

CONFERENCE EXTRA

News from the NASUWT Annual Conference 2018

Pension Age

Should teachers who are already facing discrimination, classroom violence and exhaustion be forced to consider working till they are 68 before they can claim their pension in a physically and mentally demanding profession where only 2% stay beyond the age of 60.



Candida Mellor *[left]*, North Tyneside, said: "I will be 68 when I access my pension – 21 years of teaching left. That seems like an awfully long time when I'm already feeling so exhausted. It is the physicality of the job that people underestimate, along with the mental resilience that is required to get through the day-to-day workload."

Ms Mellor, speaking about not being able to sit down between 8am and 4pm other than taking ten minutes to eat or take a toilet break, said: "I don't have to exert myself to reach my 10,000 steps. It's just part of my daily job."

Seconding the motion, Rachel Watson, Newcastle Upon Tyne, said that at only 38, she had not really thought about her

pension other than her monthly TPS contributions, but admitted that more than any other issue, it had become her biggest concern over the course of Annual Conference.

Ms Watson *[right]*, said: "I've listened to the heart-breaking stories around teachers being driven to breakdown and suicide, how discrimination against experienced and older teachers is driving them from the profession that they love, how pay sector freezes and caps mean that more and more teachers are living just above or even on the poverty line and how unrealistic targets, workloads and micro-management are causing a retention crisis and pushing some of our most experienced and valued teachers out of the profession."



"All of these pressures amount to the same thing: teachers are not reaching retirement age. We need a pension system in place which is sensible and fair and not punitive to our members."

Violent Pupils and Risk Assessments

Conference vocally expressed their agreement that teachers are standing on the edge of a precipice in terms of unacceptably bad behaviour in our schools today.



Russ Walters *[left]*, National Executive, said: "When I started teaching, children were just as difficult then as children are today. Children are children. Their methodology might have advanced a little, but children have always had the wherewithal

to misbehave. The difference is that teachers used to have the wherewithal to deal with it.

Addressing the reason for the lack of ways to deal with poor behaviour, Mr Walters said: "Some will point to the society we live. Others might point to the adoption of a curriculum that actively disengages so many pupils from the learning process."

"I would say, however, that it's the lack of adequate behaviour policies agreed with unions that makes the situation worse and in many situations make the situation absolutely intolerable."

Mr Walters told delegates about a colleague who required hospitalisation after sustaining facial damage from a violent attack in school and called for a zero tolerance approach to the failure of employers to live up to their duty to ensure the health, safety and welfare at work of all employees as written in law.

Tweet Talk #NASUWT18



HertsAssociation Annual Conference discussing national pay structure and its fragmentation. Tales of gold-plated CEO salaries. Not sure how they can afford these salaries but restricting classroom salaries has aided the greed. #nasuwt18

NASUWT supports Wear Red Day



Conference Representatives show their support for Wear Red Day, the national day of action against racism.

Conference Closes

The President reported that Anne Brimacombe, Neil Butler, Dave Kitchen, Ngaire McCann and David Whitworth all left National Executive during 2017/18.

Angela Butler, Rachel Knight, Susan Parlour and Kathryn Salt all joined the National Executive during the year.

See you in Belfast



The NASUWT would like to thank all elected representatives for attending Conference 2018 and hopes that you have had a productive and enjoyable four days. Remember to stay in touch with the NASUWT through Twitter @NASUWT and Facebook at www.facebook.com/NASUWT.

We hope you return to school with even greater resolve to protect the pay and conditions of teachers. Have a safe trip home and see you in Belfast in 2019!