not called for debate during that session shall be carried over to the next Public or Private Session of Conference, as the case may be, and shall be called for debate or for the continuation of debate immediately after any Set Motions or Set Business scheduled for that session of Conference.
- (d) At the conclusion of the penultimate Public Session and at the conclusion of the last Private Session the Chairperson shall put to the vote forthwith all remaining business not previously called for debate or upon which debate is not otherwise concluded as the case may be.
- (e) For the purpose of this Standing Order, whenever a vote is required after a shortened debate or after no debate in accordance with (d) above, that vote shall not be called if 75 Representatives rise from their places to oppose the taking of the vote, in which event the Motion that was the subject of the proposed vote shall be deemed withdrawn.

23. The decision of the Chairperson on any question concerning Conference business and/or the interpretation of these Standing Orders shall be final.

RULES OF THE UNION

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1. Name

The name of the Union shall be National Association of Schoolmasters Union of Women Teachers (NASUWT), and all references to the “Union” in these Rules shall be construed accordingly.

2. Registered Office

The Registered Office of the Union shall be Hillscourt Education Centre, Rose Hill, Rednal, Birmingham B45 8RS, or at such other place as the National Executive may from time to time determine.

3. Objects

The Objects of the Union shall be:

- (a) to represent the interests of its members collectively and individually in negotiations with and submissions to employers, local and central government, and other relevant bodies;
- (b) to regulate relations between members, and to facilitate good professional relations between members and other teachers and other employees in the education service;
- (c) to oppose actively all forms of harassment, prejudice and unfair discrimination whether on the grounds of sex, race, ethnic or national origin, religion, class, colour, caring responsibilities, marital status, sexuality, disability, age, or other status or personal characteristic;
- (d) to protect and promote the interests of its members generally and in particular to ensure that the salary scales encourage the recruitment to and retention in the teaching profession of men and women career teachers;
- (e) to promote equal opportunities including through collective bargaining, publicity material and campaigning, representation, union organisation and structures, education and training, organising and recruitment, the provision of all other services and benefits, and all other activities;
- (f) to protect and promote the interests of the education service;
- (g) to secure the representation of the Union on public and private bodies concerned with matters of interest to the Union;
- (h) to afford the Government, Local Authorities and other bodies with an interest in the education service, the advice and experience of the Union and its members;
- (i) to render legal advice and assistance in accordance with Rule 24;
- (j) to provide educational and recreational facilities for members;
- (k) to render financial and other assistance whether through the NASUWT Benevolent Funds or otherwise;
- (l) to provide directly or indirectly financial services to members including but not limited to financial advice, insurance, and loan arrangements;
- (m) to participate in such commercial activity whether through the holding of shares in limited liability companies (including but not limited to majority shareholdings) or otherwise as the National Executive may consider appropriate and for the benefit of the Union or its membership;
- (n) to hold, purchase, lease, mortgage, sell or otherwise deal with land or other property;
- (o) to raise funds by borrowing money on any real or personal property of the Union;
- (p) the furtherance of the political objects to which Section 72 of the Trade Union and Labour Relations (Consolidation) Act 1992, applies;
- (q) in furtherance of the foregoing objects, to originate direct debits, and execute any indemnity that may be required by the banks receiving such debits.

4. Membership

(1) Full Membership

- (a) All persons who are employed as qualified teachers and such other persons whose contract of employment requires them to teach, lecture or instruct whether on a full or part-time basis are eligible for Full Membership of the Union provided they support the Objects of the Union.
- (b) The right to admit a candidate to membership of the Union shall be vested in the National Executive of the Union whose decision shall be final.

- (c) Throughout his/her teaching career a member shall be allocated to membership of the Local Association within whose area the member's workplace is situated. If a member has more than one workplace and such workplaces are situated in areas covered by more than one Local Association the member shall elect to join the Local Association which he/she considers he/she can serve most effectively. A member shall be eligible to be in membership only of a Local Association in the area in which he/she is employed as a qualified teacher or is employed to teach, lecture or instruct in accordance with Rule 4(1)(a). Where no Local Association exists the member shall be allocated to the list of centrally attached members.
- (d) Unless the context otherwise so requires, in these Rules the word "Member" shall mean "Full Member".

(2) Retired Membership

- (a) A Full Member who retires on pension may continue in membership as a Retired Member.
- (b) A Retired Member may opt to hold membership with the same benefits, obligations and rights to vote and hold office as a Full Member on payment of the same subscriptions as a Full Member save for ineligibility to stand as a candidate in elections for those offices listed in Rule 4(2)(c).
- (c) Only those Retired Members who are paying the same subscription as a Full Member and who are in compliance with Rule 4(1)(a) shall be eligible to stand for election as a National Officer, National Executive Member or Secretary, President or Vice-President of a Local Association or Federation.
- (d) A Retired Member paying a Full Member subscription shall join the Local Association covering the area in which he/she lives or the Local Association with which he/she served when a Full Member, according to his/her wishes.
- (e) Upon the Retired Member's election to pay the prescribed reduced subscription a Retired Member shall be entitled to receive:
 - (i) benefits pursuant to Rule 25 at the discretion of the Central Benevolent Fund Committee;
 - (ii) at the discretion of the National Executive legal assistance in relation to any matter arising out of his/her former employment in the teaching profession at a time when the Retired Member held Full Membership;
 - (iii) and shall be subject to the provisions of Rule 27 but shall have no other rights under these Rules, and in particular shall have no voting rights nor shall he/she be eligible to hold office.
- (f) Upon election to pay the prescribed reduced subscription a Retired Member shall join the Retired Members' Association covering the area in which he/she lives or the area in which he/she served when a Full Member, according to his/her wishes.

(3) Honorary Life Membership

- (a) The National Executive may recognise service rendered to the Union by a Full Member at national or local level by awarding Honorary Life Membership.
- (b) An Honorary Life Member who has retired from teaching shall have the same rights and obligations under these Rules as a reduced subscription Retired Member, save that an Honorary Life Member shall not be required to pay the prescribed reduced subscription to the Union.
- (c) An Honorary Life Member (unless s/he is also a Full Member of the Union) shall have no voting rights nor shall s/he be eligible to hold office other than as provided for in the constitution of a Retired Members' Association.

(4) Career Break Membership

- (a) Any Full Member who leaves the profession with the intention of subsequently returning shall be entitled to become a Career Break Member and may attend meetings of the Local Association of which s/he was a Full Member when teaching, or of the Local Association covering the area in which s/he resides, and may speak at the discretion of the Local Association President but shall have no other rights under this Rule, and, in particular, shall have no voting rights nor shall s/he be eligible to hold office.
- (b) A Career Break Member shall pay the reduced subscription prescribed and shall be entitled to receive:

- (i) benefits pursuant to Rule 25 at the discretion of the Central Benevolent Fund Committee;
- (ii) at the discretion of the National Executive, legal assistance in relation to any matter arising out of his/her former employment in the teaching profession at a time when the Career Break Member held full membership and shall be subject to the provisions of Rule 24.

(5) Student Membership

- (a) A student preparing to enter the teaching service may join the Union as a Student Member.
- (b) A Student Member shall pay the reduced subscription prescribed and shall be entitled to receive legal assistance in accordance with Rule 24 in relation to any matter arising out of his/her proposed employment in the teaching profession at the discretion of National Executive but shall have no other rights under these Rules and, in particular, shall have no voting rights nor shall s/he be eligible to hold office in the Union.

(6) Associate Membership

- (a) A member of the Union who secures employment outside teaching without the intention of returning to teaching may continue as an Associate Member and may attend meetings of the Local Association of which s/he was a member when s/he was in teaching employment, or of the Local Association covering the area in which s/he resides, and may speak at the discretion of the Local Association President but shall have no other rights under these Rules, and in particular shall have no voting rights nor shall s/he be eligible to hold office.
- (b) An Associate Member shall pay the reduced subscription prescribed and shall be entitled to receive:
 - (i) benefits pursuant to Rule 25 at the discretion of the Central Benevolent Fund Committee;
 - (ii) at the discretion of the National Executive, legal assistance in relation to any matter arising out of his/her former employment in the teaching profession at a time when the Associate Member held full membership and shall be subject to the provisions of Rule 24.

(7) Former Membership

A person who previously held full membership who has resigned from such membership and who has not become a member of another teacher trades union since his/her resignation and who no longer holds membership in accordance with any of the membership categories set out in this Rule shall be entitled to receive:

- (i) benefits pursuant to Rule 25 at the discretion of the Central Benevolent Fund Committee;
- (ii) at the discretion of the National Executive legal assistance in relation to any matter arising out of his/her former employment in the teaching profession at a time when the Former Member held full membership.

(8) Data Protection

A person holding any category of membership of the Union agrees to any processing of such personal data maintained and collected by the Union concerning the member (including the fact of membership) by the Union, its employees and officers and any agents, contractors and other service providers for the purpose of directly or indirectly furthering any of the Union’s objects under these Rules.

5. Subscriptions

- (a) The subscription rates for all classes of membership shall be determined by Conference and shall be payable in advance either:
 - (i) by direct debit payment, annually, quarterly, or monthly; or
 - (ii) by lump sum payment annually in advance; or
 - (iii) in such other manner as the National Executive shall provide.
- (b) (i) The Full Member subscription rate may include provision for a reduced rate of subscription for such Full Members as are employed part time.
 (ii) “Part time” for the purposes of this Rule shall apply to any person entitled to full membership whose contract of employment requires him/her to work for not more than that percentage of the school year or pro rata equivalent thereof from time to time determined by National Executive.
- (c) The Honorary Treasurer shall allocate to a member’s Local Association the local apportionment agreed by Conference which shall be paid in such manner and at such intervals as the National Executive shall from time to time direct.

- (d) (i) Any member who allows his/her subscription to fall more than three calendar months in arrears shall forfeit all rights and title to the funds and properties of the Union, shall be ineligible for assistance and benefits under Rules 23, 24, 25 and 26, shall forfeit the right to vote in any election or ballot and shall not be eligible to hold office in the Union.
- (ii) Any such member shall be notified by the Union that unless his/her arrears are cleared his/her name will be erased from the list of members of the Union.
- (iii) Any member in arrears of subscriptions who has not cleared his/her arrears within nine calendar months of the issue of notification of arrears under (ii) above shall be erased from the list of members of the Union and shall cease to have any rights whatsoever under these Rules or otherwise arising out of his/her membership of the Union so terminated.
- (e) A member wishing to resign from membership of the Union may do so only by giving notice in writing to the General Secretary.
- (f) The Honorary Treasurer shall be empowered to take any proceedings open to the Union in the name of the Union to recover the subscription due from any member who fails to pay the same in accordance with the Rules of the Union and to this end the Union shall indemnify the Honorary Treasurer against all legal or other costs and expenses reasonably incurred.

6. Conference

- (a) The annual meeting of the Union shall be Conference.
- (b) The supreme government of the Union shall be vested in Conference and the decisions of Conference and of any Special Conference held in accordance with Rule 6(o) shall be binding on all members irrespective of class of membership.
- (c) Conference shall be held on such date or dates and at such place as appointed by the National Executive which date and place shall be published to the membership by the National Executive in such manner and at such time as the National Executive considers necessary for the efficient organisation of Conference.
- (d) Subject to the Standing Orders of Conference, Conference shall comprise the following representatives who shall have speaking and voting rights:
 - (i) the National Officers and National Officers elect of the Union;
 - (ii) National Executive Members;
 - (iii) Past Presidents of the Union and Past Presidents of the National Association of Schoolmasters and of the Union of Women Teachers;
 - (iv) two representatives of each Federation constituted under Rule 10 and two representatives of each of the Northern Ireland, Scotland and Wales/Cymru Executive Councils as constituted under Rule 11;
 - (v) two representatives elected by each Local Association constituted under Rule 8;
 - (vi) one additional representative elected by each Local Association constituted under Rule 8 for every hundred members over and above the first hundred members of that Local Association;
 - (vii) two representatives elected by the Federation of Retired Members' Associations constituted under Rule 9 whose speaking and voting rights shall be restricted to matters of direct concern to Retired Members.
- (e) The full names and addresses of the representatives elected by Local Associations and Federations under (d) (iv), (v), (vi) and (vii) above shall be submitted to the General Secretary by the Federation, Executive Council, Local Association or Federation of Retired Members' Associations concerned to be received by the General Secretary not less than six weeks before the first day of Conference.
- (f) Any representative elected under (d) (iv), (v), (vi) or (vii) above shall be a member of or delegate to the Local Association, Executive Council or Federation electing him/her as the case may be.
- (g) Save for Past Presidents and Retired Members attending Conference in accordance with (d)(iii) and (vii) above, all representatives attending Conference shall be Full Members of the Union.
- (h) The General Secretary and such staff as s/he may authorise may attend Conference but shall have no vote or speaking rights at Conference save that the General Secretary shall have the right to speak if so invited by the President.
- (i) The National Executive and the President may invite guests of the Union to attend Conference, but such guests shall have no vote at Conference and shall only have the right to speak if so invited by the President.

