

## 2019 RESOLUTIONS

### EDUCATION FUNDING AND AUSTERITY

Conference deplores the wholly unnecessary UK Government austerity measures that have severely reduced public spending and profoundly exacerbated social divisions and equality.

Conference condemns the continued cuts to education funding but is further concerned by the fact that many schools and colleges still prioritise spending on non-essential consultants, software, service-level agreements and excessive salaries for senior leaders, whilst job security, pay and classroom provision are cut.

Conference notes that school and college finances are complex and lack transparency which means that poor practice goes unnoticed.

Conference therefore calls upon the National Executive to:

- (i) introduce a new training course that is focused on understanding and challenging school, college, and academy finances and
- (ii) enable the sharing of information on school, college and academy finances across the Union's networks.

Conference urges the National Executive to continue to campaign to:

- (a) secure substantial, additional year-on-year per pupil funding throughout the Comprehensive Spending Review period for schools and colleges, together with increased funding to offset additional pension costs;
- (b) increase per pupil funding through the operation of the Barnett formula and the Block Grants for devolved governments;
- (c) secure far greater transparency, including annual external audits, in relation to the funding levels of all schools and colleges;
- (d) use all appropriate legislation including Freedom of Information requests, to challenge education providers over the misuse of public money;
- (e) ensure that education funding is used to support education, teaching and learning and is not siphoned off for other purposes and
- (f) collate and publicise the impact of government cuts in the classroom.

### AGE DISCRIMINATION AND TEACHERS WORKING LONGER

Conference is concerned about the large numbers of experienced teachers leaving the profession.

Conference condemns the increases to the teachers' retirement age and the fostering of a culture of 'work until you drop'.

Conference notes with concern that in a highly pressurised and stressful working environment, many teachers are being burned out physically and mentally long before they reach their normal retirement age.

Conference further notes with concern that many teachers who are being forced into early retirement experience serious financial hardship as a consequence of substantial actuarial reductions to their pensions.

Conference congratulates the work of NASUWT Benevolence Visitors and Retired Members Associations in supporting teachers experiencing financial hardship.

Conference endorses action by the National Executive to continue to campaign for:

- (i) effective and supportive employment practices in schools and colleges, supply agencies that value and support older teachers;
- (ii) recognition from all governments and administrations of the valuable contributions which

- experienced teachers make;
- (iii) action by governments and employers to prevent older teachers being forced out of their jobs;
  - (iv) action to end discrimination against older teachers and
  - (v) a reduction to the teachers' retirement age.

Conference furthermore urges the National Executive to investigate the incidence of serious ill-health amongst teachers who are working longer, and to provide support to individuals affected.

## **2(c) MOTION: NORTHERN IRELAND**

Conference recognises the severity of the impact of austerity on schools in Northern Ireland.

Conference is appalled by the failure of politicians to prioritise investment in education leading to:

- (i) a severe reduction in educational provision and resources for children and young people, particularly the most vulnerable;
- (ii) savage pay cuts and derisory pay awards for teachers; and
- (iii) a failure to make progress on the long overdue measures to tackle excessive workload .

Conference congratulates teachers and principals for continuing to secure high standards of education for all children and young people.

Conference supports the National Executive to continue to:

- (a) take all appropriate measures, including continuing industrial action, to secure improvements in teachers' pay and conditions of service; and
- (b) campaign to demonstrate to parents and the public the adverse impact of these cuts and under investment in education budgets on the education service.

## **BULLYING AND ADVERSE MANAGEMENT PRACTICES**

Conference is deeply concerned by the management style and culture in many schools that is damaging the professional status and mental health of teachers.

Conference applauds those teachers who have recognised such adverse management practices and taken industrial action to challenge them.

Conference asserts that such management approaches include:

- (i) excessive use of, and threats to use, formal policies and procedures;
- (ii) accusations of not caring or being unprofessional for not undertaking additional tasks;
- (iii) inappropriate use of support plans;
- (iv) openly discouraging and attacking any engagement with a trade union;
- (v) manipulation and misuse of data;
- (vi) imposition of a 'no excuses' regime and
- (vii) attacking any professional challenge as being negative and unsupportive.

