

CONFERENCE DECLARATION 2018



WOMEN TEACHERS

NASUWT
The Teachers' Union





Hundreds of women teachers from across the UK gathered together in Birmingham for the NASUWT's annual Women Teachers' Consultation Conference.

The Conference provides a safe space to network, share experiences, gain advice and support, and shape ideas for the future of the Union and the teaching profession.

Women are a vital part of the teaching profession, yet the gender pay gap remains. In an increasingly competitive system, schools and colleges cannot afford to overlook the talents of three quarters of the workforce.






At a time when over half of women teachers have been subject to verbal abuse in the last 12 months and almost a quarter have been abused by a parent or carer, there has never been a more important time for women members to become more visible and active within the NASUWT.

Sexist behaviour, combined with crushing workloads and attacks on their pay and working conditions, are driving women out of the profession.

The NASUWT is committed to gender equality for all members in schools and colleges across the UK.

NASUWT Women Teachers' Consultation Conference

The Women Teachers' Consultation Conference 2018, representing teachers and school leaders from across the UK, heard that:

-  35% of women teachers had experienced or witnessed inappropriate or sexualised behaviour in their school or college;
-  only 10% of women teachers who reported sexual harassment felt it was dealt with in a satisfactory manner;
-  overwhelmingly, the two greatest barriers to women teachers progressing in teaching are their carer responsibilities and being overlooked by senior leaders;
-  a third of women teachers believe there is a negative culture within their school which acts as a deterrent to women;
-  in order to become more active within the NASUWT, women teachers would like greater opportunities for networking both at local and national level.

The NASUWT declares that:

- the unacceptable practices of too many employers are creating a culture where discrimination, inequality and sexism are flourishing in the workplace;
- just as disturbing as the incidence of sexual harassment is the failure of employers to act when it is reported;
- women teachers have a right to work in a safe environment, free from sexist behaviour;
- women make up the majority of the teaching profession, yet it is clear that too many are still facing unacceptable barriers and inequality in terms of their careers and professionalism.



A real-time electronic poll of attendees at the Conference found that:

- two in ten women teachers have experienced or witnessed unwelcome and inappropriate touching, hugging or kissing, or experienced or witnessed sexual harassment or bullying;
- one in ten women teachers have experienced or witnessed sexual harassment or bullying;
- one in 20 have experienced or witnessed threatening or other hostile sexual behaviour;
- 55% of teachers affected did not report these issues because they did not think they would be dealt with satisfactorily or felt unable to report them;
- of the 45% who reported an incident of sexual harassment, only 16% were happy with how it was dealt with.



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I hear a lot of sexualised comments. For example, 'I bet you wear a thong.' This was from a senior member of staff.

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We are dealing with a lot of casework with women, relating to the menopause etc.

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“

You shouldn't feel lucky to be in a school where you are not discriminated against. It should be normal.

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Improving conditions for women teachers

NEXT STEPS

The NASUWT will have no hesitation in using all appropriate means, including legal and industrial action, in workplaces where sexual harassment and bullying occur and employers fail to operate a zero-tolerance approach towards them.

The NASUWT will continue to strengthen its national and local structures to ensure women teachers feel confident and valued.



sexual harassment

SAY NO!



If you are being **SEXUALLY HARASSED** at work, report it

NASUWT
The Teachers' Union
Tel: 03330 145550
advice@mail.nasuwf.org.uk
www.nasuwf.org.uk
#itsINASUWT



Don't accept **SEXUAL HARASSMENT** at work, report it

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Hillscourt Education Centre, Rose Hill, Rednal, Birmingham B45 8RS.
www.nasuwf.org.uk