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In Solidarity

Spring 2020

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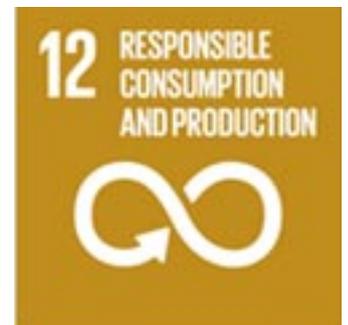
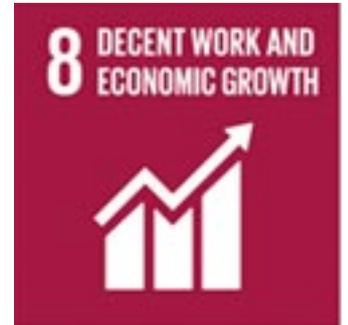


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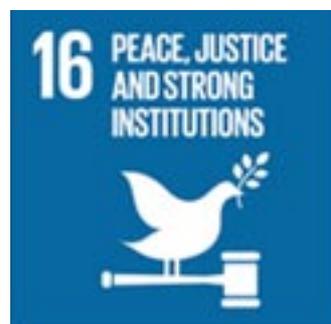
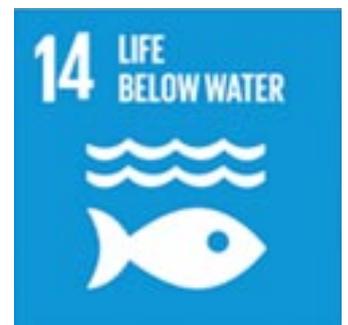
UNITE FOR QUALITY EDUCATION
Better education for a better world



Countries across the world have adopted a set of goals to end poverty, protect the planet and ensure prosperity for all as part of a new sustainable development agenda. Each goal has specific targets to be achieved over the next 15 years.

For the goals to be reached, everyone needs to do their part: governments, the private sector, civil society and individuals.

To find out what you can do, visit www.un.org/sustainabledevelopment/takeaction.



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ITU IN SOLIDARITY WITH IRAQI PEOPLE

The NASUWT has conveyed its support and solidarity to members of the Iraqi Teachers Union who have been taking part in strike action alongside demonstrations in Iraq.

ITU members took part in a series of actions as part of calls on the authorities to provide jobs and quality public services and to put an end to a political system people claim has failed them.

NASUWT Acting General Secretary Chris Keates said in a letter to the ITU: "We know the ITU industrial action will be strongly supported by hundreds of thousands of teachers across Iraq, clearly demonstrating the strength of feeling on these issues."

There has been a wave of unrest in Iraq in recent months and hundreds have been killed by security forces firing live bullets into peaceful demonstrations.

A recent UN human rights report found that the Iraqi Government "bears the ultimate responsibility for violence perpetrated against its citizens by both its security forces and other armed elements, acting with or without the government's consent or acquiescence."

The report criticised the deliberate firing of tear gas canisters at demonstrators, citing deaths and serious injuries, and said the right to freedom of expression was being undermined by blocks on social media, restrictions on journalists, the arrests of bloggers, and attempts to intimidate media and free reporting of demonstrations, which the ITU members have been participating in.

The ITU is calling on the government in Baghdad to:

- open an investigation into the killing of demonstrators and security forces, and hold accountable those who have committed such crimes;
- resign after its failure to fulfil the demands of the Iraqi people;
- introduce amendments to the constitution banning governmental appointments on the basis of sectarian or ethnic quotas rather than on merit;
- ensure the independence of the Iraqi judicial system;
- end what it calls 'widespread state corruption';
- set up a new autonomous electoral commission.

The ITU has warned that educators will go on permanent strike if the government does not respond genuinely to the demands of the Iraqi people.

El General Secretary David Edwards said: "We urge the Iraqi Government to end its brutal repression of demonstrators, a repression that violates the country's own labour laws, as well as its obligations as a member state of the International Labour Organization.

"The Iraqi Government must listen to those legitimate demands and address the political, economic and social factors in which the citizens' discontent is rooted."

NASUWT Deputy General Secretary Dr Patrick Roach said: "The NASUWT calls on the Iraqi Government to urgently address the demands of the ITU and acknowledge and act on the recommendations in the UN human rights report.

"The people of Iraq deserve a transparent, open government which respects human rights and is committed to addressing the deep and legitimate concerns of the population."

HANDS OFF

STOP THE ATTACKS!



RED-TAGGING OF TEACHERS CHALLENGED

The NASUWT has expressed its outrage at the targeting of teacher union members in the Philippines amid a rising tide of violence in the country.

There has been specific targeting of members of the Alliance of Concerned Teachers (ACT), with a recent disturbing case involving two members being targeted in an armed attack in their school.

The leader of ACT, Raymond Basilio, said that in the last 18 months the union had recorded 36 cases of illegal police profiling against its members across the Philippines, with the attacks intensifying in 2019.

Teachers Zhaydee Cabanelez and Ramil Cabanelez were held hostage in hospital and denied the right to receive visitors. A solidarity visit conducted by members of ACT and staff of the Commission on Human Rights was blocked by armed police officers, despite the visit being agreed.

Members of ACT have been subjected to state-sponsored profiling, red-tagging, vilification, harassment, intimidation and threats. This is part of a larger trend where progressive movements and individuals critical of the Duterte administration are being targeted.

Mr Basilio said: "The government even uses education agencies as tools for its repression. The Department of Education ordered the closure of 55 community schools on account of military allegations that the schools were used as training grounds for insurrection.

"The Department of Education actively supports efforts to form and install a counter-union of teachers, and deliberately sidelines ACT in consultations despite our status as the sole and exclusive negotiating agent for teachers in public schools."

The NASUWT is deeply concerned by the use of red-tagging of trade and human rights activists in the Philippines.

It is commonly defined as the harassment or persecution of a person by linking them with communists or left-wing guerrilla or terrorist groups.

Labelling critics as having communist or terrorist sympathies then leads to further harassment from police and security forces and can lead to death threats and physical violence.

In a letter of solidarity to ACT, Acting General Secretary Chris Keates and Deputy General Secretary Dr Patrick Roach said:

"The NASUWT is shocked and appalled by reports that two members of ACT were targeted in an armed attack on their school.

"In the last two years, members of ACT have been subjected to state-sponsored profiling, red-tagging, vilification, harassment, intimidation and threats, as part of a larger trend targeting progressive movements and individuals critical of the government."

The NASUWT will continue to work with ACT to defend human rights and uphold peace, justice and democracy in the Philippines.