Conference calls upon the National Executive to:

- (a) continue to support members by challenging such adverse practices through all means necessary, including industrial action;
- (b) issue guidance that identifies typical behaviours of adverse management and outlines what members can do to challenge it;
- (c) update the assertiveness training courses to include a specific focus on dealing with adverse management practices;
- (d) identify and share examples of supportive leadership and management practices and
- (e) continue to promote the Valued Worker Scheme.

## **PERFORMANCE MANAGEMENT AND TEACHER RETENTION**

Conference notes that teacher retention is in crisis and believes that the misuse of data-driven targets to withhold teacher pay rises is a major contributing factor.

Conference recognises that the awarding of performance-related pay rises is often predetermined by budgetary constraints rather than the performance of the teacher.

Conference urges the National Executive to campaign for:

- (i) the setting up of an independent panel to adjudicate performance management pay appeals for teachers who are paid on the Upper Pay Range or the Leadership Pay Scale or who are in receipt of a Teaching and Learning Responsibility payment and
- (ii) the reinstatement of automatic pay awards for the first six years of teaching.

Conference instructs the National Executive to bring forward proposals for the reform of performance-related pay and to lobby governments, administrations and employers to implement these reforms.

## **CONTINUING PROFESSIONAL DEVELOPMENT AND TIME OFF FOR TRAINING**

Conference asserts that the statutory right to time off for training for trade union representatives is a fundamental workplace right that must be protected.

Conference is deeply concerned that the right to time off for trade union training is under attack by governments, administrations and employers.

Conference is further deeply concerned by the lack of guaranteed access for members including those on supply to continuing professional development (CPD).

Conference supports the National Executive in campaigning for:

- (i) a statutory contractual entitlement to CPD for all teachers and school leaders and
- (ii) action against those employers that attempt to breach elected representatives' rights to time off for training.

Conference calls upon National Executive to ensure that supply teachers have equal access to training and the opportunity to be fully engaged in union activities.

## **TEACHERS' MENTAL HEALTH**

Conference is deeply concerned that poor and adverse management practices are a major cause of mental health issues for teachers.

Conference notes with alarm the increased incidence of depression, anxiety and teacher suicide which is exacerbated by poor/adverse management practices and lack of support.

Conference is further concerned that training for leaders in schools and colleges in respect of mental health and wellbeing is sorely lacking.

Conference applauds those members in schools and colleges who have taken collective action against adverse management practices.

Conference endorses the work of the National Executive in continuing to campaign to:

- (i) challenge employers who fail to take mental health seriously;
- (ii) challenge poor and adverse management practices in schools and colleges;
- (iii) support teachers in all stages of their careers;
- (iv) challenge discriminatory employment practices and
- (v) challenge unreasonable workload demands on teachers.

Conference calls upon the National Executive to:

- (a) lobby governments, administrations and employers to improve and/or provide training for teachers and senior leaders in tackling mental health issues and campaign to have both adult and youth mental health first aid training as a statutory requirement of initial teaching training;
- (b) highlight and commend employers who take a proactive stance towards teacher mental health and continue to promote World Mental Health Day;
- (c) commission research into the underlying common factors causing mental health issues amongst members;
- (d) continue to provide support, advice and guidance to teachers who are experiencing mental health issues, including regional and national wellbeing events;
- (e) develop a mental health toolkit for members and
- (f) continue to take all appropriate action including industrial action to protect members where adverse management practices exist.

Conference further calls upon the National Executive to lobby governments and administrations to introduce statutory policies that address the underlying causes of mental health issues to include making work-related stress a reportable incident.

## **2(c) MOTION: SCOTLAND**

Conference asserts that physical and verbal abuse is not part of the job and condemns the fact that too many schools are failing to provide the safe working environment to which teachers are entitled.

Conference is deeply concerned that over three quarters of teachers in Scotland believe there is a widespread problem of poor pupil behaviour in their school.

Conference believes that key contributory factors in the increase in pupil indiscipline include:

- (i) the deplorable introduction of behaviour management strategies and practices, including restorative behaviour, which are used to blame and undermine teachers and lead pupils to believe that there are no consequences for poor behaviour;
- (ii) the presumption of mainstream which results in pupils with additional support needs, specifically behavioural problems, being placed in mainstream settings without the necessary support and resources to meet their needs and
- (iii) cuts to special provision, specialist support services and funding.