- (j) Conduct of business at Conference shall be in accordance with such Standing Orders as are approved by Conference from time to time. An amendment to the Standing Orders of Conference may be proposed by:
 - (i) the National Executive by giving notice to the Local Associations in writing of the proposed amendment to the Standing Orders of Conference not less than three months prior to the date of Conference;
 - (ii) twenty-five Local Associations giving notice to the General Secretary in writing of the proposed amendment to the Standing Orders of Conference not less than two months prior to the date of Conference.
- (k) Any amendments to the Standing Orders of Conference proposed in accordance with (j)(ii) above shall be circulated to the Local Associations by the National Executive not less than twenty-one days before the date of the Conference.
- (l) An amendment to Standing Orders shall require a two-thirds majority of the votes cast at Conference.
- (m) A Standing Orders Committee consisting of two members elected by the National Executive and three members elected by Conference shall be elected annually.
- (n) Members of the Standing Orders Committee shall serve from the conclusion of the Conference at which they are elected until the conclusion of the succeeding Conference.
- (o) A Special Conference shall be held:
 - (i) if the National Executive so considers necessary; or
 - (ii) on the request to the General Secretary of at least ten Local Associations together representing not less than one third of the membership of the Union; for the purposes of conducting such business as shall be specified by the National Executive or by the Local Associations concerned in their request for the Special Conference.
- (p) Twenty-one days' notice of a Special Conference shall be given.
- (q) A Special Conference shall comprise the same representatives as under (d) above.
- (r) Notice of the full names and addresses of Local Association, Executive Council, Federation and Retired Members' Federation Representatives shall be submitted to the General Secretary by the Federation, Executive Council, Local Association or Retired Members' Federation concerned to be received by the General Secretary not less than seven days before the first day of the Special Conference.

7. The National Executive

- (a) (i) The National Executive shall comprise the members of the National Officers' Committee and not more than forty-three members elected to represent Districts of the Union.
- (ii) The General Secretary shall attend the National Executive to report on the business of the Union and shall have speaking rights at meetings of the National Executive but shall neither be a member of the National Executive nor have a vote.
- (iii) No paid official or employee of the Union shall be eligible for election as a District member of the National Executive.
- (b) The Districts of the Union for the purposes of membership of the National Executive shall be:

England:

District 1	County Durham, Darlington, Gateshead, Newcastle, North Tyneside, Northumberland, South Tyneside, and Sunderland
District 2	Middlesbrough, Hartlepool, Stockton-on-Tees, and Redcar & Cleveland
District 3	Cumbria
District 4	Bolton, Bury, Manchester, Oldham, Rochdale, Salford, Stockport, Tameside, Trafford, and Wigan
District 5	Blackburn, Blackpool, and Lancashire
District 6	Cheshire, Halton, Isle of Man, Knowsley, Liverpool, Sefton, St. Helens, Warrington, and Wirral
District 7	Bradford, Calderdale, Kirklees, Leeds, North Yorkshire, Wakefield, and York
District 8	Barnsley, Doncaster, Rotherham, and Sheffield
District 9	East Riding of Yorkshire, Kingston upon Hull, North East Lincolnshire, and North Lincolnshire

- District 10 Derby, and Derbyshire
- District 11 Leicester, Leicestershire, Northamptonshire, and Rutland
- District 12 Nottingham, Nottinghamshire, and Lincolnshire
- District 13 Birmingham, Coventry, Dudley, Sandwell, Solihull, Walsall, and Wolverhampton
- District 14 Staffordshire, and Stoke-on-Trent
- District 15 Herefordshire, Shropshire, Telford & Wrekin, Warwickshire, and Worcestershire
- District 16 Cambridgeshire, Norfolk, and Peterborough
- District 17 Essex, Southend, Suffolk, and Thurrock
- District 18 Bedfordshire, Hertfordshire, and Luton
- District 19 Bath & NE Somerset, Bristol, Gloucestershire, North Somerset, Somerset, and South Gloucestershire
- District 20 Bournemouth, Dorset, Poole, Swindon, and Wiltshire
- District 21 Cornwall, Devon, Isles of Scilly, Plymouth, and Torbay
- District 22 Barnet, Brent, Ealing, Enfield, Haringey, Harrow, Hillingdon, and Hounslow
- District 23 Camden, Corporation of London, Greenwich, Hackney, Hammersmith & Fulham, Islington, Kensington & Chelsea, Lambeth, Lewisham, Southwark, Tower Hamlets, Wandsworth, and Westminster
- District 24 Bexley, Bromley, Croydon, Kingston, Merton, Richmond, and Sutton
- District 25 Barking, Havering, Newham, Redbridge, and Waltham Forest
- District 26 Brighton & Hove, East Sussex, Surrey, and West Sussex
- District 27 Kent, and Medway Towns
- District 28 Buckinghamshire, Milton Keynes, and Oxfordshire
- District 29 Bracknell Forest, Guernsey, Hampshire, Isle of Wight, Jersey, Portsmouth, Reading, Slough, Southampton, West Berkshire, Windsor & Maidenhead, and Wokingham

Wales/Cymru:

- District 30 Conwy, Ynys Mon, Gwynedd, Denbighshire, Flintshire, and Wrexham
- District 31 Blaenau Gwent, Bridgend, Caerphilly, Cardiff, Merthyr Tydfil, Monmouthshire, Newport, Rhondda Cynon Taff, Torfaen, and Vale of Glamorgan
- District 32 Ceredigion, Carmarthenshire, Neath & Port Talbot, Powys, Pembrokeshire, and Swansea

Scotland:

- District 33 Aberdeen, Aberdeenshire, Angus, Argyll & Bute, Borders, Clackmannanshire, Dumfries & Galloway, Dundee, East Ayrshire, East Dunbartonshire, East Lothian, East Renfrewshire, Edinburgh, Falkirk, Fife, Glasgow, Highland, Inverclyde, Midlothian, Moray, North Ayrshire, North Lanarkshire, Orkney Islands, Perthshire & Kinross, Renfrewshire, Shetland Islands, South Ayrshire, South Lanarkshire, Stirling, West Dunbartonshire, Western Isles, and West Lothian

Northern Ireland:

- District 34 Belfast, North Eastern, South Eastern, Southern, and Western
- (c) Each District shall be represented by one member of the National Executive save that Districts 1, 4, 6, 7, 13, 23, 31, 33 and 34 shall be represented by two members.
 - (d) The National Executive may between Conferences create a new District or Districts from existing Districts and may increase or reduce the number of members elected by each District so as to provide fair representation according to the number of members in each District subject to the overall limitation on the size of the National Executive referred to in Rule 7(a)(i).
 - (e) In the event of the creation of a new District or any increase in the number of members of the National Executive for an existing District an election shall be held forthwith for the vacancy so created.
 - (f) Any change in Districts or in representation of Districts shall be presented by the National Executive to the Conference immediately following the National Executive's decision to make such change as a proposed amendment to these Rules for approval by that Conference.
 - (g) The period of office of a District member of the National Executive shall be one year commencing on 1st August in the year the member was elected until 31st July of the following year.
 - (h) Any member of the National Executive who fails to attend three consecutive meetings of the National Executive without good cause acceptable to the National Executive shall be deemed to have resigned. For the avoidance of doubt the National Executive member so deemed to have resigned shall be eligible to stand for re-election to the vacancy.

- (i) In the event of a member of the National Executive ceasing to be a member of the Union or of a vacancy for any other reason a by-election shall be held forthwith to fill such vacancy which by-election shall be held in accordance with such arrangements as the National Executive shall prescribe.
- (j) The National Executive shall, subject to these Rules and to the decisions of Conference, have full power and authority to take such action as it deems necessary for the conduct of the Union's affairs and the realisation of the objects set out in Rule 3.
- (k) Without prejudice to the generality of the power set out in Rule 7(j) the National Executive shall:
 - (i) subject to ratification at the Conference immediately following such decision, make such bye-laws and regulations as to the management of the Union not inconsistent with these Rules as the National Executive may consider desirable and to rule upon any question as to the construction of any Rule, bye-law or regulation;
 - (ii) determine the remuneration and duties of the General Secretary;
 - (iii) appoint such officials, other than the General Secretary, as the National Executive considers necessary for the good conduct of the affairs of the Union;
 - (iv) determine the remuneration and duties of such officials as are appointed under (k)(iii) above;
 - (v) enter into deeds, guarantees and agreements in accordance with these Rules as agents of the Union;
 - (vi) appoint such Committees with such powers and duties as the National Executive shall from time to time consider necessary;
 - (vii) whether by itself or on the advice or with the assistance of agents invest or cause to be invested such of the assets of the Union and the income arising therefrom as shall not be required for the administration or other purposes of the Union in accordance with these Rules provided that the National Executive shall not be liable for the defaults of agents whom it may employ for this purpose;
 - (viii) make such arrangements as the National Executive deems to be necessary and appropriate to fill any vacancy to any elected office in the Union arising from suspension or removal from office.
- (l) National Officers and members of the National Executive shall be indemnified by the Union:
 - (i) in respect of expenses properly incurred by them in the performance of their duties as such National Officers or members of the National Executive as the case may be; and
 - (ii) in respect of all demands, claims, actions, proceedings and damages (and the costs and expenses thereof) made, brought or obtained against them arising out of the performance of their duties as such National Officers or members of the National Executive.

8. Local Associations

- (a) The National Executive shall have power to form, dissolve or amalgamate such Local Associations as it sees fit subject to such criteria as are approved by Conference from time to time. Any decision taken by the National Executive in accordance with this paragraph shall be reported for ratification to the Conference immediately following that decision.
- (b) The National Executive shall publish model rules for the conduct of Local Association business which rules shall be adopted by each Local Association save that the National Executive may approve any such local variations requested by a Local Association as it sees fit.
- (c) Only persons who are in Full Membership of the Union in compliance with Rule 4(1)(a) shall be eligible for election as Local Association Secretary, President or Vice-President.
- (d) The funds of a Local Association shall be kept in an account opened in the name of that Local Association at a Bank, Post Office or Building Society. Withdrawals from the account shall be under the signature of at least two duly appointed Local Association officers.
- (e) All Local Associations shall supply a statement of balances and an income and expenditure account to the Honorary Treasurer at the end of the financial year. The financial year is the calendar year.

9. Retired Members' Associations and Federation

- (a) The National Executive shall have power to form, dissolve or amalgamate such Retired Members' Associations as it sees fit subject to such criteria as are approved by Conference from time to time. Any decision taken by the National Executive in accordance with this paragraph shall be ratified by the Conference immediately following that decision.

- (b) The National Executive shall publish model rules for the conduct of Retired Members' Association business which rules shall be adopted by each Retired Members' Association save that the National Executive may approve any such local variations requested by a Retired Members' Association as it sees fit.
- (c) The funds of a Retired Members' Association shall be kept in an account opened in the name of that Retired Members' Association at a Bank, Post Office or Building Society. Withdrawals from the account shall be under the signature of at least two duly appointed Retired Members' Association officers.
- (d) All Retired Members' Associations shall supply a statement of balances and an income and expenditure account to the Honorary Treasurer at the end of the financial year. The financial year is the calendar year.
- (e) All Retired Members' Associations shall combine to form the Retired Members' Federation which shall be consulted by the National Executive on such matters affecting retired members as the National Executive considers appropriate.
- (f) The National Executive shall publish model rules for the conduct of Retired Members' Federation business which rules shall be adopted by the Federation save that the National Executive may approve such variations requested by the Federation as it sees fit.
- (g) A Retired Members' Association shall contribute to the Retired Members' Federation such proportion of its subscription apportionment and other income at such times and in such manner as shall be directed by resolution of the Federation from time to time.
- (h) The funds of the Retired Members' Federation shall be kept in an account opened in the name of the Retired Members' Federation at a Bank, Post Office or Building Society. Withdrawals from the account shall be under the signature of at least two duly appointed Retired Members' Federation officers.
- (i) The Retired Members' Federation shall supply a statement of balances and an income and expenditure account to the Honorary Treasurer at the end of the financial year. The financial year is the calendar year.