Mr Basilio added: "teacher-unionists under the banner of ACT Philippines courageously stand their ground to defend their rights and contribute to the Filipino people's broader fight against the creeping dictatorship and tyranny in the country.

"Vital to the struggle is the strong support and solidarity of fellow educators from around the globe through the inspiring leadership of Education International."



ESMAIL ABDI TO BE RELEASED FROM PRISON

The NASUWT has been delighted to hear that jailed Iranian teacher trade unionist Esmail Abdi has been released from prison.

He was freed from the notorious Evin Prison in Tehran on March 17 and had been in prison since January 2018, having been previously released and then incarcerated again.

Abdi was initially arrested in connection with his union activities for teachers' rights and to prevent his participation in international trade union events, including the 2015 Education International (EI) World Congress in Ottawa, Canada.

Abdi was targeted for his tireless trade union activism and his campaigning for free and accessible public education for all.

He was convicted of national security offences in February 2016 - after organising peaceful protests - and sentenced to six years imprisonment. During his incarceration in Evin

Prison, Abdi had been kept in severe conditions, including solitary confinement, being denied access to full medical treatment and communications with his family and lawyer.

Responding to this announcement, NASUWT Deputy General Secretary Dr Patrick Roach said: "We welcome the release of Esmail Abdi who has been jailed merely for speaking out against the regime and his tireless campaigning for trade union and human rights in Iran.

"No-one should be jailed for merely expressing their rights peacefully and we call on the Iranian government to release all those who have been imprisoned on trumped-up national security offences when they are merely trying to highlight the injustices faced by the Iranian people.

"We urge the authorities to release Abdi for good, immediately and unconditionally and to start to address the dire human rights situation in the country."

CAMPAIGNER'S 'UNSTINTING SUPPORT' FOR HUMAN RIGHTS

The NASUWT has expressed its gratitude to Shane Enright, of Amnesty International UK, who has championed the cause of human and trade union rights for many years.

Mr Enright, who is leaving the organisation was praised by the NASUWT for his "fantastic work as an ambassador and champion for Amnesty International UK."

Acting General Secretary Chris Keates and Deputy General Secretary Dr Patrick Roach told him: "The flame of human and trade union rights, equality and social justice burns brightly because of the contribution you have made to the cause."

In a letter to Mr Enright, they said: "On behalf of the members and activists of the NASUWT - The Teachers'

Union, we want to express our thanks and gratitude to you for your contribution to our movement for human and trade union rights, for your fantastic work as an ambassador and champion for Amnesty International UK and for your unstinting support for the rights of teachers and the goal of education for all."

On Bahrain, they said: "Without your passion, inspiration, energy and determination, our campaign on behalf of teachers in Bahrain, for example, would not have had the impact it achieved.

"It not only delivered freedom for Jalila Al Salman and Mahdi Abu Dheeb, it also energised NASUWT members and activists around the UK in demonstrating international solidarity. We will recall that as a treasured moment in our Union's history."

PROGRESS ON SDGs in UK UNDERMINED

UK Government policies are undermining the domestic implementation of the Sustainable Development Goals (SDGs), the NASUWT has warned.

At the UN High-Level Political Forum in New York, the NASUWT raised concerns that SDG4's implementation in the UK was being hindered. This SDG focuses on the rights of all children to be able to access equitable quality education.

Education policies were undermining this, including the redeployment of civil servants to work on Brexit and the impact of austerity and the current recruitment and retention crisis in education, particularly schools and colleges, Chris Weavers, NASUWT Parliamentary and Trade Union Liaison Officer, said.

These concerns were echoed across other goals and policy areas and were reflected in the joint statements drafted by the UK civil society representatives at the forum.

A review session on SDG4 was addressed by both Education International President Susan Hopwood and Madeleine Zuniga of the Global Campaign for Education. Both were well received and reflected the policies and concerns of the NASUWT.

The session was chaired by Deputy General Secretary Dr Patrick Roach, who warned that governments across the world were failing to deliver on their commitments to ensure quality education and decent work for all, end poverty, reduce inequality and combat climate change.

He highlighted shocking statistics which show that 220 million children continue to not be in education and that a global teacher shortage means there are an extra 69 million teachers needed.

Dr Patrick Roach told delegates: "We fought hard for our priorities to be included in the SDGs. Now it is up to us to once again take the lead.

"We will have to fight even harder to make governments keep their promises. There is no time to waste."

Dr Roach gave his analysis of the situation in the UK. He said:

"It is certainly true in the UK that there has been a lack of engagement. And probably with good reason, given the UK Government's record in tackling barriers to education participation – especially child poverty, homelessness and the cost of education.

"The work of the UK Government through the Department for International Development (DfID) has also raised important concerns about privatisation and marketisations of the global goals – see Bridge Academies.

"In the UK and elsewhere, we also see the acute failure to realise the SDGs in relation to refugee and migrant children who are denied access to education.

"Despite such prosperity in the UK, one fifth of the population live in poverty. One and a half million people experienced destitution, unable to afford basic essentials.

"A deliberate policy of Government austerity since 2010 has seen the unravelling of the two preceding decades in tackling child poverty.

"This record is contributing to a situation described by the UN where people could expect their lives to be 'solitary, poor, nasty, brutish and short'.



**SUSTAINABLE
DEVELOPMENT**

GOALS

MENTAL HEALTH CRISIS FACING OUR SCHOOLS

To mark World Mental Health Day on 10 October 2019, Deputy General Secretary Dr Patrick Roach highlighted NASUWT research and the stark issues facing some teachers in the UK.

Teaching has always been an intensively demanding job, but evidence collected annually by the NASUWT over the last eight years shows that teachers' health and wellbeing has deteriorated dramatically.

A toxic combination of spiralling workload demands, the pressures of a punitive accountability system and the adverse impact of cuts to budgets, leading to job loss, job insecurity and a reduction in specialist support for schools, have been the main contributory factors.

The NASUWT's research in 2019 found that the stark impact of these factors was that 32% of teachers say they have turned to medication in the last 12 months to deal with the physical and mental toll their job is taking on them. Forty-four per cent have seen a doctor or medical profession, while 16% say they have undergone counselling.

One in five teachers have increased their use of alcohol, with the same figure having increased their use of caffeine, while 4% increased their use of tobacco to help them manage work-related stress. Shockingly, 3% of teachers say they have self-harmed as a result of work-related pressures, while 8% report they have suffered a relationship breakdown.

These findings come as more than three quarters (77%) of teachers report they have experienced an increase in workplace stress over the past 12 months, with more than four out of five (86%) saying their job has impacted negatively on their health and wellbeing over the last year.

