

CONFERENCE EXTRA

News from the NASUWT Annual Conference 2018

Teachers' Mental Health and Wellbeing

Conference debated reports from teachers that their mental health and careers are blighted by bullying employers who fail to respect the professionalism of teachers.

Debating the motion that was voted of most concern by members, Conference noted the increased incidence of depression, anxiety, and teacher suicide, which is exacerbated by poor management practice and lack of support.



Russ Walters [left], moving the motion for National Executive, said: "The mental health and wellbeing of teachers is being put at risk by many thoughtless, irresponsible, egotistical and, in some cases, downright bullying employers on a daily basis. And the NASUWT has the evidence to prove it."

Mr Walters referred to a whole host of disturbing statistics thrown up across the nations by the Union's Big Question Survey, which included loss of sleep, anxiety, teachers taking anti-depressants

to cope with the everyday business of work, self-harm, and 139 teacher suicides between 2011 and 2015.

Mr Walters said: "Contrast that with the glorious advertising we see on television – what a marvellous opportunity for our graduates. I even thought of applying myself! Instead, I decided to write a complaint to the Advertising Standards Agency. I firmly believe that every one of those adverts should have a subtitle saying teaching is dangerous to your mental health."

"The NASUWT will not let employers get away with this."

Daniel Perriman [right] seconded the motion, saying: "I'm not only angry, I'm disgusted. I'm appalled that we have to tell our employers that they have a duty of care. We have not just a right, but a human right to be safe at work."

"Employers need to be held to account. Teachers and pupils are not commodities."



Tweet Talk #NASUWT18

NASUWT "It's time to give teachers a pay rise, not next year, or the year after, but now," @FrancesOGrady tells #NASUWT18

TES Schools risking suicides with surveillance 'designed to crush' teachers and avoid redundancy costs, union leader claims #NASUWT18

Solihull NASUWT How much clearer can the government's own advisors be? Give teachers a fair wage. Stop the debilitating departure of teachers from the profession #NASUWT18

INSIDE your Conference Extra:

Another Successful Year

Fringe Meetings

Frances O'Grady

2(c) Motion: Wales

Young Activist Award

2(c) Motion: Scotland

Young Activist of the Year

Today at Conference

9.00am to 12.30pm

Motion: Teacher Retention Crisis

2(b) Motion:

RECRUITMENT AWARDS

HEALTH AND SAFETY AWARD

Motion: Class Size Really Does Matter

12.30pm to 1.30pm **Fringe Meetings**

Cracking the gender pay gap – what needs to be done?

Zimbabwe – life after Mugabe

CPD Seminar: Mental health first aid – understanding the signs and sources of support

2.00pm to 5.30pm

Motion: School Funding Crisis

INTERNATIONAL SOLIDARITY AWARD

2(c) Motion: Northern Ireland

Young Activist of the Year



Claire Connolly [left], a 29 year old science teacher at Craigavon Senior High School, Lurgan in Northern Ireland, has been named the NASUWT Eamonn O’Kane Young Activist of the Year 2018.

Claire has raised the Union’s profile in her school by relaying and promoting Union action, training opportunities and information to colleagues in her voluntary capacity as Workplace Representative.

As well as being the NASUWT Representative, Claire has attended the Northern Ireland Annual Conference since 2015 and been an active member of her Local Association and the Northern Ireland Executive Council.

Claire, who is also a delegate to Annual Conference this year, has given one-to-one guidance, organised meetings and training and offered guidance to work colleagues on National Directives.

Fringe Meetings

Sunday 01 April – 12:30–13:30

Cracking the gender pay gap – what needs to be done?

A fringe to highlight the continuing gender pay gap in teaching and to discuss the work of the NASUWT in promoting gender equality.

Zimbabwe – life after Mugabe

A fringe to discuss the current political situation in Zimbabwe, its possible impact on human and trade union rights and the international response.