10. Federations

- (a) Where there is more than one Local Association within the area of a Local Authority the National Executive shall combine those Local Associations to form a Federation which shall be solely responsible for all negotiations with that Local Authority and such other employers as may be located within the area of that Local Authority.
- (b) The National Executive shall publish model rules for the conduct of Federation business which rules shall be adopted by each Federation save that the National Executive may approve such local variations requested by a Federation as it sees fit.
- (c) Only persons who are in Full Membership of the Union in compliance with Rule 4(1)(a) shall be eligible for election as Federation Secretary, President or Vice-President.
- (d) The funds of a Federation shall be kept in an account opened in the name of the Federation at a Bank, Post Office or Building Society. Withdrawals from the account shall be under the signature of at least two duly appointed Federation officers.
- (e) All Federations shall supply a statement of balances and an income and expenditure account to the Honorary Treasurer at the end of the financial year. The financial year is the calendar year.
- (f) A Local Association shall contribute to the Federation of which it is a member such proportion of its subscription apportionment and other income at such times and in such manner as shall be directed by resolution of the Federation from time to time.

11. Executive Councils in Northern Ireland, Scotland and Wales/Cymru

- (a) In Northern Ireland, Scotland and Wales/Cymru, National Executive shall combine Local Associations to form Executive Councils. These Executive Councils to be known as NASUWT Northern Ireland, NASUWT Scotland and NASUWT Cymru.
- (b) The National Executive shall publish model rules for the conduct of the business of those Executive Councils known as NASUWT Northern Ireland, NASUWT Scotland and NASUWT Cymru which rules shall be adopted by the said Executive Councils save that National Executive may approve such variations requested by NASUWT Northern Ireland, NASUWT Scotland and NASUWT Cymru as it sees fit.

- (c) The funds of the Executive Councils known as NASUWT Northern Ireland, NASUWT Scotland and NASUWT Cymru shall be kept in an account opened in the name of the relevant Executive Council at a bank, post office or building society. Withdrawals from the account should be under the signature of at least two duly appointed Executive Council officers.
- (d) All Executive Councils shall supply a statement of balances and an income and expenditure account to the Honorary Treasurer at the end of the financial year. The financial year is the calendar year.
- (e) Local Associations in Northern Ireland, Scotland and Wales/Cymru shall contribute to the appropriate Executive Council such proportion of Local Association subscription apportionment and other income at such times and in such manner as shall be directed by resolution of the appropriate Executive Council from time to time.

12. Regional Committees in England

- (a) National Executive shall make such arrangement as National Executive deems necessary and appropriate for the formation of Regional Committees in England.
- (b) The purpose of Regional Committees in England shall be to facilitate regional activity in accordance with model rules for the conduct of the business of Regional Committees as published by National Executive and which shall be adopted by each Regional Committee save that National Executive may approve such variations requested by a Regional Committee as National Executive sees fit.

13. National Officers' Committee

- (a) Membership of the National Officers' Committee shall be:
 - (i) the Junior Vice-President;
 - (ii) the Senior Vice-President;
 - (iii) the President;
 - (iv) the Ex-President;
 - (v) the Honorary Treasurer;
 which Officers shall be known as the National Officers of the Union.
- (b) No paid official or employee of the Union shall be eligible for election to membership of the National Officers' Committee.
- (c) Any National Officer who fails to attend three consecutive meetings of the National Officers' Committee without good cause acceptable to the Committee shall be reported by the President to the National Executive who may in their absolute discretion declare that the National Officer concerned shall be deemed to have resigned whereupon the casual vacancy procedure shall be commenced. For the avoidance of doubt the National Officer so deemed to have resigned shall be eligible to stand for election to National Office as and when an election is called.
- (d) Between meetings of the National Executive the National Officers' Committee shall conduct the business of the Union.
- (e) The National Officers' Committee may authorise a ballot for Industrial Action in accordance with Rule 22(c).
- (f) The National Officers' Committee shall be bound by decisions of the National Executive.
- (g) The National Officers' Committee may make such recommendations to the National Executive for the conduct of the business of the Union as the National Officers' Committee sees fit.
- (h) The National Officers' Committee shall report to the National Executive such decisions as it makes for the conduct of the business of the Union between meetings of the National Executive.

14. The Presidency

- (a) There shall be an annual election for the four-year term of office of the Presidency.
- (b) In the first year of office the member elected to the Presidency shall be known as the Junior Vice-President.
- (c) In the second year of office the member elected to the Presidency shall be known as the Senior Vice-President.
- (d) In the third year of office the member elected to the Presidency shall be known as the President.
- (e) In the fourth year of office the member elected to the Presidency shall be known as the Ex-President.
- (f) Each year of office for the purposes of this Rule shall commence on the first day of Conference in the relevant year and end on the first day of Conference in the following year.

15. Honorary Treasurer

- (a) The Honorary Treasurer shall be responsible for the financial affairs of the Union.
- (b) The Honorary Treasurer shall be elected annually and shall hold office from the conclusion of Conference of the year of his/her election until the conclusion of Conference in the following year.
- (c) The Honorary Treasurer shall cause proper accounts to be kept.
- (d) The Honorary Treasurer shall publish the audited accounts of the Union annually in sufficient time for consideration at Conference.
- (e) The Honorary Treasurer shall present a report to each meeting of the National Executive.
- (f) Whenever required by the National Executive the Honorary Treasurer shall provide to the National Executive a statement of the Union's accounts.
- (g) The Honorary Treasurer shall make such regulations and give such directions as may seem proper to him or her for:
 - (i) the day-to-day management of the financial affairs of the Union;
 - (ii) the collection of subscriptions;
 - (iii) the proper administration of a national imprest accounting system;
 - (iv) the holding of Local Association, Federation, Executive Council, Regional Committee and Retired Members' Association and Federation financial reserves centrally by the Union in the names of the Local Associations and Federations.

16. Auditors

- (a) Chartered accountants shall be appointed annually by Conference to examine and audit the accounts of the Union.
- (b) An appropriately qualified person or persons or organisation shall be appointed annually by Conference to act as an assurer under the Trade Union and Labour Relations (Consolidation) Act 1992 for so long as required by law to do so.

17. Investment and Financial Affairs

- (a) Funds, assets and other property belonging to or held upon trust for the Union may with the consent of the National Executive be invested in or upon such shares, stocks, funds, securities or other investments in any part of the world and whether involving liability or not either in the names of the Trustees or in the name of a nominee on behalf of the Trustees as the National Executive shall in its absolute discretion think fit so that the National Executive shall be empowered to invest and transpose the investment of the said funds and other property of the Union in the same unrestricted manner as if they were the beneficial owners thereof.
- (b) All land, buildings, other property and assets of the Union shall be placed in the names of the Trustees or in the name(s) of a nominee or nominees on behalf of the Trustees approved by the National Executive or in the name of the Custodian Trustee or Public Trustee as the National Executive shall in its absolute discretion think fit to be held for and on behalf of the Union.
- (c) All monies held by or on behalf of the Union shall be paid into the bank accounts of the Union.
- (d) Local Association and Federation reserves shall be held centrally in the name of the Local Association or Federation concerned and shall be subject to the right of withdrawal on demand by the Local Association or Federation provided that any such withdrawal is for a specified amount authorised by Minute of a meeting of the Officers or Executive of the Local Association or Federation.
- (e) Local Association and Federation Officers, accredited school representatives, Health & Safety Representatives, and such other Officers and representatives as may be approved by the National Executive from time to time shall be indemnified by the Union in respect of all demands, claims, actions, proceedings and damages and the costs and expenses thereof, made, brought or obtained against them arising out of the performance of their duties as such Officers or representatives.

18. Trustees

- (a) The President, Senior Vice-President, Junior Vice-President and Ex-President for the time being of the Union shall be trustees thereof.
- (b) The National Executive may appoint a Trust Corporation to be Custodian Trustee in accordance with Section 4 of the Public Trustee Act 1966.
- (c) The National Executive may transfer to the Public Trustee such funds or property of the Union and such stocks, shares or securities held by or on behalf of the Union as it sees fit.

19. General Secretary

- (a) The General Secretary shall conduct the business of the Union in accordance with these Rules and act under the instructions of Conference, the National Executive and the National Officers' Committee.
- (b) In the event of failure by the General Secretary to fulfil the terms of his/her contract of employment the National Executive may dismiss the General Secretary from office by resolution passed by a two-thirds majority of the members of National Executive.
- (c) The General Secretary shall:
 - (i) have the conduct of the day-to-day administration of the Union;
 - (ii) manage the staff of the Union and shall give such directions as to their work as s/he considers necessary;
 - (iii) convene meetings of the National Executive and its Committees and Sub-Committees as and when the National Executive or the National Officers shall require and as s/he deems necessary;
 - (iv) put before the National Executive such reports and recommendations as to Union policy, organisation and administration as s/he may deem necessary or as the National Executive may require.
- (d) Throughout these Rules wherever there is reference to the General Secretary (with the exception of Rule 20(4)) the General Secretary may nominate the Deputy General Secretary or any other member of staff to act in his/her place.

20. Elections

(1) Eligibility

- (a) No member shall be eligible to stand in an election for any elected office at local or national level within the Union if s/he is a member of the principal governing body of, or an elected officer of, another trade union representing persons who are eligible for membership of the Union. On becoming a member of the principal governing body of, or an elected officer of, another trade union representing persons who are eligible for membership of the Union, a member of the Union shall immediately vacate any elected office at local or national level within the Union.

(2) National Officers

- (a) Each Local Association shall be entitled to nominate at a general meeting one member as candidate for the Presidency and one member as candidate for Honorary Treasurer.
- (b) Any such nomination shall be made by resolution of the Local Association passed at a General Meeting. The agenda and calling notice for the meeting must include as a separate item of business the consideration and making of nominations for the Presidency and Honorary Treasurer.
- (c) Only persons who are in Full Membership of the Union in compliance with Rule 4(1)(a) shall be eligible for election as National Treasurer or to the National Presidency.
- (d) Any such nomination shall be on the prescribed form which shall be countersigned by the nominee as notice of acceptance of nomination and thereafter submitted to the General Secretary.
- (e) Any completed nomination form not received by the General Secretary on or before noon on the first Friday in November in the year of the election concerned shall not be a valid nomination.

(3) National Executive

- (a) Each Local Association within a District shall be entitled to nominate one member of a Local Association within that District as a candidate for each vacancy for the National Executive for that District.
- (b) Any such nomination shall be made by resolution of the Local Association passed at a General Meeting. The agenda and calling notice for the meeting must include as a separate item of business the consideration and making of nominations for District members of the National Executive.
- (c) Only persons who are in Full Membership of the Union in compliance with Rule 4(1)(a) shall be eligible for election to membership of the National Executive.
- (d) Any such nomination shall be on the prescribed form which shall be countersigned by the nominee as notice of acceptance of nomination and thereafter submitted to the General Secretary.
- (e) Any nomination form not received by the General Secretary on or before noon on the first Friday in April in the year of the election concerned shall not be a valid nomination.

(4) General Secretary

- (a) Any election for the position of General Secretary shall be called by the National Executive who shall cause to be published a timetable for the election.
- (b) The National Executive and each Local Association shall be entitled to nominate at a general meeting one candidate for General Secretary.
- (c) Any such nomination shall be made by resolution of the Local Association passed at a General Meeting. The agenda and calling notice for the meeting must include as a separate item of business the consideration and making of nominations for the General Secretary.
- (d) Any such nomination shall be on the prescribed form which shall be countersigned by the nominee as notice of acceptance of nomination and thereafter submitted to the President.
- (e) Any nomination form not received by the President on or before the closing date for nominations as prescribed by the National Executive shall not be a valid nomination.
- (f) For acceptance as a candidate for the post of General Secretary a prospective candidate shall be nominated either by the National Executive or by a minimum of twenty-five Local Associations or by both in accordance with the procedure set out in this Rule.
- (g) No member shall be eligible to stand in an election for the position of General Secretary if s/he is a member of the principal governing body of, or an officer of, another trade union representing persons who are eligible for membership of the Union.