Two thirds (70%) of teachers also feel their job has adversely affected their mental health.

Employers have responsibility for

the mental health and wellbeing of their staff but few address this seriously.

Further to this, the crisis in school children's mental health is incredibly well-documented. A survey carried out by the NASUWT looking at pupil wellbeing found that 96% of teachers believe they come into contact with pupils who are experiencing mental health issues. Of these, 92% say pupils are exhibiting anxiety or panic attacks, 80% depression and 67% self-harm.

Sixty-four per cent of teachers say they are not confident that they or their school would be able to get timely support from expert services such as Child and Adolescent Mental Health Services (CAMHS) for pupils experiencing mental health problems.

Teachers have never before had to deal with such a complex range of pupil welfare issues as they do today. The pressure on teachers and headteachers is enormous and is putting at risk their own mental and physical health and wellbeing, when they are already under enormous pressure from workload, the accountability regime, and the impact of budgetary cuts.

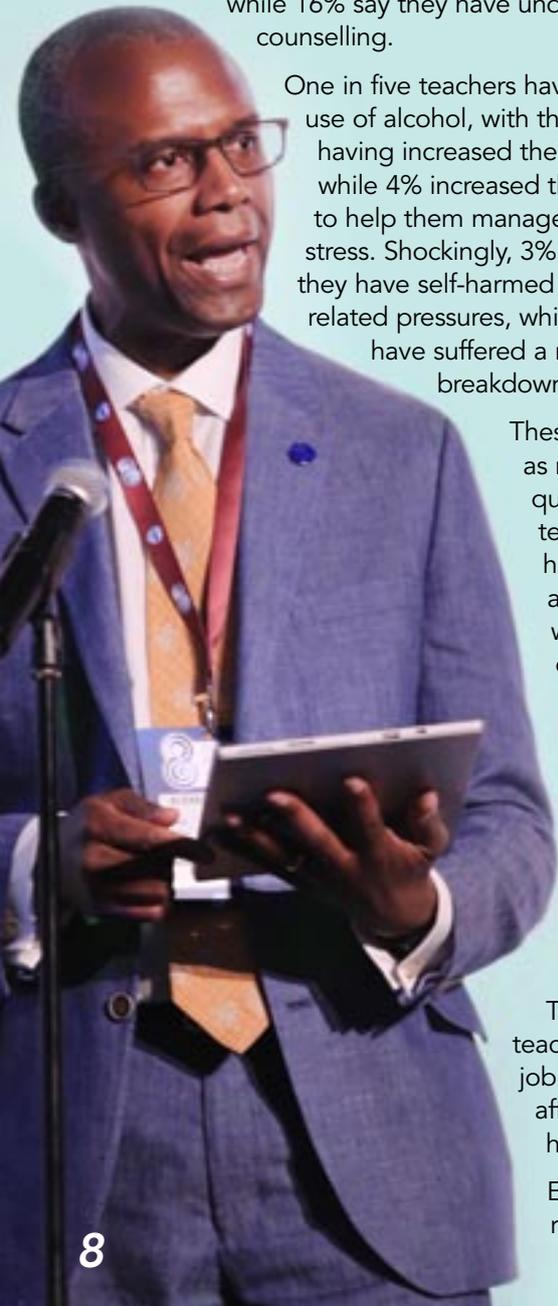
These challenges are compounded by cuts to school staffing and to external specialist support. It is a betrayal of staff and pupils to continue to expect schools alone to deal with all of these issues.

The NASUWT is calling on employers and the Government to take responsibility and address the drivers of the growing crisis in teachers' mental health which their policies and practices have created. The wellbeing of the teaching workforce has a direct impact on the quality of educational provision. Schools cannot claim to be committed to raising standards for children and young people if the health of the workforce is a low priority.

Employers should be required to have a wellbeing policy for their workforce which is clear on the support which will be offered to staff, including providing an entitlement to mental health training, professional counselling or cognitive behaviour therapy when suffering work-related mental ill health.

The NASUWT offers comprehensive support to its teacher and school-leader members, including training representatives as mental health first-aiders.

Until the Government and employers learn to value their workforce and realise that the health and wellbeing of teachers and other workers is inextricably linked to the provision of high-quality services, the NASUWT will continue its programme of support for teachers and school leaders, including empowering them to resist the unacceptable working conditions through the Union's ongoing industrial action strategy.



CALL TO WIN 'VICTORIES' FOR TRADE UNIONISTS



International Solidarity magazine spoke with leading trade union and human rights campaigner Eric Lee, the creator and founder of LabourStart: the key news resource and international campaigning website for trade unionists.

When was LabourStart launched?

LabourStart officially began 22 years ago and grew out of a book I had written in the mid 1990s called *The Labour Movement and the Internet*. In the book, I advocate we should have a website that does labour news and campaigning and other stuff, which didn't exist. So LabourStart was created as the website which came out of the book.

It grew out of the book – why did you write the book?

I had been a computer programmer in the mid 1980s in Israel, when computers were the size of an entire room. I had also been a political activist for a long time with a strong connection to the Labour movement, so the book was a combination of both of those interests of mine. That was the book and LabourStart was a sort of proof of concept.

What can unions do to use the internet better?

I would move away from top-down communications where the unions talk to the members. I would move more in the direction of allowing members to talk to members and encouraging that activity. I think union websites should include news coming from members and local branches and not so much relying on the national headquarters to dictate.

Is there an increasing trend of so-called red-tagging, or trade unionists being labelled as terrorists, communists or whoever is seen as an enemy in the particular country?

Ordinary Colombian trade unionists were routinely labelled as communists and terrorists. In the Philippines, this is another country where this practice is widely used. Often there is an attempt to label trade unions as not patriotic.

In places like Russia, they will target them as being agents of Western powers. These things don't usually work and unions survive those kinds of attacks.

What do you think makes a successful campaign? What are the ingredients for a successful campaign?

Having a good issue is clearly important – sometimes we get campaigns that are fairly complicated and it is not always clear what exactly is being demanded. If the campaign is interesting and well-written, if it moves you emotionally such as someone being in jail, then it can be successful.

Why is it important for trade union members to support LabourStart and how do they do that?

The main thing I would want trade union members to do is to sign up to our various online campaigns. Supporting a campaign costs no money, takes less than a minute, requires no effort, and you are adding your name to an online petition – that is what these campaigns are all about.

We bombard governments and employers with thousands of messages and on many occasions those governments and employers cave in to our demands and we win victories. The reason why people should do it is because we win those victories. Even if the NASUWT and its members don't at the moment need any help and international support, you will someday.