CPD Seminar: Mental health first aid – understanding the signs and sources of support

A CPD seminar offering a taster session for the mental health first aid workshops offered by the NASUWT.

Public Sector Pay Cap



Conference heard how the public sector pay cap has resulted in worsening standards of living for teachers and other public sector workers and how this is worsening the existing recruitment and retention crisis in the profession.

Teacher shortage is second only to workload as the main concern that teachers have regarding their profession. Since the public

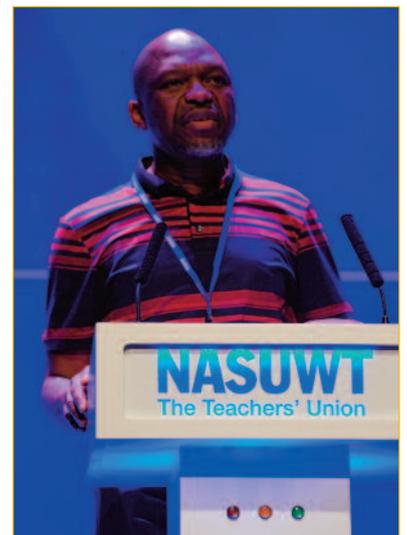
sector pay freeze and the pay cap were introduced in 2011, teachers’ salaries have reduced in real terms so that they are now 15% below other comparable graduate professions.

Steve Thompson [above], moving the motion, said: “Many teachers have voted with their feet. The indisputable shortage of teachers has even been cited in the last two STRB Reports. The Review Body made clear that if recruitment and retention pressures continue at current levels, they expect an uplift

‘significantly higher than one per cent will be required in the course of this parliament to ensure that the teachers’ pay framework remains competitive.’”

Mr Thompson commended the action the Union has taken to highlight and challenge the public sector pay cap and called for a joint campaign, with the TUC, WTUC, STUC and ICTU, for a substantial above-inflation pay rise and an increase in public sector pay.

Temitope Akintole [right], Hertfordshire, said: “We have had seven years of this. Teachers can take no more. Teachers cannot see a future for themselves. The desire to stay on is greatly eroded. How many more need to leave the profession? The time to act is now.”



TUC Fraternal Greetings



Frances O'Grady, General Secretary of the TUC, while giving her address to Annual Conference, highlighted the NASUWT's continuing successes and said she was proud to address a union that is winning for its members day in, day out, nationwide.

Ms O'Grady, the first woman TUC General Secretary, said: "In the face of savage government cuts and privatisation, the only thing holding our precious public services together has been the hard work and dedication of staff. So I want to start by thanking you, delegates, for the work your members do. Difficult. Demanding. But life-changing too.

"I wasn't the greatest school pupil. The only reason I went to university was because of a history teacher called Mrs Stone.

"She saw something in me I didn't see in myself. She invested her faith and time in me.

"Education is one of our most important public goods. It is the foundation stone on which so much else is built. It is simply too precious to be left to the whims of the market. The only profit that should count is the intellectual, emotional and cultural benefit our kids get from education.

"And that's why we need a new approach to our schools. Instead of cuts, let's have investment. Instead of dogma, let's have common sense. And instead of driving teachers into the ground, let's have decency and dignity for staff.

"If the Government wants to improve education, the answer is simple. Stop the cuts.

"So, I want you to join our March for a New Deal for yourselves and for all workers, including the young people you teach."

Ms O'Grady outlined the principles of decent work set out in the TUC's New Deal campaign: "As one of the world's richest economies, we can do better than this. Every worker, in every part of the country, deserves decent work. Good pay. Regular hours. Learning and progression. Fair treatment and respect.

"So let's make our national demonstration in May a tribute to the heroes and heroines of the trade union movement, past, present and future. A day when we demonstrate pride in everything we've achieved together.

"We stand together and demand the New Deal that all working people deserve."

NASUWT President Dan McCarthy thanked Ms O'Grady, saying that it was an understatement that the speech would resonate with members.