(5) Canvassing

- (a) No member holding any category of membership shall distribute, or cause to be distributed, any material seeking support for the nomination of any prospective candidate earlier than one calendar month prior to the closing date for nominations.
- (b) Upon request to the General Secretary (or in the event of an election for General Secretary, the President) a prospective candidate shall be provided with one set of labels setting out the addresses for correspondence of Local Associations relevant to the election concerned, not earlier than five weeks prior to the closing date for nominations for the sole purpose of corresponding with Local Associations to seek nomination.
- (c) Material seeking support for the nomination of any prospective candidate in any election may not be distributed by e-mail and e-mail addresses will not be provided to (and may not be used by or on behalf of) prospective candidates for this purpose.
- (d) After close of nominations no material other than the election address referred to in this Rule shall be distributed on behalf of any candidate.

(6) Ballots

- (a) In the event of there being more than one candidate for the position of the Presidency, Honorary Treasurer, or General Secretary, a ballot shall be held amongst the members of the Union. Each member of the Union shall be entitled to one vote in each contested election and the candidate with the greatest number of votes cast shall be declared elected.
- (b) In the event of there being more candidates for nomination to the National Executive than the number of members of the National Executive prescribed for a District there shall be a ballot held of the members of the Local Associations in the District concerned. Each member of a Local Association in a District where a contested National Executive election is held shall be entitled to one vote for each vacancy and the candidate (or if more than one vacancy, candidates) with the greatest number of votes cast shall be declared elected.

(7) Election address

- (a) Validly nominated candidates shall be entitled to submit to the General Secretary (or the President in the event of an election for the General Secretary) an election address not exceeding three hundred words on one side of A4 paper which may set out biographical details of the candidate and the work s/he has performed or proposes to perform on behalf of the Union only. The election address may include a photograph and a list of nominating Local Associations (and in the event of election for the General Secretary, any nomination of the National Executive) which list of nominations shall not be taken into account for the purposes of the three hundred words limit set by this Rule.
- (b) Election addresses shall be produced in accordance with a protocol agreed and published by National Executive.
- (c) The election address shall be distributed at no cost to the candidate to those members who are entitled to vote in the election concerned at the same time as the ballot paper is despatched to those members.

(8) *Balloting procedures*

- (a) Ballot papers accompanied by election addresses shall be distributed by post to members eligible to vote within one calendar month after the closing date for nominations.
- (b) The ballot paper shall include on it the date by which the ballot paper to be valid shall be received by the Union's returning officer which date shall be twenty one days after the date of distribution of the ballot papers referred to above.
- (c) The National Executive shall appoint an independent scrutineer for each election whose duties shall be those set out in the Trade Union and Labour Relations (Consolidation) Act 1992 and as amended by any subsequent legislation.

(9) *Election misconduct*

- (a) Any complaint of election misconduct shall be made by a member in writing to the General Secretary (or to the President in the case of an election for General Secretary) to be received within twenty eight days of the act or omission, the subject of the complaint.
- (b) The General Secretary (or the President in the case of an election for General Secretary) shall have power to dismiss a complaint s/he considers to be frivolous. The General Secretary (or the President as the case may be) shall report the dismissal of such a complaint to the National Officers' Committee Meeting immediately following his/her decision.
- (c) The National Officers' Committee (with the exclusion of an individual whose election is the subject of complaint) shall consider any complaint of misconduct not ruled frivolous.
- (d) The National Officers' Committee in investigating a complaint of misconduct may set up a Tribunal of Inquiry to investigate the complaint which Tribunal shall comprise either three members of the National Executive or three past Presidents or a combination thereof (save that any individual whose election is the subject of complaint shall not be eligible to serve on such a Tribunal).
- (e) A Tribunal of Inquiry constituted under this Rule shall have power to investigate such matters as it believes relevant, and to question such witnesses and to call for such documents as it considers necessary.
- (f) A Tribunal of Inquiry shall report to the National Officers' Committee in writing. The National Officers' Committee shall provide a copy of such report to the Complainant(s) and to any individual(s) who are the subject of the complaint.
- (g) Upon receipt of a report of a Tribunal of Inquiry the National Officers' Committee shall consider the report and thereafter either uphold the election or declare the election invalid and set a date for a new election, subject to confirmation by the National Executive.
- (h) The National Officers' Committee shall have power to suspend an election if it so considers necessary for the good management of the Union.
- (i) The National Officers' Committee, subject to confirmation by the National Executive shall make such arrangements as it considers necessary to ensure the good management of the Union should an election be suspended, which power includes the nomination of a member to perform the duties of the post, the subject of the contested election until the conclusion of that election.
- (j) In the absence of the suspension of an election by the National Officers' Committee, the election, the subject of complaint, shall proceed and the candidate(s) receiving the highest number of votes shall be declared elected and shall hold office unless and until the election is declared invalid on the grounds of electoral misconduct by the National Officers' Committee.
- (k) Nothing in this Rule shall be seen as a bar to internal Union discipline pursuant to Rule 27.

21. *Casual Vacancies*

- (a) In the event of the President ceasing to be a member of the Union or the office of President falling vacant for any other reason the Senior Vice-President shall vacate the office of Senior Vice-President and shall progress to the office of President and shall hold that office for the remainder of the unexpired year of office in addition to his/her year in office as President.
- (b) In the event of the Senior Vice-President ceasing to be a member of the Union or the office of Senior Vice-President falling vacant for any other reason the Junior Vice-President shall vacate the office of Junior Vice-President and shall progress to the office of Senior Vice-President and shall hold that office for the remainder of the unexpired year of office in addition to his/her year in office as Senior Vice-President.
- (c) In the event of the Ex-President ceasing to be a member of the Union or the office of Ex-President becoming vacant for any other reason, the National Executive shall appoint from amongst its number a member of the National Executive to carry out the duties of Ex-President.

- (d) In the event of the Honorary Treasurer ceasing to be a member of the Union or the office of Honorary Treasurer becoming vacant for any other reason, the National Executive shall appoint from amongst its number a member of the National Executive to carry out the duties of Treasurer for the remainder of the unexpired year of office.
- (e) In the event of the Junior Vice-President ceasing to be a member of the Union or the office of Junior Vice-President becoming vacant for any other reason, the National Executive shall as soon as reasonable call an election to fill the vacancy for the remainder of the unexpired year of office which election shall be held in accordance with Rule 20 save that the National Executive may appoint such dates for the conduct of the election as it sees fit.

22. Industrial Action

- (a) The following and only the following are authorised to call upon members to participate in industrial action:
 - (i) the General Secretary and,
 - (ii) in his/her absence, the Deputy General Secretary.
- (b) The National Executive may authorise a ballot for industrial action of the whole membership or such section of the membership as it considers necessary.
- (c) The National Officers' Committee may authorise a ballot for industrial action of the whole membership or such section of the membership as it considers necessary.
- (d) On receipt of a request for a ballot for industrial action from a National Executive Member, Federation Secretary or Local Association Secretary, the General Secretary shall:
 - (i) authorise a ballot and thereafter report such authorisation to the National Officers' Committee; or
 - (ii) reject the request for a ballot and thereafter report such rejection to the National Officers' Committee; or
 - (iii) report such request to the National Officers' Committee for decision.

23. Casework Assistance

- (a) Casework assistance shall be granted in accordance with the Union's Casework Code of Practice agreed and published by National Executive and at the discretion of the General Secretary to any Full Member and, to the extent permitted by Rule 4, Retired, Honorary Life, Career Break, Student, Associate and Former Members.
- (b) Casework assistance may be granted in relation to:
 - (i) any matter arising out of or occurring in the course of the member's employment;
 - (ii) any matter affecting the professional or other rights, welfare or interests of members or the teaching profession in general.
- (c) Casework assistance may be withdrawn by the General Secretary if an assisted person whose case has been supported by the NASUWT:
 - (i) fails to act on or accept the advice of the General Secretary or his/her NASUWT caseworker; or
 - (ii) fails to co-operate in the provision or collection of information relevant to the case; or
 - (iii) has wilfully provided false or misleading information; or
 - (iv) is three months or more in arrears with membership contributions; or
 - (v) in any other circumstances where withdrawal is deemed to be necessary by the National Executive.
- (d) "Casework assistance" for the purpose of this Rule means assistance provided by an officer, official or employee of the Union to a person in a matter concerning that person.

24. Legal Assistance

- (a) Legal assistance shall be granted at the complete discretion of the National Executive.
- (b) The following shall be eligible for legal assistance:
 - (i) Full Members working in the British Isles.
 - (ii) Full Members working overseas employed by or under the auspices of the Overseas Development Administration, the Ministry of Defence, or such other Government Department as the National Executive shall from time to time approve.
 - (iii) Full Members working overseas pursuant to any other appointment approved by the National Executive.
 - (iv) Retired, Honorary Life, Career Break, Student, Associate and Former Members to the extent permitted by Rule 4.

- (c) Subject to Rule 4, legal assistance may be granted in relation to:
 - (i) any matter arising out of or occurring in the course of a member's employment;
 - (ii) any matter affecting the professional or other rights, welfare, or interests of members or the teaching profession in general.
- (d) Legal assistance may be withdrawn by the National Executive if an assisted person whose case has been supported by the Union:
 - (i) fails to act on or accept the advice of the General Secretary or the Union's legal advisers; or
 - (ii) fails to co-operate in the provision or collection of information relevant to the case; or
 - (iii) has wilfully provided false or misleading information; or
 - (iv) is three months or more in arrears of membership contributions; or
 - (v) in any other circumstances where withdrawal is deemed to be necessary by the National Executive.
- (e) If legal assistance is withdrawn pursuant to this Rule the assisted person shall be fully responsible for all legal costs incurred by the Union or by any other party to litigation in which the Union has supported the assisted person.

25. Benevolent Fund

There shall be a separate charitable fund known as the "NASUWT Benevolent Fund" which shall have such separate Rules as are approved by Conference from time to time with the consent of the Charity Commissioners which Rules shall provide for but shall not be limited to the objects, benefits, constitution, and administration of the fund.

26. Insurance and Other Member Benefits

- (a) The National Executive shall at its discretion make arrangements to indemnify members against such accidental or criminal injury, loss or damage by way of contract of insurance or otherwise as it sees fit.
- (b) The extent of cover under (a) above shall be determined by the National Executive at its discretion but shall include provision for:
 - (i) accidental death;
 - (ii) accidental loss of sight of one or both eyes;
 - (iii) accidental loss of one or more limbs;
 - (iv) accidental permanent total disablement from engaging in being occupied with or giving attention to employment or occupation within the teaching profession;
 - (v) damage by fire to or loss by theft of members' personal property pertaining to the teaching profession on school premises under such conditions as shall be determined by the National Executive from time to time.
- (c) The levels of benefit under this Rule shall be determined by the National Executive in its discretion which levels of benefit may vary according to:
 - (i) class of membership;
 - (ii) the circumstances giving rise to the claim;
 subject to such maximum limit as is provided for by Section 467 of the Income and Corporation Taxes Act 1988 and any amendment or re-enactment thereof.

27. Internal Union Discipline

(1) Offences

A member of the Union commits a disciplinary offence if that member:

- (a) wrongly or fraudulently receives or misapplies funds of the Union;
- (b) fails to participate in official industrial action;
- (c) acts contrary to or fails to carry out lawful instructions of the National Executive;
- (d) harasses another member or discriminates against another member on the grounds of gender, ethnic origin, disability, sexuality, religion or age;
- (e) fails to pay any fine imposed under this Rule within two months of the conclusion of proceedings, without good and sufficient reason;
- (f) acts contrary to or fails to carry out the policies of the Union;
- (g) acts in any way prejudicial to the interests of the Union.

(2) Complaints

Complaints relevant to Internal Union Discipline may be made against any member of the Union by:

- (a) any member of the Union;
- (b) resolution of the National Officers (excluding the Ex-President).