You can read the full interview with Eric Lee at www.nasuwat.org.uk/international. For further information, visit LabourStart at www.LabourStart.org.



APPEAL TO PUT PRESSURE ON TEHRAN

A leading organisation campaigning on human, democratic and trade union rights in Iran has appealed to progressive and freedom-seeking people and their organisations globally to put pressure on the Iranian regime to halt the violence perpetrated during recent days against peaceful demonstrators demanding a reversal of the massive hike in petrol prices.

The Committee for the Defence of the Iranian People's Rights (CODIR) has said that petrol prices were put up by 50% and 300% without warning, and that mass demonstrations had erupted in 23 out of the 31 provinces in Iran.

Jamshid Ahmadi, Assistant General Secretary of CODIR, said: "Peaceful protests have been met with extreme and systematic violence from the police and security services across the country.

"According to the latest reports coming out of Iran, hundreds are dead and thousands have been wounded in a continuing brutal crackdown by the authorities.

"Hospitals are reporting that the majority of deaths and injuries are from gunshot wounds to the head and upper torso, underlining the widespread fears that the regime is operating a 'shoot to kill' policy."

There are reports that on Sunday 17 November, Ali Khamenei, the regime's Supreme Leader, issued clear instructions that the protest movement be crushed at whatever cost.

Rupert Colville, of the Office of the UN High Commissioner for Human Rights (OHCHR), said: "We are deeply concerned by reported violations of international norms and standards on the use of force, including the firing of live ammunition, against demonstrators in Iran.

"It would suggest that it is not simply the immediate trigger to the protest which was a rise in fuel prices, but... much deeper-seated problems persisting in the country."

At least 106 protesters in 21 cities have been killed, according to credible reports received by Amnesty International. The organisation believes that the real death

toll may be much higher, with some reports suggesting that as many as 200 have been killed.

To prevent details reaching the outside world, the regime has shut down the country's internet.

CODIR is calling on individuals and organisations to:

- show their solidarity with the Iranian people in their darkest hour;
- demand that the Iranian government immediately release all of those protesters detained over the last few days – and, at the very least, allow access to the detained by medical personnel and legal representatives;
- demand that the Iranian government account for the violence towards the protesters – particularly the actioning of 'shoot to kill' orders, and the source of these orders;
- demand that the Iranian government release accurate figures for the numbers of protesters killed, injured and detained over the last few days – and their identities;
- issue a statement of support for the protesters and the long-suffering people of Iran in their struggle for peace, human and democratic rights, and social justice.

NASUWT Acting General Secretary Chris Keates has expressed the Union's outrage at the violent abuses committed by the Iranian security forces against peaceful protesters.

In a letter to the UK Ambassador to Iran, Ms Keates wrote: "The NASUWT deeply regrets that peaceful protests have been met with extreme and systematic violence by the Iranian police and security forces, leading to hundreds dead and thousands more wounded.

"We demand that the Iranian government immediately:

- cease the violence against its own people;
- release all protesters who have been detained following the decision to increase fuel prices;
- allow urgent access to independent medical assistance for all those who have been affected by the actions of Iranian police and security forces."

Award for Bahraini trade union leader



NASUWT International Solidarity Award winner Jalila Al-Salman has received a further prestigious human and trade union rights award – the Mary Hatwood Futrell Human and Trade Union Rights Award.

The award recognises her outstanding engagement and courage in promoting education for all.

Jalila, a teacher and trade union leader, was given the award by the Executive Board of Education International, the global body representing education trade unions.

Following democracy protests in Bahrain in February 2011, Jalila was unjustly imprisoned for six months. She was threatened, beaten and subject to acts of humiliation and torture by the authorities because of her trade union activities.

In defiance of the restrictions imposed on her, Jalila has fought, without hesitation, for the rights of teachers in Bahrain to organise free from political interference, challenging the authorities in Bahrain to fully respect the rights of teachers in accordance with International Labour Organization (ILO) conventions.

Following her release from prison, she continued to be a vocal champion for the rights of teachers and students, despite continued threats, intimidation and detentions.

In a letter to Jalila, NASUWT Acting General Secretary Chris Keates and NASUWT Deputy General Secretary Dr Patrick Roach congratulated her on her award, saying:

“We are sure that you know how highly the NASUWT values the work that you continue to do on behalf of teachers and students in Bahrain, and for the cause of education, human rights and women’s rights. You have been an inspiration to the NASUWT and the international community.”

NASUWT joins Education Solidarity Network

The NASUWT has seen one of its senior members of staff being elected to the Board of the Education Solidarity Network (ESN).

Gareth Young, NASUWT National Official for Campaigns and Communications, was elected unopposed to the Board of Directors at the EI World Congress in Bangkok.

The election took place on the back of work Mr Young had done with the ESN, including working with its Strategic Committee and helping to shape its communications strategy for the next four years.

This included looking at how the ESN could widen and deepen involvement in the core strategic issues of the network, particularly including a greater emphasis on the use of survey data and social media.

The ESN is a global organisation founded in 2009 in order to promote health and wellbeing for the educational community.

Members include unions such as NEA (USA), Lärarförbundet (Sweden) and ACT (Philippines), international health co-operatives and mutuals, and international bodies such as EI and the ILO.



NASUWT RAISES KEY ISSUES FOR TEACHERS AT EI WORLD CONGRESS

The EI World Congress is the governing authority of EI, the world's largest federation of unions, representing 32 million teachers and education employees in 170 countries and territories across the globe.



The 2019 World Congress took place in Thailand, and the NASUWT was there.

The NASUWT pursued a very active campaign at the World Congress and proposed a number of important resolutions which were formally adopted, on issues including:

Women and Girls' Rights, Securing LGBTI Rights, Education for Refugees, Teachers' Mental Health, Official Development Assistance, School Leadership and Modern Day Slavery.

HIGHLIGHTS FROM CONGRESS

Deputy General Secretary Dr Patrick Roach spoke in support of the resolution on school leadership. He pointed to the work the NASUWT has done on supporting members against adverse management practices and said unions must argue in favour of professional autonomy for teachers.

National President Dave Kitchen [top right] spoke in support of the resolution on discrimination, highlighting the work of the NASUWT in supporting teachers who face intersectional discrimination.

Honorary Treasurer Russ Walters spoke about the membership payments made by Education International (EI) members. He welcomed EI's resolve in making savings to limit future increases to the dues rate.

National Executive Member Esther Thirkettle [second from top] proposed the resolution on equal rights for women and girls. She emphasised the work of the NASUWT on these issues and stressed the importance of the Sustainable Development Goals (SDGs) in the delivery of this agenda.

