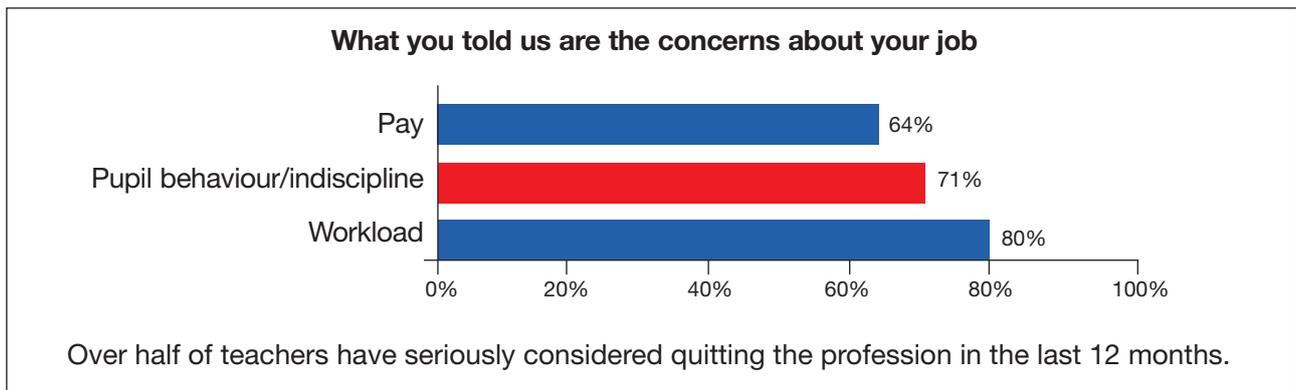


7th August 2019

Dear Member

I hope that you have had an enjoyable and well-deserved break over the summer.

As you prepare to return to work for the new academic year, I wanted to provide you with an update on the actions the NASUWT is taking on the issues which teachers have told us are their top concerns about their job and to assure you of our continuing support for you.



The NASUWT is deeply concerned that, despite the wealth of evidence presented to them by the NASUWT about teachers' concerns, Government and Employers are failing to take these matters seriously and give teachers the support they deserve. During the last academic year, the NASUWT took a number of actions to ensure that teachers were protected and supported and their concerns were addressed.

These included:

- providing support, advice and representation to members individually on a range of issues such as flexible working, capability, misconduct, sickness absence and discrimination, and collectively on, for example, workload, pupil indiscipline, bullying and harassment and other adverse management practices;
- organising conferences and seminars for members to network and to participate in professional development workshops, including on behaviour management.

All of this support will continue during the new academic year.

Making a strong stand with the support of the NASUWT makes a difference

Where teachers make a stand with the support of the NASUWT, it makes a real difference to their working lives and working conditions.

Members in Kaimes Special School in Edinburgh, with the support of the NASUWT, secured significant improvements to their working lives, including a safer working environment with clear procedures to support teachers facing violence and disruption, improvements to the facilities in the School, additional professional development and increased staffing to support behaviour management.

NASUWT members at Buchanan and St Ambrose Schools in North Lanarkshire demonstrated the power of collective action and achieved success in forcing the Government and the Council to take seriously the health and safety issues at the schools. Their action continues, but significant progress has been made.

These members not only effected change in their schools but also proved to be an example and inspiration for teachers across the country. As a result, members in many other schools contacted the NASUWT for advice and support and to take action.

These are just two examples out of dozens of schools where the NASUWT has successfully challenged and addressed a whole range of poor working conditions and adverse management practices.

Government and Employers say that they recognise that teachers are facing excessive workload burdens and that pupil indiscipline is an issue, but they do nothing about it. They rely on, and exploit, the patience, the dedication and the commitment of teachers, but fail to take any action which makes a tangible difference to teachers' daily lives.

Enough is enough

Last term, following consultation with members, the NASUWT told Government and Employers that enough was enough and lodged a national trade dispute with the Deputy First Minister over pay, workload, ineffective management of pupil indiscipline and other adverse management practices affecting the health and welfare of members.

Members in hundreds of schools across the country registered with the NASUWT to be balloted for industrial action on these issues.

These members are now empowered lawfully to challenge poor practice in their workplace, tackle the issues of concern and improve their working conditions.

Initially we focused on removing the burdens of excessive cover for absence and administrative and clerical tasks.

At the start of this new term, further improvements will be made as a result of additional lawful action instructions to reduce the burdens of marking and assessment, which teachers tell us is one of the main drivers of excessive workload, and also to take back control over the use of collegiate time. Further information will follow shortly on actions to tackle pupil indiscipline.

The action instructions are not disruptive to pupils or parents and are not intended to be. It is all about removing unnecessary burdens from teachers, enabling them to focus on their job, and alleviating the pressure and stress.

Teachers are having a raw deal. The NASUWT is campaigning for a New Deal.

Help us to help you – what you can do

According to our records, members in your school are not yet engaged in the National Ballot for action. Help us to help you by:

- contacting the NASUWT Scotland Centre immediately so we can provide you with more information and make the necessary arrangements for you to participate in the ballot and action to enable you to take professional control of your working lives;
- inviting us into your school to talk to members and provide advice, support and information on the issues you are facing in your workplace.

We look forward to hearing from you.

Best wishes.

Yours sincerely



Chris Keates (Ms)
General Secretary (Acting)

Only the NASUWT is making a stand on the issues of concern to teachers.

**JOIN THE FIGHT AND
JOIN THE ACTION**

for

**a NEW
Deal** for teachers