(3) Secretariat

- (a) The General Secretary shall nominate a member of staff to act as secretary in all aspects of the administration of Rule 27. In the absence of the member of staff so nominated by the General Secretary, another member of staff nominated by the General Secretary may act in his/her place. The General Secretary's Nominee undertaking the role of secretary during Rule 27 proceedings will be known as the "Complaint Secretary".
- (b) If a member or the National Officers (excluding the Ex-President) believes that a member of the Union (known in this Rule as the "Respondent") has committed a disciplinary offence then they shall submit their complaint in writing setting out the details of the Respondent's conduct to the Complaint Secretary.
- (c) The Complaint Secretary shall seek to ensure that all proceedings under Rule 27 are progressed in accordance with Rule 27 and any protocol relevant to Rule 27 which has been approved by National Executive.

(4) Disciplinary Complaint

- (a) Upon receipt of a complaint the Complaint Secretary shall send a copy of the complaint to the Respondent who shall within ten days of the date it was sent to him/her notify the Complaint Secretary in writing whether the complaint is admitted or denied.
- (b)
 - (i) Upon receipt of a denial under (a) above, or upon the expiry of ten days if no response to the complaint from the Respondent is received, the Complaint Secretary shall refer the complaint to the Ex-President who will carry out a preliminary investigation.
 - (ii) If the Ex-President is of the opinion that the complaint is suitable for conciliation then s/he may offer conciliation between the parties to the complaint in accordance with such protocol as may be determined by the National Executive.
 - (iii) If the Ex-President is of the opinion that conciliation is not appropriate then s/he shall instruct the Complaint Secretary to convene a Disciplinary Committee Meeting for the purpose of the hearing to consider the complaint, save that if the Ex-President is of the view that the complaint is frivolous or vexatious s/he shall instruct the Complaint Secretary to notify the member who submitted the complaint and the Respondent that no further action will be taken.
- (c) Upon the conclusion of the preliminary investigation under (b)(i) above, or of conciliation under (b) (ii), the Ex-President shall report in writing to the Complaint Secretary that in the opinion of the Ex-President, either:
 - (i) there are insufficient grounds to proceed with the complaint further (or in the case of a matter which has been the subject of conciliation, that the complaint has been resolved) whereupon the Complaint Secretary shall notify the member who submitted the complaint and the Respondent that no further action will be taken; or
 - (ii) the complaint should proceed further whereupon the Complaint Secretary shall convene a Disciplinary Committee Meeting for the purpose of hearing to consider the complaint.
- (d) Upon receipt of an admission under (a) above, the Complaint Secretary shall convene a Disciplinary Committee Meeting for the purpose of a hearing to consider the complaint.

(5) Discipline at Disciplinary Committee Level

- (a) The Disciplinary Committee shall be a Committee of the National Executive and shall comprise three members of the National Executive excluding the National Officers as nominated by the National Executive. The members of the Disciplinary Committee shall elect a Chair from among their number.
- (b) The Disciplinary Committee may resolve to:
 - (i) dismiss the complaint; or
 - (ii) find the complaint justified.
- (c) If the Disciplinary Committee passes a resolution in accordance with (5)(b)(ii) above, or the Respondent has admitted the complaint under (2)(b) above, the Disciplinary Committee shall resolve:

- (i) to impose no penalty; or
- (ii) to penalise the Respondent.
- (d) The penalties available to the Disciplinary Committee shall be:
 - (i) a reprimand;
 - (ii) a fine not exceeding five times the full annual subscription of a Full Member of the Union;
 - (iii) to suspend the Respondent from membership of the Union for a specified period not exceeding one year;
 - (iv) to debar the Respondent from holding office in the Union either permanently or for a specified period;
 - (v) to expel the Respondent from membership of the Union.
- (e) As soon as is practicable, the Complaint Secretary shall notify the Respondent in writing of the resolution(s) of the Disciplinary Committee and of any right of appeal.

(6) Appeals

- (a) There shall be a right of appeal from the Disciplinary Committee to the Appeals Committee when the Disciplinary Committee has imposed any of the penalties in Rule 27(5)(d).
- (b) Appeals Committee
 - (i) The Appeals Committee shall be a Committee of the National Executive and shall comprise three members of the National Executive excluding National Officers as nominated by the National Executive. The Appeal Committee shall elect a Chair from amongst their number.
 - (ii) No member of the National Executive who was a member of the Disciplinary Committee against whose resolution(s) the appeal has been made shall be a member of the Appeals Committee considering that appeal.
- (c) The Appeal
 - (i) The Respondent shall submit the appeal in writing (Notice of Appeal) specifying the grounds of the appeal to the Complaint Secretary.
 - (ii) The time limit for an appeal shall be ten days from the date the written notice of the resolution(s) against which the appeal lies was sent to the Respondent.
 - (iii) It is the Respondent's responsibility to ensure that the Notice of Appeal complies with this Rule and is received by the General Secretary within the time limit.
 - (iv) Upon receipt of a Notice of Appeal the General Secretary shall convene a meeting of the Appeals Committee for the purpose of a hearing to consider the appeal.
 - (v) The Appeals Committee may resolve to dismiss, uphold or reduce the penalty imposed by the Disciplinary Committee.
 - (vi) Any decision of the Appeals Committee shall be final.
 - (vii) As soon as is practicable, the Complaint Secretary shall notify the Respondent in writing of the resolutions of the Appeals Committee.
 - (viii) All appeal hearings shall be by way of full rehearing and new evidence shall be admissible at the discretion of the Chairperson.

(7) Convening of Meetings

- (a) Whenever the convening of a meeting is required by this Rule, the procedure set out below shall be followed.
- (b) The Complaint Secretary shall send to the Respondent at his/her last known address written notice of the meeting by ordinary first-class post not less than fifteen days before the date of the meeting.
- (c) The notice of the meeting sent to the Respondent shall be dated and shall specify:
 - (i) the date, time and place of the meeting;
 - (ii) the purpose of the hearing;
 - (iii) details of the complaint sufficient to enable the Respondent to appreciate the nature of the case against him/her;
 - (iv) his/her right to attend, make verbal submissions, call witnesses and submit documentary evidence;
 - (v) his/her right to make written submissions;
 - (vi) that his/her reasonable travelling expenses will be met;
 - (vii) that the proceedings may ultimately lead to his/her expulsion from membership of the Union, and that if the Respondent is an Officer of the Union that the proceedings may lead to him/her being permanently debarred from office;

- (viii) that the meeting may proceed in his/her absence unless s/he submits written reasons showing good cause why s/he cannot attend;
 - (ix) that s/he is required to acknowledge receipt and state within ten days of the date of the notice whether s/he intends to attend at the meeting;
 - (x) that s/he is requested to forward copies of any documents to which s/he will refer to the Complaint Secretary;
 - (xi) that a copy of any report submitted by the Ex-President under 27(4)(c) is enclosed.
- (d) If, in the opinion of the Complaint Secretary, the Respondent or the Complainant submits written good cause no less than twenty-four hours before the time of the hearing why s/he cannot attend, the hearing shall be adjourned to a future date. If the Respondent or the Complainant does not attend the hearing, then it shall be for the Chair of the Disciplinary Committee or, as appropriate, the Appeals Committee to determine whether or not the hearing should proceed in the absence of the Respondent and/or the Complainant.
- (e) Copies of the complaint, relevant minutes of any previous hearing, and any documentary evidence in his/her possession shall be sent to the Respondent by the Complaint Secretary as soon as is practicable and in any event at least seven days before the meeting.
- (f) The Complaint Secretary shall send written notice of the meeting at least seven days before the meeting to the Complainant and to those who are members of the Committee holding the meeting. This notice shall include copies of the notice sent to the Respondent, any Notice of Appeal, the complaint, relevant minutes of any previous hearing and any documentary evidence in the Complaint Secretary's possession.

(8) Hearings

- (a) For the purpose of all hearings under this Rule the provisions set out below shall apply.
- (b) The Complaint Secretary shall attend all hearings under this Rule to advise on procedure and to keep a record of the proceedings.
- (c) Where the Complainant is the National Officers' Committee (excluding the Ex-President) the complaint shall be presented by a National Officer (the Complaint Presenter) appointed by the National Officers' Committee.
- (d) (i) The Complainant (if the Complainant is a member of the Union) and the Respondent may be represented at any hearing under this Rule by another member of the Union (the Complainant's representative or the Respondent's representative as appropriate) if that member is willing to act as his/her representative.
- (ii) The Complainant and the Respondent shall notify the Complaint Secretary of the name and address of their representatives as soon as is practicable, and in any event at least fifteen days before the hearing.
- (e) The Complainant, Respondent, Complainant's and/or Respondent's Representatives, the Complaint Presenter and witnesses shall withdraw from the hearing upon the conclusion of the presentation of evidence and submissions on behalf of both sides and shall not play any part in the discussion or debate upon the resolution(s) before the Committee holding the hearing.

(9) Implementation of Decisions

- (a) Where a disciplinary resolution passed under this Rule may be the subject of an appeal, it shall not take effect until either the time limit for appeal has expired and no appeal has been entered or an appeal has been dismissed. In all other cases the decision shall have immediate effect.
- (b) Any decision made by the Appeal Committee shall have immediate effect.

(10) The Role of the Ex-President

If the Ex-President cannot participate in Rule 27 proceedings as required by this Rule by reason of personal involvement in the matters referred to in the complaint or for any other good reason, the National Officers shall nominate a Past President to replace him/her for the purpose of performing the responsibilities allocated to the Ex-President in this Rule.

(11) Time Limits

Wherever "days" are referred to in this Rule the number of days allowed are to be working days not including public holidays, weekends or days when the Respondent is on annual leave in accordance with his/her terms of employment.

(12) Protocol

The National Executive shall adopt and publish a protocol for the progression of Rule 27 proceedings which shall be adhered to by all parties.

(13) Chair's Authority

The ruling of the Disciplinary Committee Chair, or of the Appeal Committee Chair as appropriate, shall be binding on all parties to Rule 27 proceedings in respect of any issue on which Rule 27 and/or the protocol adopted by National Executive are silent.

28. Amendment to Rules

- (a) An amendment to these Rules may be proposed by:
 - (i) The National Executive by giving notice to the Local Associations in writing of the proposed amendment to these Rules not less than three months prior to the date of Conference or any Special Conference called to consider amendments to these Rules.
 - (ii) By twenty-five Local Associations giving notice to the General Secretary in writing of the proposed amendment to these Rules not less than two months prior to the date of Conference or any Special Conference called to consider amendments to these Rules.
- (b) Any amendments to these Rules proposed in accordance with (a)(ii) above shall be circulated to the Local Associations by the National Executive not less than twenty one days before the date of the Conference or Special Conference.
- (c) An amendment to these Rules shall be made only by Conference or a Special Conference and shall require a two-thirds majority of the votes cast at that Conference.

29. Dissolution of the Union

- (a) A proposal to dissolve the Union may be made by:
 - (i) a resolution of the National Executive passed by a two-thirds majority of the members of the National Executive;
 - (ii) Local Associations representing not less than half the Full Membership of the Union.
- (b) Any proposal made in accordance with (a) above shall be put to a postal ballot of Full Members and Retired Members paying the Full Member subscription.
- (c) The Union shall be dissolved if not less than two thirds of the members referred to in (b) above vote in favour of such dissolution.
- (d) Upon a successful ballot to dissolve the Union, notice of dissolution shall be served in the manner prescribed by statute to the Certification Officer for Trade Unions and Employers' Associations and the funds and property of the Union shall (after discharge of all its liabilities) be divisible equally among the members of the Union referred to in (b) above or in such other manner as Conference may determine and as permitted by law.