2(c) Motion: Wales

Conference today condemned the Welsh Local Government Association's advice to local authorities not to implement the 2% pay uplift to teachers on points M2 to M5, despite the STRB's clear recommendation that it should apply to all teachers in the early stages of their careers.

The NASUWT rejects the claim made by the Cabinet Secretary for Education that the Welsh Government is powerless to act because teachers' pay and conditions is not yet devolved to Wales and reminds him of his promise during First Minister's Questions in November 2016 that there was 'no question, no question at all, of teachers [in Wales] being paid less than teachers in England.'



Mark Morris [left], National Executive, moved the motion, saying: "The current system, we were told, was not fit for purpose. There was no explanation of why this conclusion had been reached and no evidence provided to support it."

Jane Setchfield [right], National Executive, reminded delegates that the Westminster Secretary of State was clear that the 2% should apply across England and Wales and that failing to apply the increase is to fail to address the recruitment and retention crisis.



2(c) Motion: Scotland

Delegates debated the problem in Scotland of covering for absent colleagues as one of the key drivers of excessive workload, impacting time available for lesson preparation, curriculum development and professional dialogue with colleagues.



Mike Corbett *[left]*, National Executive, moving the motion, said that as part of the class contact arrangements in Scotland, teachers can be asked to cover for absent colleagues, masking the detrimental impact the two-tier short-term supply system has had on the number of supply teachers.

"This year, I've covered classes in music, I've covered classes in design and technology, in PE, in psychology and I'm a teacher of English with five classes of my own."

Richard Bell *[right]*, National Executive, said: "Well, unlike these other unions, NASUWT doesn't just talk the talk. We are in fact taking action. The first into the fight for a better future for our colleagues and young people in Scotland."



Cementing the Union's Lead



Fred Brown, Ex-President *[left]*, praised the dedication of NASUWT activists and staff in the past year as he moved the Annual Report.

He highlighted the continuing political and economic turbulence and uncertainty and said that the confusion caused by Brexit was having consequences for school management and the wider society.

The NASUWT, however, has provided stability and support for members by cementing its position as the leading teachers' union, prepared to maintain the action short of strike action, and pointed to increased engagement at all levels, with the Union providing leadership both locally and overseas.

Mr Brown said: "We continue to maintain this truth: what is good for teachers is good for the children and young people we teach."

Dave Kitchen, Senior Vice-President *[right]*, seconded the Annual Report, highlighting the long tradition to bring about a more just workplace and champion human rights internationally.



Fringe Meeting

Inspection: Myths and Facts

Sean Harford, National Director for Education at Ofsted, explained to delegates that Ofsted is working to challenge inspection myths and talked about how this work will develop in future.

Mr Harford said: "The clarifications are in the handbook. They are set out in the handbook, so that if an inspector asks for something they shouldn't be asking for, teachers can politely say I think you're asking for something you don't need."

Talking about what schools need to do, Mr Harford highlighted the curriculum, saying that schools need to know the curriculum both by design and intent, to know how their curriculum is being implemented, and to understand the impact the curriculum is having on children and young people's knowledge and skills.

PRIVATE EVENT

THE REPRESENTATION OF WOMEN WITHIN THE NASUWT

Invitation to all Conference Representatives

Sunday 1 April 2018, 6.00pm-7.15pm

Main Conference Hall

The National Executive is engaged in some important work on strategies to seek to address the under-representation of women in the Union's structures.

In order to inform the work of the National Executive, a session is being organised at this year's Annual Conference to which all Conference Representatives are invited to attend.

A series of key issues will be raised at the session, with input from a panel of NASUWT members and an opportunity for all participants to have their say through the use of an interactive electronic voting system.

This is a Private fringe event for Conference Representatives only. Entry tickets can be obtained from the Information Desk.

Entry to the session will only be gained through the production of a ticket and Conference ID badge.

The crèche will be available throughout this session.

Monday at Conference

9.00am to 1.00pm

Motion: Pension Age

1.00pm to 1.30pm

President's Business