



**NEW DEAL
FOR TEACHERS**

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TEACHERS IN SCOTLAND**

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NASUWT wants every new Westminster government to commit to a new deal and new policies which will help to improve education for every child and young person in Scotland and across the UK.

Children's lives and futures are being damaged, principally by a lack of investment in our schools, colleges and wider support services for children and families. More teachers and headteachers are leaving the profession prematurely, whilst targets to train the next generation of teachers are being missed, holding back a generation and damaging our country's prospects for the future.

Our children and young people deserve better.

We believe that investing in a brighter future for our children starts with investing in our teachers.

FULLY FUNDING EDUCATION

We want all schools and colleges to have the resources they need to secure the best educational opportunities for children and young people. However, as a result of the Westminster Government's policy of austerity, Scottish Councils saw an estimated real-terms reduction in funding of around 10% between 2010 and 2019. While there was some brief respite in the early 2020s which saw real-terms increases to funding, we are again in a period where Scotland's Councils are cash-strapped and proposing cuts, including to education.

We want the next Westminster Government to deliver a New Deal that will:

- secure improved funding for schools, colleges and other public services;
- invest in the infrastructure of wider support services for children and families.

PROVIDING SECURITY IN EMPLOYMENT/WORKING IN PARTNERSHIP

Raising the status of teaching means ensuring that all teachers are respected and treated as highly skilled professionals. Teachers want to see a government that is committed to securing good industrial relations through dialogue and consensus-building, whatever the sector of work. And all teachers should be able to exercise their rights freely and, where necessary, take appropriate action to defend their terms and conditions of service.

We want the next Westminster Government to deliver a New Deal that will:

- ban the use of zero hours contracts;
- prohibit the use of fire and rehire;
- require all school employers in the independent sector to recognise trade unions for the purpose of collective bargaining;
- repeal anti-trade union legislation;
- devolve employment law to go above and beyond the UK-wide statutory employment framework to the benefit of all working people.

TACKLING DISCRIMINATION

Every teacher, irrespective of background, should feel confident that they can progress and succeed in their chosen career, and be supported to work free from discrimination and harassment.

We want the next Westminster Government to deliver a New Deal that will:

- require school and college employers to publish clear and consistent details of their individual gender, ethnicity and disability pay gaps;
- improve provisions around maternity and paternity leave/pay, including miscarriage leave;
- require social media companies to tackle online threats to and abuse of teachers.

NASUWT
The Teachers' Union

nasuwt.org.uk