MINUTES OF ANNUAL CONFERENCE 2017

**MINUTES OF THE ANNUAL CONFERENCE HELD IN
MANCHESTER CENTRAL, MANCHESTER
14 April – 17 April 2017**

Officers

President:	Fred Brown
Senior Vice-President:	Dan McCarthy
Junior Vice-President:	Dave Kitchen
Ex-President:	Kathy Wallis
Honorary Treasurer:	Brian Cookson

Members of the Executive

Chris Allen	Wendy Exton	Alison Morgan
Siôn Amlyn	John Girdley	Mark Morris
Robert Barratt	Claudia Glasgow	Paul Nesbitt
Richard Bell	Harold Gurden	Bevanie Robinson
Anne Brimacombe	Alan Hackett	Neil Richards
Wayne Broom	John Hall	Kathryn Salt
Neil Butler	Chris Head	Jane Setchfield
Rosemary Carabine	Chris Holland	Colin Surrey
Mike Corbett	Adrian Joice	Esther Thirkettle
John Crofts	Phil Kemp	Tim Toepritz
Mark Dickinson	Ngairé McCann	Nick Trier
Stephen Dowdall	Eamonn McDowell	Russ Walters
Kathy Duggan	John McGill	Tim Wasdell
Ruth Duncan	Damian McNulty	David Whitworth

General Secretary

Chris Keates, Hillscourt Education Centre, Rose Hill, Rednal, Birmingham B45 8RS

Past Presidents

NASUWT		Tony Hardman (<i>Liverpool</i>)	2001-02
Joe Boone (<i>Bolton</i>)	1985-86	Peter Butler (<i>Bedfordshire</i>)	2002-03
Mike Inman (<i>Leek</i>)	1986-87	Terry Bladen (<i>Darlington</i>)	2003-04
Dave Battye (<i>Sheffield</i>)	1988-89	Pat Lerew (<i>NE Hants</i>)	2004-05
Graham Terrell (<i>Merton</i>)	1989-90	Peter McLoughlin (<i>Stockport</i>)	2005-06
Mick Carney (<i>Peterlee</i>)	1990-91	John Mayes (<i>Knowsley</i>)	2007-08
Sue Rogers (<i>Sheffield</i>)	1991-92	Julian Chapman (<i>Cheltenham Cotswold</i>)	2009-10
John Rowland (<i>Jarrow, Hebburn & Boldon</i>)	1993-94	Chris Lines (<i>West Suffolk</i>)	2010-11
Roger Kirk (<i>Newark</i>)	1994-95	John Rimmer (<i>Warrington</i>)	2011-12
Barrie Ferguson (<i>York</i>)	1997-98	Paula Roe (<i>Dudley</i>)	2012-13
Bill Morley (<i>Sefton</i>)	1999-00	Mick Lyons (<i>Durham City</i>)	2013-14
Martin Johnson (<i>Lewisham</i>)	2000-01	Geoff Branner (<i>North Oxon</i>)	2014-15

FIRST PRIVATE SESSION
2.00pm to 2.43pm
Friday 14 April 2017

APPOINTMENT OF CHIEF SCRUTINEER AND SCRUTINEERS

“That members of the NASUWT be asked to act as scrutineers.”

The motion was

CARRIED

MINUTES

Brian Cookson moved,
Dan McCarthy seconded

“That the Minutes of the Birmingham Conference 2016 be signed by the Chairperson as a correct record of the proceedings.”

The motion was

CARRIED

FINANCIAL STATEMENTS

Brian Cookson moved,
Dan McCarthy seconded:

“(i) That the financial statements be received.”

The motion was

CARRIED

“(ii) That the financial statements be adopted.”

The motion was

CARRIED

“(iii) That the recommendations on subscriptions be adopted.

- (a) Conference authorises Executive to fix subscription rates and Fund allocations for the years 2018, 2019 and 2020 during the preceding Autumn term. However, during this period, the full-time subscription rate shall not exceed £197 without either further authorisation of National Conference or the use of the reopener clause.
- (b) Conference agrees that National Executive can exceed this limit by £5 by the use of a reopener clause triggered by inflation (RPI) over 5% in any one 12-month period.
- (c) Conference instructs Executive to seek a further subscription mandate from Conference in 2021.”

The motion was

CARRIED

APPOINTMENT OF AUDITORS

Brian Cookson moved,
Dan McCarthy seconded:

“That Messrs Crowe Clark Whitehill LLP, Chartered Accountants, be, and are hereby, appointed auditors of the Union’s accounts for the year 2017.”

APPOINTMENT OF MEMBERSHIP ASSURER

Brian Cookson moved,
Dan McCarthy seconded:

“That Messrs Crowe Clark Whitehill LLP, Chartered Accountants, be, and are hereby, appointed auditors of the Union’s accounts for the year 2017.”

The motion was

CARRIED

FIRST PUBLIC SESSION
3.02pm to 3.55pm
Friday 14 April 2017

Official Opening

The President, Kathy Wallis, declared open the Annual Conference.

Civic Welcome

Conference was welcomed by Deputy Lord Mayor of Manchester, Councillor Eddy Newman.
Councillor Eddy Newman addressed Conference.

Induction of Fred Brown as President for 2017-18

Kathy Wallis introduced the President-elect and installed him as President for 2017-18.
The General Secretary read names of those sending messages of congratulations.

President's Address

The President, Fred Brown, delivered his Presidential Address.

Louise O'Prey moved,

Arthur McGarrigle seconded:

“That the best thanks of this Conference be, and are hereby, tendered to Fred Brown for his Address.”

The motion was

CARRIED WITH ACCLAMATION

Vote of Thanks to Retiring President Kathy Wallis and Presentation of Souvenir

The President presented the Ex-President with a souvenir of her year of office and moved:

“That the best thanks of this Conference be, and are hereby, tendered to Kathy Wallis for her services to the Union over the past year.”

The motion was

CARRIED WITH ACCLAMATION

Introduction of New Officers

The President introduced the newly elected Senior Vice-President, Dan McCarthy, the Junior Vice-President, Dave Kitchen, the Ex-President, Kathy Wallis, and at the conclusion of conference Neil Butler will serve as Honorary Treasurer.

Dave Kitchen, Junior Vice-President, addressed Conference.

SECOND PUBLIC SESSION

9.00am to 12.32pm

Saturday 15 April 2017

WORKLOAD AND THE 'VIRAL' INTERVENTIONS PHENOMENON

Louis Kavanagh moved,

Katherine Carlisle seconded:

“Conference is deeply concerned about the rising, ill-informed and debilitating pressure placed on classroom teachers to do ever more under the catch-all, but misleading, term ‘interventions’.

Conference notes that this growing phenomenon includes:

- (i) management-led working practices which have not been workload impact assessed;
- (ii) coercive practices such as insidious threats to career progression;
- (iii) the de facto lengthening of the school day through the expectation that teachers will deliver extra lessons outside of the normal timetable;
- (iv) the loss of lunch breaks for teachers and students alike;
- (v) the bullying of teachers into running ‘booster’ and revision classes after school, at weekends and during holiday periods and
- (vi) the consequential compromising of the teacher’s work/life balance.

Conference asserts that the accountability pressures being placed upon schools are being translated into unreasonable demands on teachers to intervene with pupils on a regular basis.

Conference calls upon the National Executive to:

- (a) consider issuing a specific action instruction on interventions and teaching outside the school day;
- (b) strengthen the Action Short of Strike Action guidance to members, reminding them of their rights regarding working time and
- (c) continue to campaign for inspection bodies in the UK to include the inspection of work/life balance and workload in their frameworks.”

AMENDMENT 1

Gina Axford moved,

Stephen Gregory seconded:

“Add:

‘(d) Commission research into what constitutes effective “intervention” that is not teacher workload intensive.’”

The amendment was

ACCEPTED

AMENDMENT 2

Marina Mauger moved,

Mick Jones seconded:

“Point (c):

After ‘*inspection bodies in the UK*’ insert ‘*and in the crown dependencies*’

Continue ‘*to include the inspection of work/life balance and workload in their frameworks.*’”

The amendment was

ACCEPTED

The motion, as amended, was

CARRIED

ANNUAL REPORT OF THE NATIONAL EXECUTIVE

Kathy Wallis moved,

Dan McCarthy seconded:

“(i) That the report be received;”

The motion was

CARRIED

“(ii) That the report be adopted.”

The motion was

CARRIED

WORKING HOURS CAMPAIGN

Keith Page moved,

Debbie Davison seconded:

“Conference is concerned by the ongoing dismissive attitude shown by governments, administrations and employers to teachers’ statutory entitlement to a work/life balance.

Conference asserts that the constant demands on teachers are having a detrimental impact upon their:

- (i) health and wellbeing;
- (ii) ability to provide high standards of teaching and learning for all pupils;
- (iii) morale;
- (iv) ability to have a rewarding family life and
- (v) retention and recruitment.

Conference calls upon the National Executive to develop a clear, focused campaign highlighting teachers’ working hours, which includes:

- (a) a national survey of members’ weekly working hours;
- (b) the development of downloadable IT software to support members in measuring their weekly working hours;
- (c) a co-ordinated publicity campaign to highlight the results of the survey;
- (d) continuing the NASUWT campaign for the enforcement of work/life balance policies in all schools that include a limit on working hours;
- (e) continuing the NASUWT campaign to secure the review of work/life balance, working hours and workload policies in the frameworks for school inspection;
- (f) the continued use of the NASUWT Action Short of Strike Action instructions to put downward pressure on working hours and
- (g) escalating strike action in schools to secure members’ rights to work a reasonable number of hours each week.”

AMENDMENT

Colin Collis moved,

Steve Thompson seconded:

“In ‘(g)’ delete all words after ‘rights’ and add ‘to a maximum working time limit of 35 hours per week in accordance with present union policy as passed at the 2001 Annual Conference.’”

The amendment was

LOST

The motion was

CARRIED

The President announced that as the above motion was carried, the balloted motion entitled ‘Working Hours Limit’ fell.

ABUSE OF PERFORMANCE MANAGEMENT

John Girdley moved,

Mike Parsons seconded:

“Conference is deeply alarmed by the widespread abuse of pupil performance data in the management of teachers.

Conference deplores the pressure placed onto teachers to test pupils through mandatory assessment procedures and the use of fundamentally flawed targets that contribute to increased workload and scrutiny of teachers.

Conference endorses the strategy of the National Executive to continue to:

- (i) provide guidance on performance management processes which includes specific advice regarding the setting of numerical targets;
- (ii) provide support to representatives when negotiating policies;
- (iii) escalate industrial action to defend members from inappropriate management practices and
- (iv) raise concerns with governments, employers and local authorities.”

AMENDMENT

Emma Plunkett moved,

Florence Kondowe seconded:

“In second paragraph after ‘*targets*’ insert ‘*based on these crude assessments*’.

In ‘(i)’ remove ‘*setting of numerical targets*’ and replace with ‘*negotiation and setting of SMART targets; particularly those which refer to pupil performance data.*”

The amendment was

LOST

The motion was

CARRIED

THIRD PUBLIC SESSION
2.01pm to 5.32pm
Saturday 15 April 2017

YOUR CHILDREN'S TEACHERS NEED A PAY RISE

Deborah Long moved,
Candida Mellor seconded:

“Conference supports the School Teachers’ Review Body’s Report of 2016 that clearly states that, unless a significant cost of living pay rise is paid to teachers, there will be serious retention and recruitment issues, further exacerbating the current situation in the education system.

Conference urges the National Executive to use all available evidence and appropriate trade union responses up to, and including, strike action to ensure that all teachers gain a substantial pay rise in 2017-18.”

The motion was

CARRIED

The President announced that as the above motion was carried, the balloted motion entitled ‘Challenging Derisory Rises’ fell.

DEFENDING QUALIFIED TEACHER STATUS (QTS)

David Robertson moved,
Karen Alexander seconded:

“Conference notes with concern the proposal by the Government contained in its 2016 White Paper to remove qualified teacher status (QTS) and replace it with a form of school-level accreditation.

Conference is further concerned by this proposal which could allow people to begin teaching without first completing initial teacher training (ITT).

Conference believes in a system of ITT which is based on current educational research and is delivered by, or with the support of, higher education institutions and is subject to appropriate appeal and moderation procedures.

Conference further believes that the Government’s proposal represents a step backwards in relation to the provision of teacher training.

Conference asserts that the Government’s proposal would:

- (i) exacerbate the current recruitment and retention crisis in education;
- (ii) undermine the professional status of the profession;
- (iii) undermine the current system of ITT;
- (iv) disadvantage current ITT providers, leading to the potential for redundancies in teaching schools and school-centred ITT providers;
- (v) increase workload for teachers with QTS in schools, academies and colleges;
- (vi) leave the door open to discriminatory practices and
- (vii) constitute an attack on the pay and conditions of teachers with QTS.

