

# YOUR RIGHTS

*to a work/life balance*



YOUR **X**ote for your rights RIGHTS



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Whoever gets elected on **8 June** will have to deal with the serious issue of excessive workload that is blighting the teaching profession.

On **8 June**, vote for a party that is committed to providing pay and working conditions which make the job of teaching attractive and sustainable by taking the actions in this booklet.

# YOUR RIGHTS

## Reducing your workload

**87%** of teachers cite excessive workload as their number one concern.

**69%** describe the key driver of excessive workload as marking and assessment policies.

Excessive workload has an acute impact on teachers' home and family lives. **74%** of teachers report that they feel too tired after work to enjoy doing the things they like to do.



# YOUR RIGHTS

## Cutting your working hours

Teachers' working hours have increased since 2010, with classroom teachers and middle leaders working 55 hours per week.

According to the TUC, this is well above the working hours of almost all other key professionals.

**The OECD reports that teachers in the UK work more hours than almost any other teachers in the world.**



# YOUR RIGHTS

Empowering you as a professional to take control of your day-to-day work

**54%** of teachers report feeling that they are held responsible for problems they have no control over.

**64%** state that they are constantly evaluated and judged.

**29%** of teachers say that they have no freedom to teach according to their professional judgement.





# YOUR RIGHTS

Removing barriers to you accessing job share, part-time and flexible working

Teachers are routinely denied access to job share, options to undertake part-time work and flexible-working arrangements.

Currently, just one in four female-teachers work part time, compared to nearly half of women in the general workforce nationally.

**In the last 12 months, 90% of requests for family-friendly working were made by women teachers and a third of teachers, who had applied for any form of flexible working, had their request declined.**



Implementing family-friendly employment practices, including dependants' leave and carers' leave

NASUWT studies have found that **family-friendly policies are often not implemented fairly by employers**, leaving many teachers unable to access dependants' or carers' leave, either through being denied the right on application, or as a result of being discouraged from applying in the first instance.



YOUR RIGHTS

valuing your health, wellbeing  
and dignity at work

**63%** of teachers believe that their wellbeing is not respected by their employer.

The result is:

**58%** believe that their physical health has been affected;

**61%** believe that their mental health has been affected;

**79%** report suffering anxiousness; and

**82%** report suffering loss of sleep.

Relationships are breaking down (**5%**) and some are even self-harming (**2%**) because of their jobs.



# YOUR RIGHTS

Requiring employers to respect your right to a personal life outside work

**63%** of teachers report that they are unable to spend the time that they want to with their family and friends.

**74%** do not have the time to pursue outside interests, as a result of their job.

**63%** of teachers say that the pressure of their job causes their partner, family and/or friends to be fed up with them.







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Work

Balance

Life



# Key questions to ask when canvassers call

- Is your party committed to removing the excessive workload on teachers?
- Is your party committed to ending the 1% pay cap on public sector workers?
- Is your party committed to protecting and enhancing workers' rights after Brexit?
- Is your party committed to protecting pension rights and to not increasing the pension age of teachers?
- Is your party committed to maintaining the Human Rights Act, including the right to join trade unions?



**NASUWT**

The Teachers' Union  
NORTHERN IRELAND

**Vote** for your rights

**on 8 June 2017**