National Executive Member Nick Trier [third from top] spoke in support of a resolution on the relationship between ICT, teacher policy and student learning. He emphasised the continuing importance of the teacher as a professional in the delivery of learning.

National Executive Member Rosemary Carabine [bottom] called on EI to renew its commitments to challenge governments that fail to prioritise education and development.

National Official for Equality and Training Jennifer Moses spoke in support of the resolution on sexual harassment. She reminded unions that this must include looking at their own practices and highlighted the work the NASUWT has done in this area.



Parliamentary and Trade Union Liaison Officer Chris Weavers spoke in support of the resolution on education for refugees. He pointed out that 75 million children and young people across the world have had their education affected by conflict, natural disasters or violence, and highlighted the NASUWT's successful Refugee Welcome Schools project.

Following nomination by the NASUWT, **Jalila al Salman, the Bahrain Teachers' Association (BTA) Vice-President**, won the Mary Hatwood Futrell Award for Human and Trade Union Rights. The NASUWT has been a major supporter of the BTA and awarded Jalila its International Solidarity Award in 2013.

Dr Roach spoke at an event organised by the American Federation of Teachers (AFT) on Brexit. He forensically set out the political context to Brexit before explaining the NASUWT position, particularly with regard to austerity, poverty and inequality.

He also chaired the EI session on unions advancing the UN SDGs, including SDG4 on quality education for all.

DECOLONISE TO 'GIVE A SENSE OF BELONGING'

The NASUWT supported calls to “decolonise the curriculum” in schools, colleges and universities to make their curriculums and reading lists more inclusive.



Senior Vice-President Michelle Codrington-Rogers said such a move would “take a big step towards giving back the sense of belonging.”

She was speaking to a resolution passed at Congress which highlights how education unions have a key role to play in furthering the decolonisation of education around the world.

The need to decolonise the education system comes out of a recognition that much of what is taught is a legacy from the colonial past of Western countries, a past which campaigners say was designed to entrench unequal power relations and privileges for a minority.

Those campaigning to decolonise the Curriculum want greater thought to be put into power relationships in academia and see deeper thinking about the content of courses and how they are taught. They believe a nation must become independent with regards to the acquisition of knowledge skills, values, beliefs and habits.

They want to see consideration of how the location and identity of a particular author can shape their perspective on historical events.

Citizenship teacher Ms Codrington-Rogers claimed that in the UK the Curriculum was still “grounded in the Empire of happy natives waiting to be rescued from their ‘primitive’ cultures.” Decolonising the Curriculum takes a big step towards giving back the sense of belonging.

She said that teaching people their history showed they belong and gave them a grounding in society: “It makes us walk taller, and talk with confidence; it helps us find our voice because we know belonging.

“For children who are in the room but not from that identity, it gives them a space to empathise, to understand, and the opportunity to become a champion for social justice.”

She praised students in South Africa, Zimbabwe, the UK and the USA who have been instrumental in campaigns to include more non-white authors and academics in the Curriculum.

In the UK, campaigns including Rhodes Must Fall (which called for institutions in South Africa and Oxford to remove statues of the imperialist Cecil Rhodes) and Why Is My Curriculum White?, launched by students at University College London, argued that only by challenging some of their own traditional assumptions could universities be truly inclusive.

She added: “As educators, we need to be given the knowledge to teach in the classroom to rebalance the Curriculum. We have to rebalance the texts that we use and the training we get.

“We have the power to do that as educators through Education International. We can start fighting back about the ongoing scourge of institutional racism.

“This debate emphasises the importance of listening to the voices of the indigenous and under-represented peoples, the culture bearers, and the NASUWT strongly supports these additions.

“I am proud that Education International is ready to take on this fight, and I call for all unions to not just support this resolution but to take back this campaign and work together to engage with your indigenous and minority communities to give them a voice, listen to them and empower them to share their stories, their history and experiences.”



Mental Health Crisis Highlighted



Teachers around the world are being affected by a mental health and wellbeing crisis, NASUWT Honorary Treasurer Russ Walters told delegates at the EI World Congress.

He presented evidence collected by the NASUWT which showed that teachers were suffering increasing

stress levels and were not being given proper support, despite being asked to take on extra responsibilities.

Two thirds of teachers in the UK have said teaching was now seriously affecting their mental health, Mr Walters said, which was the highest on record.

He told delegates: "There is now overwhelming evidence of the mental health and wellbeing crisis affecting teachers in schools in the UK and around the world.

"Year after year, we see evidence of teachers under increasing stress, subjected to high-stakes accountability, performance systems and targets and who are expected

to undertake additional responsibilities without adequate or appropriate training or support."

Citing the NASUWT's annual Big Question Survey, Mr Walters said 77% reported they had experienced increased workplace stress in the last year and 85% said they had an excessive workload."

He added: "The situation can only be described as toxic, with stress, excessive workload, under-resourcing and adverse management practices creating an environment in schools that is damaging to teachers' mental health and wellbeing."

Disturbingly, NASUWT research also suggested that hundreds if not thousands of teachers have self-harmed as a result of the impact of their jobs, he told Congress.

He added: "This is tragic. In fact, it is a tragedy of epidemic proportions. It is a disaster for our profession."

He said unions and their members had to fight back against bullying and adverse management practices and take action to support and protect members through industrial action.

He went on: "Governments must be shown using the only language that they seem to care about, namely data, to demonstrate the toll that this is taking upon teachers' mental health and wellbeing."

LGBTI Justice Fight Continues



There is still a great deal of work to be done on securing equal rights and justice for all LGBTI people, the NASUWT told delegates at EI World Congress.

NASUWT National Executive Member Debbie Hayton said teachers played a key role in "ensuring that

schools, colleges and higher education institutions are free from the hatred, prejudice and discrimination of LGBTI people."

Ms Hayton said LGBTI rights were fundamental human rights, enshrined in international laws.

"These rights are non-negotiable," she told delegates.

But she said that, despite this, lesbians, gay men, bisexual, trans and intersex people are exposed to discrimination, violence and intimidation, based on irrational fear, prejudice and hatred of LGBTI people.

The NASUWT secured commitments by EI affiliates worldwide to:

(i) support member organisations in providing information, support and training to challenge

- homophobia, biphobia and transphobia;
- (ii) highlight the need for global and national actions to ensure that all teaching curricula are LGBTI-inclusive;
- (iii) include LGBTI equality in all campaigns for the right to quality education for all children, young people and adults;
- (iv) actively support LGBTI campaigning organisations such as the International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA) and its member organisations in securing equal rights for LGBTI people around the world;
- (v) highlight the need for national and local actions to ensure schools are safe environments for LGBTI teachers and students.