Conference calls upon the National Executive to:

- (a) consult with the Government over the links between highly trained teachers and good outcomes for pupils;
- (b) facilitate campaigning to defend QTS through the production of literature for lay activists and workplace representatives to use in local campaigns and
- (c) approach opposition parties in Parliament to encourage them to oppose any proposals to remove QTS.”

AMENDMENT

*Wayne Broom moved,
Claudia Glasgow seconded:*

“After the fourth paragraph insert new paragraph:

‘Conference applauds the efforts of the National Executive in persuading the Government to drop the proposal to replace QTS.’

In the current fifth paragraph:

delete *‘Conference asserts the Government’s proposal would’* and replace with *‘Conference endorses continued action by the National Executive to press the Government to come forward with proposals which will:’*

in (i) delete *‘exacerbate’* and replace with *‘end’*

in (ii) delete *‘undermine’* and replace with *‘raise’* and delete *‘the profession’* and replace with *‘teachers’*

in (iii) delete *‘undermine’* and replace with *‘assure’*

in (iv) delete *‘disadvantage’* and replace with *‘increase the capacity of’* and delete *‘leading to’* and replace with *‘and eliminate’*

in (v) delete *‘increase’* and replace with *‘reduce the’* and delete *‘for’* and replace with *‘of’*

in (vi) delete *‘leave the door open to’* and replace with *‘prevent’*

in (vii) delete *‘constitute an attack on’* and replace with *‘improve’*”

The amendment was

ACCEPTED

The motion, as amended, was

CARRIED

MENTAL HEALTH AND WELLBEING OF TEACHERS

*Russ Walters moved,
Rowena Ewens seconded:*

“Conference is appalled by the numbers of teachers suffering work-related mental ill health.

Conference congratulates the National Executive in researching and exposing the extent of this problem which is blighting the lives of teachers.

Conference welcomes the extensive support provided by the NASUWT for members, including the highly successful mental health first aid course.

Conference calls upon the National Executive to:

- (i) challenge, including through appropriate industrial action, employers which neglect their legal duty of care for staff;
- (ii) research and expose the trends in teachers’ mental health;
- (iii) campaign to secure additional appropriate regulatory provisions that will protect the workforce and create a climate in schools and colleges that does not stigmatise or penalise teachers who present with mental health problems;
- (iv) continue to promote the mental health first aid course as an integral part of the organising agenda;
- (v) produce best practice guides and exemplar materials for employers and employees on managing and supporting mental health;
- (vi) press governments and administrations to take action to secure the compliance of employers with the provisions of the Equality Act 2010 to protect teachers with mental health problems from discrimination and
- (vii) lobby governments and administrations to include good mental health as part of a balanced curriculum.”

Debate suspended.

The motion was

CARRIED

The President announced the suspension of Standing Orders at 3.52pm.

INTERNATIONAL SOLIDARITY AWARD

Patrick Roach, Deputy General Secretary, addressed Conference and announced that the International Solidarity Award has been awarded to Mahdi Abu Dheeb.

Mahdi Abu Dheeb addressed Conference.

The President announced the resumption of Standing Orders at 4.10pm.

2(C) MOTION: FIGHTING ATTACKS ON PAY AND CONDITIONS

Ngairé McCann moved,

Eamonn McDowell seconded:

“Conference congratulates the determination of members in Northern Ireland for the resilience they have shown in the face of repeated attacks on their pay and conditions of service.

Conference further congratulates members who have embarked on a rolling programme of strikes and escalated action short of strike action against a background of cuts to school budgets, rising class sizes, job loss and an insulting pay offer of 0% for 2015 and 1% for 2016.

Conference is alarmed that the Department of Education (DE) released a circular at the start of the academic year approving class sizes in excess of 20 for practical subjects.

Conference believes that the DE’s blanket approval of increased class sizes without schools needing to submit prior evidence to the DE of proper health and safety risk assessments is putting both the welfare of young people and their teachers at risk.

Conference endorses continued action by the National Executive to demand that the administration:

- (i) engage directly with the NASUWT to resolve the trade dispute on pay, pensions and conditions of service, including workload and job loss;
- (ii) remove the policy of pay restraint and the requirement for Performance Related Pay and
- (iii) protect the health and safety of students and teachers by limiting class sizes to a maximum of 20 in Practical subjects.”

The motion was

CARRIED

MENTAL HEALTH AND WELLBEING OF TEACHERS

Debate continued.

FOURTH PUBLIC SESSION

9.00am to 12.31pm

Sunday 16 April 2017

ESCALATING ACTION ON TEACHERS' WORKLOAD

Martin Hudson moved,

Rachel Minto seconded:

“Conference is concerned by the unsustainability of workload and the dismissive attitude shown by governments and administrations towards teachers’ statutory entitlement to a work/life balance.

Conference commends the Union’s continued commitment to its Action Short of Strike Action which is a useful tool for teachers who decide to collectively challenge poor working practices.

Conference calls upon the National Executive to campaign for:

- (i) a national workload agreement to include an assessment on the achievability and sustainability of all initiatives;
- (ii) the increased statutory provision of planning, preparation and assessment (PPA) time;
- (iii) the enforcement of work/life balance and workload policies and
- (iv) inspection frameworks to include the inspection of work/life balance and workload.

Conference instructs the National Executive to consult members nationally on the escalation of the current action on workload to include:

- (a) national days of strike action;
- (b) continuous rolling, regional strike action and
- (c) time-limited workplace-based actions.”

AMENDMENT

Louis Kavanagh moved,

Mark Cope seconded:

“Insert new:

‘(v) the provisions contained in the three reports of the Independent Review Groups on workload to be applied as statutory guidance.’”

The amendment was

ACCEPTED

The motion was

CARRIED

2(b) MOTION: WORKERS' RIGHTS

Brian Cookson moved,

Neil Butler seconded:

“Conference notes with deep concern the continuing uncertainty following the 2016 UK referendum decision to withdraw from the European Union (Brexit).

Conference deplores the Government’s failure to:

- (i) protect the rights of teachers from EU countries working in the UK and the rights of UK teachers working in EU countries;
- (ii) commit to guarantee that workers’ rights, including trade union rights, will be protected fully within any trade deals established with the UK and
- (iii) protect investment in world-class education and other public services throughout the UK, Channel Islands, Isle of Man and Gibraltar.

Conference further deplores the continuing casualisation of the teaching profession, attacks on pay and working conditions and welcomes the NASUWT’s industrial action in continuing to defend teachers’ rights to work and their rights at work.

Conference demands that the post-Brexit framework for workers' rights must include the right to security of employment together with entitlements to decent working conditions, pay and pensions for all.

Conference further demands that UK governments and administrations end the failed and wasteful policies of deregulation and market-driven reforms and ensure that public funding for education is used responsibly and appropriately, in the national interest, and to protect jobs and living standards.

Conference calls on the National Executive to campaign with members throughout the UK, Channel Islands, Isle of Man and Gibraltar, to advance the collective interests of all teachers and to prevent a race to the bottom in the wake of Brexit-driven regional and national devolution.

Conference further calls on the National Executive to continue to lobby and campaign with the TUC, STUC, WTUC and ICTU, and with Education International and the ETUCE, to:

- (a) defend the rights of teachers;
- (b) protect members from attacks on their professional status and terms and conditions, through all appropriate means, including industrial action;
- (c) ensure that in the negotiations with the EU the implications for education are considered fully and
- (d) further ensure that future trade agreements protect workers' rights and deliver economic and social justice for all."

The motion was

CARRIED

The President announced the suspension of Standing Orders at 10.53am.

RECRUITMENT AWARDS

Claudia Glasgow, the Chair of the Recruitment Committee, and Phil Garner, Endsleigh, announced that Recruitment Awards have been awarded to:

Best Campaign	Nottingham Local Association
Best Communication	Northamptonshire Federation
Recruiter of the Year	Siddhartha Nandi Purkayastha, Luton Association
Commented Runner-up	Julian Moody, Oxfordshire Federation

The President announced the resumption of Standing Orders at 11.04am.

2(c) MOTION: THE EDUCATION GOVERNANCE REVIEW

Mike Corbett moved,

Richard Bell seconded:

"Conference welcomes the Scottish Government's evaluation of the effectiveness of current education governance arrangements with a view to developing proposals for reform.

Conference believes that the Scottish Government's ambition of a system that raises standards and secures greater equity for all pupils can only be achieved if teachers and school leaders are recognised and rewarded as highly skilled professionals and have working conditions to match.

Conference deplores the swingeing cuts in education spending since 2010.

Conference further believes that a concerted programme of investment in education and the schools workforce is now urgently necessary.

Conference asserts that, in order to be successful, the Scottish Government must work in Social Partnership with the NASUWT to achieve lasting solutions to:

- (i) continuing excessively high levels of teacher workload;
- (ii) burdensome assessment processes;
- (iii) bureaucratic school self-review processes;

- (iv) the potentially damaging use of data from the new National Assessments;
- (v) demands placed on teachers to carry out duties which do not require the exercise of a teacher's professional judgement;
- (vi) the expectation placed on teachers to cover for absent colleagues;
- (vii) the inappropriate use of pupil voice;
- (viii) inadequate and inconsistent leadership from local authorities and
- (ix) the dysfunctional national and local pay and conditions machinery.

Conference urges the National Executive to continue to campaign for system reform which:

- (a) exerts downward pressure on teacher workload;
- (b) restores teachers' and school leaders' professional agency;
- (c) secures an independent Scottish School Teachers' Pay Review Body process and
- (d) establishes Social Partnership working as a key measure to secure and sustain world-class educational standards for all."

The motion was

CARRIED

SPECIAL NEEDS TRAINING

Michelle Maidment moved,
Emma Thorpe-Tracey seconded:

"Conference recognises the adverse impact on teachers of:

- (i) the Special Educational Needs and Disability (SEND) Code of Practice (April 2015);
- (ii) budget cuts leading to a reduction in the provision of support for pupils with additional learning needs and
- (iii) the reduced availability of Special School and Resource Provision.

Conference welcomes inclusive teaching, but condemns the lack of specialist training available to classroom teachers to enable them to meet these pupils' needs.

Conference urges the National Executive to lobby governments and administrations to ensure that additional learning needs provision is addressed within teacher training programmes.

Conference instructs the National Executive to commission independent research into the scope and quality of CPD provided to support teachers in meeting the additional needs of pupils and to report its findings."

AMENDMENT 1

Alison Morgan moved,
Mark Dickinson seconded:

"In the first paragraph:

add new (ii) to read '*workload-intensive practices imposed by schools and local authorities;*' and renumber accordingly

In the second paragraph:

delete '*welcomes inclusive teaching*' and replace with '*reasserts its support for a genuinely inclusive education system*'

delete '*these pupils' needs*' and replace with '*the needs of pupils with SEND*'

In the fourth paragraph:

delete '*commission independent research into*' and replace with '*press governments and administrations to improve substantially*' and delete '*and to report its findings*'"

The amendment was

LOST

AMENDMENT 2

*Emma Plunkett moved,
Patience Sena seconded:*

*“Remove ‘Conference recognises the adverse impact on teachers of’ and remove all of point (i)
Insert ‘Conference recognises the difficulties faced by teachers in implementing the SEND Code of
Practice (2015) in the context of:”*

The amendment was

ACCEPTED

The motion, as amended, was

CARRIED

FIFTH PUBLIC SESSION
2.00pm to 5.31pm
Sunday 16 April 2017

WORKING HOURS LIMIT

Colin Collis moved,

Russell Hammond seconded:

“Conference notes that excessive working hours continues to be cited by members as a primary cause of stress and work/life imbalance that undermines their health and professional integrity.

Conference calls upon the National Executive to lobby the Government to amend the teachers’ contract to:

- (i) remove the pernicious phrase in the School Teachers’ Pay and Conditions Document that states that teachers must work ‘such reasonable additional hours as may be necessary to enable the effective discharge of the teacher’s professional duties’ and
- (ii) secure a maximum working-time limit of 35 hours per week.

Conference requires that these principles should then form the basis for negotiations with all employers.”