Conference congratulates the members at Kaimes School in Edinburgh and all other NASUWT members who have been prepared to make a strong stand and take industrial action to challenge unacceptable pupil behaviour to secure their entitlement to a safe workplace.

Conference supports the National Executive in continuing to take all appropriate action, including industrial action, to secure pupil behaviour policies and practices which:

- (a) adopt a zero tolerance approach to violent and disruptive behaviour in schools and set clear expectations for the behaviour of pupils;
- (b) comply with statutory risk assessment provisions and other health and safety regulations including the recording and reporting of incidents of violence and abuse;
- (c) provide for immediate support from school management for teachers subjected to violence and abuse and feedback on the actions taken with regard to the pupils involved and
- (d) require employers to put the health and wellbeing of teachers at the heart of their management practices, enabling them to feel safe, confident and supported in their working lives.

Conference further supports the National Executive in continuing to campaign for the Scottish Government to provide the resources necessary to ensure the educational needs of all children and young people are met.

## **PUPIL INDISCIPLINE, VIOLENCE AND ABUSE**

Conference reasserts its belief that teachers cannot teach and pupils cannot learn where there is pupil indiscipline.

Conference is alarmed at the reports that pupil indiscipline and violence are a significant and worsening problem in schools and particularly notes the unacceptable attitude that being subjected to a level of violence is 'part of the job'.

Conference supports the work of the National Executive in continuing to:

- (i) challenge the culture of blaming teachers for pupil indiscipline;
- (ii) ensure leadership teams in schools are better equipped to support the work of the teacher in the classroom and fulfil their duty of care;
- (iii) secure support for the NASUWT's principles of good behaviour management in schools and
- (iv) gather appropriate data to illustrate the growing problems relating to violence and emotional abuse of staff.

Conference calls on the National Executive to continue to defend members through all legitimate means, up to and including industrial action, when their health, safety and welfare is placed at risk by pupil indiscipline.

## **REINSTATING A NATIONAL PAY FRAMEWORK**

Conference is appalled by the ongoing erosion of the national pay framework and the refusal of the DfE to implement the recommendations of the 28th Report of the School Teachers' Review Body (STRB).

Conference calls on the National Executive to campaign for:

- (i) the reinstatement of the national pay framework;
- (ii) fully funded pay increases in pay awards and
- (iii) the outcome of the STRB to be binding.

Conference further calls upon the National Executive to consider balloting members for industrial action up to and including strike action if future STRB recommendations are not implemented in full.

## **DATA AND ASSESSMENT IN SCHOOLS**

Conference believes that effective assessment is critical to ensuring that children and young people can benefit from high-quality learning experiences.

Conference further believes that pupil achievement data can play a useful role in informing professional dialogue about pupil progress and attainment.

Conference, however, is concerned that in many schools and colleges, assessment, tracking and data practices are not fit for purpose and are driven by the high-stakes accountability system.

Conference calls on the National Executive to continue to challenge data and assessment practices that:

- (i) make use of pupil assessment data to deny legitimate pay progression to teachers and call their competence into question;
- (ii) over-emphasise assessment at the expense of teaching and learning;
- (iii) place unacceptable workload burdens on teachers and school leaders and
- (iv) involve purchasing overpriced commercial packages that are of limited educational value and fail to provide effective support for learning.

Conference further calls upon the National Executive to:

- (a) investigate education systems which do not have this accountability culture;

- (b) investigate the impact of the high-stakes accountability system on the health and wellbeing of teachers and children and young people and
- (c) lobby the Government to provide an alternative system conducive to the health and wellbeing of all educational stakeholders.

Conference continues to endorse the work of the National Executive in protecting members, including through the use of industrial action where necessary, from the adverse consequences of poor assessment practices.

## **2(b) MOTION**

Conference condemns the deep real-terms cuts to teachers' pay since 2011.

Conference further condemns the 'race to the bottom' pay and pay progression policies promoted by the Westminster Government which have contributed to the worst teacher recruitment and retention crisis since 1945.

Conference deplores the propaganda which has been exploited to convince teachers that their pay is unaffordable.

Conference further deplores the actions of those governments, administrations and employers that fail to prioritise investment in teachers and who seek to justify poor pay awards on the basis of affordability whilst continuing to fund 'pet' projects.