Other measures will include work by EI to:

- assess the impact of the EI programme and budget to maximise EI's contribution to securing LGBTI equality; and
- press EI's development co-operation partners to ensure that their programmes are fully LGBTI-inclusive.

Ms Hayton said: "We have a responsibility to the children and young people as well as society to educate against bigotry and discrimination and to promote equality in all its forms.

"Working with the international community, we must continue to be at the forefront, securing the rights of all LGBTI people."

UNITED WE STAND



The NASUWT has undertaken a major review of its international strategic aims and objectives, producing a comprehensive document that will guide its work over the next four years.

The Union is committed to meeting the needs and concerns of members by taking action at home and abroad to advance rights at work, to secure decent working conditions and to raise the professional status of teachers.

The NASUWT International Strategy is an integral part of the Union's response to the needs of its members and its future growth.

Our commitment to solidarity, democracy and internationalism is key to our values and objectives as a Union because we believe that united we stand and divided we fall.

Around the world, we are witnessing fundamental human and trade union rights under attack.

In many countries, we have seen democracy being thwarted by those intent on removing, disappearing, jailing and murdering any opposition in order to freely pursue neo-liberal agendas.

As the evidence from the ITUC Global Rights Index confirms, the situation for workers' rights is getting worse rather than better.

In the UK, workers and unions are working to resist: the undermining and weakening of democratic rights and institutions; poverty and the widening of social and economic inequality; the rising tide of prejudice and hatred on our streets; and the damaging impact of austerity on the right to decent jobs and living standards.

Education and independent trade unions are the best antidote to anti-democratic and authoritarian regimes around the world. Teachers and trade unions know that democracy is not broken, but it is up to trade unions to defend it. We do that best by working together, as we will continue to do with our trade union partners in countries around the world, from Algeria to Zimbabwe.

AN INJURY TO ONE

We know that an injury to teachers anywhere in the world is an injury to teachers everywhere. Our engagement with trade unions around the world also confirms that many of the measures being used to the detriment of teachers in the UK have also been inflicted on teachers in many other countries. Therefore, we must do whatever we can to maintain and strengthen our solidarity work with trade unions and our other partners at home and abroad in the interests of our members.

DEMOCRACY UNDER FIRE

- 85% of countries have violated the right to strike;
- 80% of countries have violated the right to collective bargaining;
- the number of countries which exclude workers from the right to establish or join a trade union increased from 92 in 2018 to 107 in 2019;
- countries where workers were arrested and detained increased from 59 in 2018 to 64 in 2019;
- workers had no, or restricted, access to justice in 72% of countries;
- authorities impeded the registration of unions in 59% of countries.

A WORLD OF DIFFERENCE

The NASUWT international strategic activity has the following aims:

- to defend the human and trade union rights of teachers in the UK and around the world;
- to build the capacity of teacher trade unions in other countries to operate freely, independently, inclusively and democratically to enable them to advocate effectively on behalf of their members at home;
- to secure the goal of universal access to free, quality education (i.e qualified and quality teachers, quality teaching tools and resources, and quality learning environments which are safe and secure) for all children and young people.

NASUWT POLICY PRIORITIES

- Women and girls' rights
- Securing LGBTI rights
- Education for refugees
- Teachers' mental health
- Official development assistance (ODA) – 'meeting the 0.7% Commitment and Recognising Importance of Education'
- School leadership
- Modern day slavery
- Protect and strengthen public education and guarantee the fundamental right of every child to a free, quality education.

'WHEN WOMEN ARE ORGANISED, EVERYONE WINS'

BUILDING OUR LEADERSHIP DEVELOPMENT



IEU STRONGER TOGETHER

2:50



The NASUWT was invited by the Independent Education Union of Australia (IEU) to speak about its work to increase the representation of women in leadership positions.

National Official for Equality and Training Jennifer Moses went to the IEU Women and Leadership BOLD Conference, held in Sydney, Australia.

The theme of the Conference was 'Building Our Leadership Development' and it was attended by IEU women members from across Australia.

Discussions focused on the concept of leadership, the gaps of women in leadership positions with unions, including the IEU, and the need to take action, particularly as three quarters of all education staff in Australia are female.

A panel debate heard from Ms Moses, who spoke about key areas of work for the NASUWT.

She highlighted the Union's programme of work on increasing

the participation of women, and our campaigns on sexual harassment in the workplace, including supporting the International Labour Organization (ILO) Convention on violence and harassment.

The work the NASUWT is doing to end the disgusting practice of 'upskirting', and its support for two members in Northern Ireland who were subjected to this form of abuse, was highlighted.

The success of the NASUWT Womens' Consultation Conferences, and how it can provide safe spaces for women members to discuss issues and empower them to grow together, was praised.

Ms Moses said: "I was delighted to be invited to be a part of the BOLD Conference, giving the NASUWT the opportunity to share ideas and learn lessons from inspiring women trade unionists in Australia.

"When women are organised, everyone wins."

16dayscampaign.org



Support to end gender-based violence

#RatifyILO190

The NASUWT is supporting an international campaign to advance women's rights by ending gender-based violence in the world of work.

The Global 16 Days Campaign is calling on governments around the world, including the British Government, to ratify a new set of International Labour Organization (ILO) instruments on ending violence and harassment at work.

The ILO Convention 190 calls on governments to ensure the right to equality and non-discrimination "for women workers and other persons belonging to one or more vulnerable groups or groups in situations of vulnerability that are disproportionately affected by violence and harassment in the world of work."

Although all workers are potentially at risk, the ILO says there is a need to implement specific measures to protect those working in education, health, emergency services, social services, transport and hospitality.

In addition to these economic sectors, the most significant impact of violence and harassment falls on marginalised and undocumented women workers, women in conflict and those in informal work.

Women are also affected depending on their class, ethnicity, caste, sexual orientation, religion, age, nationality and age.

The Global 16 Days Campaign aims to mobilise women to take action across movements and promote new alliances.

The campaign wants to see a wave of governmental ratifications of ILO C190 and believes that trade unions and employers have a vital role to play in ensuring the measures are implemented.

The NASUWT is continuing to lobby the UK Government to ratify the ILO Convention and its recommendations in full.

The Union fully supports the United Nation's strong call for all governments to ratify this important international labour standard and protecting all workers from violence and harassment in the workplace.

Adoption of the ILO Convention and Global 16 Days Campaign is essential to the Principles of the NASUWT Gender Equality Challenge, adopted in 2016, for addressing gender-based violence.