The motion

FELL

2(c) PROTECTING PAY AND CONDITIONS

Jane Setchfield moved,

Siôn Amlyn seconded:

“Conference notes, with deep disappointment, the decision taken by the National Assembly for Wales to support the devolution of teachers’ pay and conditions to Wales.

Conference maintains that this decision has the potential to:

- (i) disadvantage teachers working in Wales because pay levels for workers are much lower than in England;
- (ii) result in a teacher recruitment crisis because pay levels will become uncompetitive and
- (iii) have an adverse effect on the whole of the Welsh economy.

Conference recognises that, notwithstanding punitive pay decisions taken by successive Westminster governments around the years of austerity, the School Teachers’ Review Body (STRB) for England and Wales has served teachers in Wales well since its inception in terms of both pay and non-pay conditions.

Conference, therefore, calls on the National Executive to use all appropriate means to support members in Wales in defending the continuation of a STRB for England and Wales.

Conference further calls upon the National Executive to use all appropriate means, including industrial action, to support and defend members in:

- (a) opposing any attempt by the Welsh Government to visit a pay detriment on teachers in Wales;
- (b) resisting any attempt by the Welsh Government to remove the non-pay conditions from teachers and
- (c) fighting for improvements in planning, preparation and assessment (PPA) time, a contractual entitlement to continuing professional development and timetabled time for reflective practice.”

The motion was

CARRIED

CHALLENGING DERISORY PAY RISES

*Martin Hudson moved,
David Pearce seconded:*

“Conference notes with anger the Government’s derisory 1% pay rise.

Conference expects the National Executive to continue to challenge forcefully the discredited strategy of austerity-related pay.

Conference instructs the National Executive to demand that governments and administrations restore teachers’ pay to its 2010 level, adjusted for inflation.

Conference further instructs the National Executive to consider escalating industrial action, up to and including strike action, to demand immediate pay rises of up to 10% for all teachers.”

The motion

FELL

ASSESSMENT

*Claire Colling moved,
Ava Verrier seconded:*

“Conference is alarmed that teachers’ accountability is being linked to a plethora of assessment systems which are inconsistent, generate excessive workload and undermine a child’s entitlement to a broad and balanced curriculum.

Conference calls upon the National Executive to:

- (i) campaign to ensure that teachers are not held to account on the basis of data produced by unreliable and unmanageable assessment systems;
- (ii) produce an evidence-based report detailing the impact that current assessment systems are having on pupils’ rights to a broad and balanced curriculum and
- (iii) campaign to ensure that the recommendations of the Department for Education’s 2016 Workload Review Group report into data management are adhered to by adopting a purposeful, streamlined and user-friendly assessment system which does not generate excessive workload.”

The motion was

CARRIED

OFSTED

*Alan Jones moved,
David Robertson seconded:*

“Conference asserts that Ofsted is not, in its current form, meeting its goal of achieving excellence in education and skills for learners of all ages.

Conference further asserts that Ofsted is a significant contributor to teacher workload and has helped to create the conditions for the recruitment and retention crisis currently blighting the nation’s education system.

Conference calls upon the National Executive to campaign for Ofsted to:

- (i) reform leadership and management judgements to include the responsibility of schools and colleges to drive down teachers’ workload;
- (ii) reform the Ofsted staff questionnaires to ensure that staff are better able to raise concerns regarding workload and working practices and
- (iii) take into account the context of an educational setting when making judgements.”

The motion was

CARRIED

The President announced the suspension of Standing Orders at 3.55pm.

YOUNG ACTIVIST OF THE YEAR AWARD

Paul Nowak, Deputy General Secretary of the TUC, addressed Conference.
The President announced the winner of the Young Activist of the Year Award.
Bradley Wall, Lincoln Association.

The President announced the resumption of Standing Orders at 4.13pm.

ACADEMISATION

*Claire Taylor moved,
Andy Westgarth seconded:*

“Conference is deeply concerned and alarmed at the continued academisation of schools.

Conference believes that the impact of academisation should be investigated, with regard to changes in relation to:

- (i) education standards compared to previous results;
- (ii) staffing costs and expenditure;
- (iii) budgets and financial reports;
- (iv) class sizes;
- (v) staff retention and
- (vi) staff morale.

Conference instructs the National Executive to engage with the Government to look at the performance of academy chains compared to schools when under local authority control.”

AMENDMENT 1

*Paul Nesbitt moved,
Wayne Broom seconded:*

“In the first paragraph:

after ‘schools’ add ‘in England’”

The amendment was

ACCEPTED

AMENDMENT 2

*Greg Edland moved,
Edmore Gondo seconded:*

“In the second paragraph:

After ‘expenditure’ in (ii) add ‘including spending on Headteachers, Consultants, Executives, Directors and third parties’

Add new fourth paragraph to read:

‘Conference further calls upon the National Executive to provide training for representatives in forensic accounting as part of representative courses.’”

The amendment was

ACCEPTED

AMENDMENT 3

*Nigel Williams moved,
Daphne Robins seconded:*

“Insert new final paragraph ‘Conference further instructs the National Executive to report on how the NASUWT organises and supports members in academies where:

- (a) there is no engagement with the NASUWT;

- (b) *academies operate across local authority boundaries and*
(c) *they do not contribute to local authority facility time budgets.”*

The amendment was

LOST

The motion, as amended, was

CARRIED

SUPPLY TEACHERS

Mike Parsons moved,

Hilary Jackson seconded:

“Conference condemns the devaluation and exploitation of supply teachers who are being victimised, penalised and robbed of pension rights and sick pay entitlement and made to pay exploitative payroll charges by umbrella companies.

Conference calls upon the National Executive to continue to campaign for models across the UK which guarantee for supply teachers:

- (i) national pay and conditions;
- (ii) access to the Teachers’ Pension Scheme and
- (iii) access to professional development.

Conference further calls upon the National Executive to investigate the cost to the public purse of providing supply cover through private agencies.”

Debate suspended until the Sixth Public Session on Monday 17 April 2017.

SIXTH PUBLIC SESSION
9.00am to 12.49pm
Monday 17 April 2017

FURTHER INCREASES TO THE PENSION AGE

John McGill moved,
Jane Setchfield seconded:

“Conference notes with concern the UK Government’s stated aim of accelerating further increases to the state pension age.

Conference condemns the link between the Teachers’ Pension Schemes and the state pension age.

Conference deplores the UK Government’s failure to recognise the contribution of teachers and other public service workers, the pressurised nature of their work and their entitlement to a decent quality of life in retirement.

Conference welcomes the National Executive’s continued trade dispute, supported by industrial action, to protect teachers’ pensions and supports the National Executive in opposing, by all appropriate means, any further detrimental change to the pension age for teachers.”

The motion was

CARRIED

SUPPLY TEACHERS

Debate continued from the Fifth Public Session on Sunday 16 April 2017.

AMENDMENT 1

Russ Walters moved,
Nick Trier seconded:

“In the second paragraph:
after ‘teachers’ add ‘appropriate’”

The amendment was

ACCEPTED

AMENDMENT 2

Greg Edland moved,
Francis Curley seconded:

“In the final paragraph add after agencies ‘and explore ways that the co-operative movement can assist supply teachers seeking employment’.”

The amendment was

ACCEPTED

The motion, as amended, was

CARRIED

TEACHER REDUNDANCIES

Kathy Wallis moved,
Anne Brimacombe seconded:

“Conference condemns the continuing failure of governments and administrations throughout the UK to invest sufficiently in the education system to retain current teachers and to attract new recruits into the profession.

Conference deplores the actions of employers that seek to:

- (i) employ teachers on the cheap;
- (ii) reduce rights to salary safeguarding for those teachers affected by restructuring;
- (iii) reduce teachers’ redundancy entitlements only to the statutory minimum;
- (iv) sack teachers whilst holding substantial sums of cash in reserves, wasting money on pointless vanity projects and prioritising funds on non-critical areas of the budget and

- (v) narrow the curriculum, reduce pupil entitlement to a broad and balanced curriculum and, consequently, create redundancies in certain subjects.

Conference demands action by governments and administrations throughout the UK to increase substantially the quantum of funding for schools and colleges and to highlight the rising levels of unspent balances in some school and academy budgets.

Conference congratulates the NASUWT members who have taken industrial action to protect jobs and urges the National Executive to continue its action to:

- (a) defend teachers' jobs against redundancies and
(b) highlight the impact of teacher redundancies on the educational entitlements of pupils."

The motion was

CARRIED

TREATMENT OF OLDER TEACHERS

Keith Page moved,

Faye Mylward seconded:

"Conference is dismayed by the number of middle and older age teachers, particularly female, who feel that their experience in the workplace is undervalued and even denigrated.

Conference is further dismayed that such teachers find they are being singled out for redundancy or subjected to capability procedures, including 'support plans'.

Conference believes that this should be viewed as institutional discrimination.

Conference instructs the National Executive to:

- (i) carry out research on age discrimination experienced by middle and older age teachers;
(ii) continue to provide assertiveness training and advice leaflets targeted at supporting middle and older age teachers;
(iii) continue to provide advice and support for caseworkers on discriminatory practice within the workplace and
(iv) use all appropriate means to protect such members from unjust capability procedures and dismissal."

The motion was

CARRIED

SUPPORT FOR EAL PUPILS

Busisiwe Riley moved,

Shaun Cooper seconded:

"Conference is concerned that many children who have English as an Additional Language (EAL) are often placed into schools without the necessary support.

Conference asserts that this lack of support is often a barrier to pupils' learning and places additional stress and workload upon classroom teachers.

Conference calls upon the National Executive to campaign with governments and administrations across the UK for all EAL learners to be appropriately supported through the provision of additional funding."

AMENDMENT

Christine Knight moved,

Stephen Thompson seconded:

"At the end, add 'along with the provision of appropriately funded CPD for their teachers.'"

The amendment was

ACCEPTED

The motion, as amended, was

CARRIED

THE NEW 1-9 GCSE GRADING SYSTEM

*Candida Mellor moved,
Claire Taylor seconded:*

“Conference notes that a good pass was previously considered to be a grade C or above at GCSE and that the new 1-9 system directly links grade C to grade 4.

Conference further notes with concern that a good pass will now be a grade 5.

Conference instructs the National Executive to lobby the Westminster Government and Ofqual to:

- (i) provide urgent clarification on the criteria for the new grading system for all subjects and
- (ii) review the impact of the new grading system on the prospects of young people.”

The motion was

CARRIED

SABBATICAL LEAVE FOR TEACHERS

*Phil Brown moved,
Mark Perry seconded:*

“Conference is concerned by the growing number of teachers leaving the profession well before their retirement age.

Conference further asserts that there should be a focus on retention of teachers at all stages of their careers.

Conference calls upon the National Executive to recommend to governments and administrations that teachers should have the right to request a year’s sabbatical for every seven years employed as a teacher, to incentivise teachers to stay in the profession.”

The motion was

CARRIED

SEVENTH PUBLIC SESSION

12.55pm to 2.00pm

Monday 17 April 2017

PRESIDENT'S BUSINESS

(i) Members leaving National Executive

The President reported that the following members were leaving National Executive: Colin Collis, Celia Foote, Mick Burrows, Derek Moore, Timothy Ramsden and Phil Rowlands. Peter Scott left National Executive during 2016/2017.

He also reported that Brian Cookson was stepping down as National Treasurer and Graham Dawson was stepping down as Ex-President.

Derek Moore addressed Conference.

Graham Dawson addressed Conference.

Brian Cookson addressed Conference.

The President moved:

“That this Conference places on record its appreciation of the services rendered by Brian Cookson, Graham Dawson, Colin Collis, Celia Foote, Mick Burrows, Derek Moore, Timothy Ramsden, Phil Rowlands and Peter Scott.”

The motion was

CARRIED WITH ACCLAMATION

(ii) Vote of thanks to Conference Organisers

The President moved:

“That the best vote of thanks be, and are hereby, tendered to all those involved in the smooth running of Conference including scrutineers, staff, Standing Orders Committee, Manchester Central staff and Mark Davis Management.”

The motion was

CARRIED WITH ACCLAMATION

(iii) Vote of thanks to the President

Heather Swales moved,

Claire Taylor seconded:

“That the best thanks of Conference be, and are hereby, tendered to the President, Fred Brown, for his excellent conduct in the Chair.”

The motion was

CARRIED WITH ACCLAMATION



#NASUWT18