Conference believes that independent pay review bodies making evidence based recommendations are an important part of a negotiating machinery to secure sustainable improvements on teachers' pay.

Conference endorses action by the National Executive to continue to escalate industrial action, up to and including strike action, as appropriate, where employers act to deny teachers:

- (i) an annual cost of living pay award and
- (ii) fair access to pay progression.

Conference mandates the National Executive to publish annually a Teachers' Pay Barometer to measure, compare and assess trends in relation to teachers' pay across England, Northern Ireland, Scotland, Wales, Guernsey, Jersey, Isle of Man and Gibraltar, including the benchmarking of teachers' pay against average pay levels for other graduate occupations.

Conference commits the National Executive to continue to campaign vigorously using all appropriate action, up to and including strike action, to:

- (a) resist the continued attacks on teachers' pay;
- (b) oppose below inflation pay awards and pay freezes;
- (c) secure guaranteed agreements which will deliver substantial, across the board improvements to teachers' pay;
- (d) end the lottery of teachers' pay progression and
- (e) oppose policies of payment by results for teachers.

## **FUNDING FOR AN INCLUSIVE EDUCATION SYSTEM**

Conference deplores the deeply damaging cuts to funding, staffing and resources for special and additional education needs and provision.

Conference supports the work of the National Executive in continuing to campaign for necessary

resources, including specialist staffing to support inclusive education provision and appropriate funding for high needs pupils.

## **STAFF WELLBEING OFSTED INSPECTOR**

Conference notes that in spite of the DfE publishing clarification on Ofsted requirements, schools are still forcing teachers to adhere to unnecessary policies, and inspectors pay little attention to the wellbeing of teachers.

Conference instructs the National Executive to campaign for a trade union-agreed staff wellbeing inspector to be part of every inspection team, who will check whether schools are complying with their obligations to staff for their work/life balance and wellbeing.

## **PAY FOR ADDITIONAL RESPONSIBILITIES**

Conference notes that the School Teachers' Pay and Conditions Document is clear that additional responsibilities and accountability should be remunerated and either be paid a Teaching and Learning Responsibility (TLR) payment or be paid on the leadership scale.

Conference therefore condemns those school leaders who expect teachers to take on additional responsibilities and accountability when they move to the Upper Pay Range.

Conference calls upon the National Executive to:

- (i) issue clear guidance to members on this issue;
- (ii) continue to support members who are subject to adverse management practices and are expected to undertake TLR duties without payment and
- (iii) ensure that any pay structures developed are clear in the distinction between classroom teacher pay ranges and responsibility payments.

Conference further calls upon the National Executive to commission research into:

- (a) the number of teachers undertaking subject responsibilities without remuneration and how this has affected career and pay progression;
- (b) the proportion of TLR payments that have been awarded for subjects other than English and maths and
- (c) the impact of the reduction of non-core subjects.

## **EDUCATION RIGHTS AND ENTITLEMENTS**

Conference asserts that every child and young person has a fundamental right to free, quality public education.

Conference is outraged that the right to education, as enshrined in international law, is, in many countries including the UK, no longer guaranteed as a consequence of:

- (i) privatisation and marketisation of schools and colleges;
- (ii) the impact of the teacher recruitment and retention crisis;
- (iii) deregulation of the curriculum;
- (iv) removing the right of children to be taught by qualified teachers;
- (v) cuts and under-funding of schools, colleges and services for children and families;
- (vi) reforms to special and additional learning needs provision;
- (vii) an emphasis on rote learning above the social and emotional aspects of learning and
- (viii) the use of narrow, restrictive assessment and examination procedures rather than assessments that are creative, social and immersive.

Conference is appalled that the right to education has been undermined by education providers putting profit before children's education.

Conference is further outraged by the actions by the UK Government in pursuing policies that limit access to education on the basis of parents' ability to pay and creating selection by wealth.

Conference calls on the National Executive to continue to:

- (a) expose those policies and practices which undermine the right to education for children and young people;
- (b) commission and publish research into the impact of the narrow curricula across the UK;
- (c) campaign for a statutory entitlement to access the arts and humanities;
- (d) lobby governments and administrations to ensure there are suitable pathways and qualifications for all students;
- (e) promote the importance of personal, social, emotional and health education and careers guidance;
- (f) investigate the merits of a legal challenge against providers who fail an individual pupil or pupils and
- (g) demand urgent action by governments and administrations to guarantee the right to free, quality public education for all children and young people.