The NASUWT is campaigning with the wider trade union movement for implementation of the ILO Convention on Sexual Harassment.

At the TUC Congress, NASUWT National Treasurer Russ Walters told delegates: "The right to go to work without fear of sexual harassment, sexual violence and abuse is a fundamental right."

He added: "It was our trade union movement that fought for and won action to outlaw discrimination at work.

"And its our trade union movement that must now lead the fight for and win action to outlaw sexual harassment, abuse and sexual violence in the workplace."



BUSHFIRES HIGHLIGHT NEED FOR CLIMATE SUSTAINABILITY

The NASUWT has sent a message of solidarity to teachers in Australia who have been coping with devastating bushfires, which are widely considered to have been made worse by climate change.

The fires were the worst on record in New South Wales, and in Australia as a whole burned more than 11 million hectares (an area larger than Ireland), destroyed nearly 6,000 buildings and killed at least 34 people and an estimated one billion animals.

In a letter to Chris Watt of the Independent Education Union of Australia (IEUA), Dr Patrick Roach, Deputy General Secretary of the NASUWT, said: "In the UK, we have been deeply concerned to bear witness to the tragic environmental catastrophe sweeping across your country, destroying homes, the natural environment and wreaking devastation to those in its wake.

"The NASUWT stands with our sisters and brothers in the IEUA."

The bushfires are part of an increasing number of environmental events around the world that scientists say have a direct link to the climate crisis.

The growing movement calling for climate justice has led to high-profile events, protests and campaigning around the world.

One of the most visible of these has been the increasing numbers of children and young people taking part in forms of action, such as school walkouts.

The NASUWT agrees with campaigners that "urgent and immediate" action is required, and to show its commitment, the Union is intending to become carbon neutral as an organisation by 2050.

The Union's 'Climate Change and Sustainability' position statement recognises the climate crisis as "one of the greatest threats to peace and security and to the quality of life of our members and the children and young people they teach."

The NASUWT strongly believes that education has a critical contribution to make to securing climate justice and a sustainable planet and is committing to promote climate justice to its members, activists and staff and to challenge its suppliers, contractors and partners to ensure they are working for sustainability.

Find out more about the work of the NASUWT on climate change and sustainability at www.nasuwt.org.uk/netzero.

PRESIDENT HEARS OF VIOLENCE AND REPRESSION ON COLOMBIA VISIT

NASUWT President Dave Kitchen has been part of a delegation of parliamentarians and trade unionists from the UK, Ireland, Spain, Italy and Denmark on a visit to Colombia.



Meeting with leaders of Mutata settlement and Senetor Victora Sandmo, former FARC leader.

Mr Kitchen heard some harrowing accounts from the victims of the ongoing bloody violence in the country, including from people whose loved ones had been murdered, raped and disappeared.

Colombia is the most dangerous country in the world for trade unionists, and dozens of teachers and trade union members have been killed in the last year.

Mr Kitchen praised the bravery of the trade unionists he met who he said risked their lives in their determination to challenge the government and multi-national companies to secure better working and human rights for their members.

He and his colleagues on the JFC-led delegation met with trade unions, human rights organisations, politicians from different political parties and those involved in the

peace process, including the Presidential Counsellor for Stabilisation and Consolidation, UN representatives, leaders of FARC and ambassadors, including the Ambassadors of the UK and Ireland.

Underlining the dangers for trade unionists, Mr Kitchen said: "In the six days of our visit to Colombia, two rural trade union activists were murdered and the regional president of the oil workers unions survived an assassination attempt."

The delegation had meetings with politicians, officials, ambassadors, trade unionists and members of FARC before travelling to Apartado in northern Colombia.

Mr Kitchen said visiting a rural village settlement that was attempting to move on from the violent conflict in the country had the most effect on him. The rural village had been established by former combatants outside of the official areas set aside by the government.

There are some 70 settlements outside of the official areas because the former fighters wanted to be nearer families or did not want to be part of the poor conditions and facilities in the official zones.

He said: "We discovered brightly painted homes and a thriving community trying to re-establish in a setting of peace. They talked about their hopes for the future, the need for equality between men and women, and building an agricultural economy which included the development of a fish farm.



Mutata settlement

“Grants were being used to set up a small school, which was used by the community as well. This was a community re-shaping its future years of violence, almost a Shangri-La-type oasis amongst the immediate outside pressures of land acquisition, poverty and violence which surrounded them.

“There is still a lot of violence in the country but here was a place which gave some hope to the future, especially for the young families living there.”

Mr Kitchen said he found it upsetting to hear from victims of violence in the country, adding: “We heard stories of people being shot in front of their families, of being disappeared; a woman told how she had been raped but also how important she felt it was that her community needed to move forward.

“Throughout the week we became aware of the degree of violence and the number of people who had disappeared, and the effect this has had on so many communities.”

Reflecting on his visit, Mr Kitchen said: “I was still shocked on hearing from the different groups the extent of the security problems they were facing.

“The visit was an experience where your assumptions were challenged at every meeting, everyone was optimistic about the future but realistic about the challenges.

“The journey taught me much about human nature and the importance of support and solidarity for the people of Colombia.”

UNIONS CONDEMN VIOLENCE AGAINST TEACHERS

During the visit to Colombia, the NASUWT and the main education unions in the UK and Ireland condemned the violence against Colombian teachers. In a joint statement, NASUWT, UCU, INTO, EIS and NEU, who between them represent one million teachers and education staff, called on the Colombian government to take “urgent measures” to tackle the tide of violence against teachers and social activists, including the implementation of the peace agreement’s security provisions.

Despite the 2016 peace agreement, 13 teachers were murdered in 2018, a year in which murders of Colombian trade unionists more than doubled to 34 from 15 the previous year. More teachers were murdered in 2019, and the human rights crisis has continued into 2020.

The statement said: “We call on the Colombian government to take urgent measures to tackle violence against teachers and social activists, including the implementation of the peace agreement’s security provisions around dismantling armed groups and establishing protective mechanisms in unstable regions.

“Universal education is a basic human right which benefits entire societies: attacks on teachers are therefore an attack on everybody. We are proud to stand alongside our Colombian colleagues in their pursuit of a brighter future.”

Separately, NASUWT Acting General Secretary Chris Keates and Deputy General Secretary Dr Patrick Roach expressed their solidarity to the General Secretary of the education union FECODE.

In a letter, they said: “We are united with you in your fight in defence of public education and protection for your members.

“The NASUWT strongly rejects the practising of the profession and trade unionism in an environment of violence and withdrawal of human rights.

“Nobody should be threatened or killed simply for organising and teaching.”



Meeting with leaders of FECODE. Many of them had received death threats in the two weeks before we arrived.

SOLIDARITY WITH HONG KONG TEACHERS

Carrie Lam, the Chief Executive of Hong Kong, has been urged by the NASUWT to respect the rights and freedoms of citizens, including teachers and trade unionists in their struggle to defend democracy.

Hong Kong's protests started in June 2019 against plans to allow extradition to mainland China and show no signs of abating.

Critics feared this could undermine judicial independence and endanger dissidents.

The bill was withdrawn in September, but demonstrations continue and now demand full democracy and an inquiry into police actions.

Clashes between police and activists have become increasingly violent, with police firing live bullets and protesters attacking officers and throwing petrol bombs.

Acting General Secretary Chris Keates wrote to Ms Lam, telling her: "We regret that the Hong Kong administration has failed so far to address the concerns of the protesters and the situation has continued to escalate with the indiscriminate use of violence and torture by police forces, and the political prosecutions of youth and protesters.

"The NASUWT joins the Hong Kong Professional Teachers' Union (HKPTU) and the international community, together with Education International, in denouncing the violations of international treaties on respect for peaceful assembly and freedom of expression.

"The NASUWT urges the government of Hong Kong to respect the rights and freedoms of citizens as guaranteed by international standards, to engage in a genuine dialogue with the civil society and to investigate the use of violence against students and peaceful protesters."

EDUCATING FOR DEMOCRACY

Education International (EI) has published a new book on education and democracy to mark the 25th anniversary of the organisation.

Co-authored by EI General Secretary Fred van Leeuwen and EI President Susan Hopgood, the book explores 25 essential lessons from educators who are working to defend democracy.

Van Leeuwen and Hopgood champion the role of teachers in confronting authoritarianism, privatisation, neo-liberalism and the climate crisis.

The book gives examples of breathtaking courage shown by education unions in standing up against exploitation and abuse of power.

In their introduction to *On Education and Democracy: 25 Lessons from the Teaching Profession*, van Leeuwen and Hopgood say:

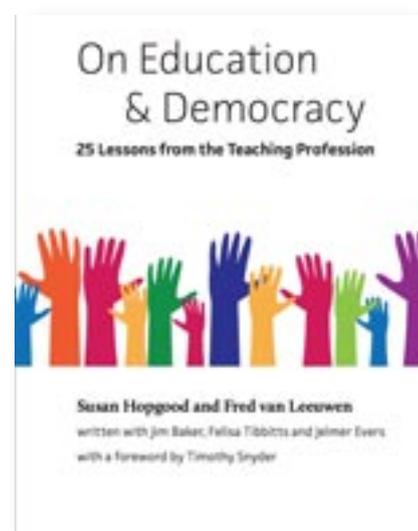
"We want students to grow up in a democratic society. We want them to become active citizens to make wise choices. We want to enable them to promote, protect and achieve the values which constitute the basis of democracy and its institutions.

"We believe that the real safeguard of democracy is education and that the ability of our schools and universities to fulfil that role will largely depend on the teaching profession.

"On the occasion of the 25th anniversary of Education International...we have selected 25 lessons which educators and their organisations have learnt throughout history on education and democracy.

"Our lessons serve as a set of recommendations to every classroom teacher working at all levels in our education systems and in their education unions.

"These lessons are an invitation to take a stand in favour of democracy and its institutions and to consider contributions that teachers, schools, universities and representative organisations can make to solidify and progress democratic life."



FREE. SAFE. EDUCATED.

The 100 Million campaign is a call to action for a world where all young people are free, safe, and educated.

263 million children still do not have access to quality education. Many children wake up each morning for a day of hard labour: 152 million children are victims of child labour - almost half are aged 5-11 years. 165 million children live in areas with high intensity conflicts they had no part in creating. These children are deprived of their dignity, their childhood, and their potential - enduring a multitude of conditions which make them the most marginalised children in the world. The 100 Million campaign aims to change this.

YOUTH COMMUNITY ACTIVISM.

The strongest and most compelling voice in any discourse on the rights of young people is the voice of young people themselves, and the fastest way to make an impact is to target local representatives and decision-makers, effecting change in our own communities. By empowering and equipping young people to mobilise on these issues, the 100 Million campaign supports young activists to end violence against children, eradicate child labour, and ensure education for every child in their local communities.

In just 18 months, youth activists have started campaigning with 100 Million in 35 countries, including Bangladesh, Chile, Ghana, Japan, Peru, Sweden, Togo, the US, Liberia, DRC, and the UK. In Sweden, youth activists successfully lobbied for an increase in government funding for global education. In Peru, 100 Million youth campaigners lobbied to become voting members of the government's forum on child labour. In India, young people marched nationwide and achieved policy change to protect children from violence and abuse.

GET INVOLVED!

The 100 Million campaign in the UK is supported by the NASUWT. A wealth of resources and support are available from the 100 Million team - including free streaming of *The Price of Free*, the award-winning film on the work of the campaign's co-founder, Nobel Peace Laureate Kailash Satyarthi. Get in touch - we'd love to hear from you!



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World Teachers' Day

Democracy has to be born anew every generation, and education is its midwife

–John Dewey

Standing on the Frontlines for Democracy

25 Lessons Learnt on
Education and Democracy

Education International at 25



Education International
Internationale de l'Éducation
Internacional de la Educación
Bildungsinternationale

1. **Educate** for democracy
2. **Stimulate** critical thinking
3. **Shape** global citizens
4. **Do not** be the obedient servant of the state
5. **Be aware** of the thin lines between patriotism and nationalism
6. **Advocate** gender equality, diversity and inclusion
7. **Protect** the right to learn in one's native language
8. **Burst** internet bubbles and value privacy
9. **Embrace** new technologies with prudence
10. **Question** standardized testing
11. **Keep** schools safe sanctuaries of learning
12. **Refuse** to bear arms or wear police badges
13. **Oppose** segregation
14. **Do not deny** undocumented children access to schools
15. **Fight** discrimination on grounds of gender, religion, ethnicity, disability, social background and sexual orientation
16. **Build** resilience when inequality muffles voice
17. **Open** the school to the community
18. **Protect** education for the common good
19. **Keep** the market at a safe distance
20. **Don't let** politicians interfere in the classroom
21. **Stand up** for your rights
22. **Protect** your democratic organizations and institutions
23. **Defend** and extend your collective bargaining rights
24. **Insist** on the application of international standards
25. **Be proud** of your profession