## **RIGHTS AT WORK**

Conference deplores the failure of governments and administrations to take effective action to enforce the statutory entitlements of teachers.

Conference calls upon the National Executive to continue to campaign for effective regulation and enforcement of rights at work.

Conference further calls on the National Executive to name and shame those school and college employers and employment agencies which flout statutory provisions.

## **VALUING TEACHERS**

Conference notes that it is well documented and widely acknowledged that the teaching profession is suffering a major recruitment crisis.

Conference urges the National Executive to lobby governments and administrations to:

- (i) recognise the need to recruit and retain highly valued, qualified and dedicated professionals;
- (ii) provide a wage that is commensurate with other graduate-led professions and
- (iii) cut bureaucracy to allow teachers to focus on teaching.

## **2(c) MOTION: WALES**

Conference believes that the Welsh Government's programme of delivery for the New Curriculum is fundamentally flawed and rejects its view that the New Curriculum has been made 'by the profession, for the profession'.

Conference is alarmed that many schools in Wales have engaged in premature and unnecessary staffing restructures resulting in the widespread loss of subject leader Teaching and Learning Responsibility (TLR) payments.

Conference asserts that the implementation of these reforms will damage the education service in Wales, will negatively impact upon standards and will undermine the aspiration of the Welsh Government to 'deliver an education system that is a source of pride and public confidence' as set out in 'Our National Mission'.

Conference believes that the policy aspirations of the Welsh Government will founder unless they address the fundamental concerns of teachers in Wales regarding:

- (i) the continued underfunding of the education service in Wales;
- (ii) the loss of TLR payments through premature restructuring of schools and
- (iii) the failure of the Education Consortia to support effective school improvement.

Conference endorses action by the National Executive to:

- (a) campaign to protect teachers' jobs;
- (b) lobby the Welsh Government to ensure that teachers' jobs and working conditions suffer no detriment as a result of the introduction of the proposed curriculum changes;
- (c) ensure that teachers affected by staffing restructures continue to benefit from a minimum three-year salary safeguarding and
- (d) take all appropriate action, up to and including industrial action, to protect teachers' jobs, pay and working conditions.

## **TEACHERS WITHOUT A PERMANENT CLASSROOM BASE**

Conference is concerned that the poor and overcrowded conditions of many school buildings are resulting in more teachers being without a permanent classroom base.

Conference is further concerned that unacceptable and inappropriate workload demands are being placed on these teachers, including:

- (i) significant expectations for manual handling;
- (ii) lack of planning, preparation and assessment time and
- (iii) requirements to travel between school sites at break and lunch times.

Conference calls on the National Executive to:

- (a) promote to employers the NASUWT guidance for teachers without a permanent classroom base, including those who move between school sites;
- (b) highlight and commend employers who employ best practice and
- (c) continue to take all appropriate action including industrial action to protect members where they are subject to unacceptable demands and/or health and safety risks.

## **PENSION REFORM**

Conference deplores the imposition of detrimental pension reforms on teachers across the UK from 2011 onwards, including swingeing increases in pension contributions and the unacceptable equalisation of the state pension age and teachers' pension age.

Conference further deplores the actions of some independent school employers who are seeking to withdraw from the Teachers' Pension Scheme.

Conference is appalled that the Government's justification for increases to the retirement age for teachers was predicated on a flawed prediction of improving life expectancy of teachers which has not proved to be accurate.

Conference is opposed to any further increases in employee pension contributions from 2019 onwards.

Conference urges the National Executive to continue to seek in the UK Teachers' Pension Schemes:

- (i) benefits improvements for teachers to include access to full entitlement without actuarial reduction;
- (ii) further measures to eliminate discriminatory pension provisions and
- (iii) an end to the link between the state pension age and the normal pension age for teachers.

Conference further urges the National Executive to equip and empower members in resisting the detrimental changes introduced to the UK Teachers' Pension Scheme since 2012.

Conference applauds NASUWT members in independent schools who have successfully resisted employer attempts to opt them out of the Teachers' Pension Scheme.

Conference calls on the National Executive to continue to implement action, up to and including industrial action, against employer withdrawal from the Teachers' Pension Scheme.