ANNUAL CONFERENCE 2022

President's Address/Anerchiad y Llywydd

NASUWT
The Teachers' Union

President/Llywydd
Angela Butler

General Secretary/Ysgrifennydd Cyffredinol
Dr Patrick Roach

Honorary Treasurer/Trysorydd Mygedol
Chris Holland

Annual Conference Speech

Conference,

I feel very honoured to address you as NASUWT President. I have lived and breathed the NASUWT for nearly 40 years and I am fully aware of the honour of being elected as President of this great union. Some 20 years ago I was President of NASUWT Cymru but, with apologies to Welsh members, this tops that.

Like all NASUWT Presidents, 'I stand on the shoulders of giants', and I want to start by paying tribute to my two immediate predecessors. Michelle Codrington-Rogers and Phil Kemp steered this great ship through the turbulent storm of the pandemic. I know that we are not yet quite free of that storm, and there is much work to do in the aftermath. But the leadership that Michelle and Phil have shown during this crisis has been exemplary. The adaptability and flexibility that they have displayed has been incredible and I pay tribute to them both.

This tribute, though, is incomplete. I must also include the General Secretary and the staff of the NASUWT. I was staggered at how quickly and how seamlessly the Union moved from being office based to home working. Patrick and his team have worked tirelessly throughout the pandemic. The service to members remained consistently first class and the website was transformed into the go-to site for up-to-date advice to teachers in the UK. And this was done during a time when our NASUWT family faced loss and tragedy. I pause for a moment to pay tribute to Gareth Young, our Deputy General Secretary, and Victor Agüera, a valued National Official. Both taken from us too young.

I attended my first NASUWT Conference as a delegate from the Powys Association in 1987. I remember thinking that I was part of this huge and great organisation, with fellow delegates from across the UK who thought like me, shared my concerns, my aspirations and my hopes. I was hooked and I have been to Conference ever since. But, in a significant sense, the NASUWT was a different union then. Most of the National Executive were men, the National Officers were all men, and most of the delegates were men. The NASUWT has over the years challenged this and women have risen within the Union, encouraged by the example of the great women teacher trade unionists who were pioneers in making the Union of Women Teachers a genuine and equal partner in the NASUWT.

I'm thinking of Sue Rogers, the first woman President of my experience who went on to be the first woman NASUWT Honorary Treasurer. A truly gifted and inspirational speaker whose speech on the National Curriculum, trundling a porter's trolley up to the rostrum holding all of the National Curriculum folders, is a precious memory. Of Olwyn Gunn, Pat Lerew, Amanda Haehner, Paula Roe, Kathy Wallis and, of course, Michelle.

We elected a woman as General Secretary. Chris Keates is respected not only by myself and women within the NASUWT but also throughout the trade union movement. Women make up over 70% of the teaching profession. Women are the majority of NASUWT school representatives. But as you go up in seniority in the NASUWT, there are fewer and fewer women. So, 'step up, sisters'. You are the heart and soul of the UK education service, so come forward and lead the greatest teachers' union in the UK. Help make our second century of existence truly diverse.

A few years after my first conference I arrived with a second Powys delegate: Neil. Scroll on a few years and we were coming to Conference with our children. Easter to our girls was Nipperbout. They are true NASUWT children coming with us to demonstrations. The eldest, Ffion, recently voted in her first strike ballot, though sadly not for the NASUWT as she is not a teacher. The youngest, Alice, is President of her college union at Durham University so is following in our footsteps. She serves as President of her union at the same time as I am President of my union. So my whole working life has been one in which I have travelled hand in hand with the NASUWT. Our married life also. Neil and I were both elected as Presidents of NASUWT Cymru, and Neil and I have both been honoured as National Officers, though not at the same time. Correct me if I am wrong but I think we are the only married couple ever to achieve this. As I approach nearly 40 years of activism (I started as an NASUWT student rep in 1985), Patrick is my fourth General Secretary and I hope my last because 1985 was at the start of my career; 2022 is the twilight of my career. And I look back at those years with the NASUWT with gratitude, love and enormous pride. Pride as a teacher; pride as a teacher in Wales; and pride as an NASUWT teacher.

My first Conference was in Thatcher's Britain. It was the height of that poisonous political philosophy that could not understand the public sector ethos and could only see schools as separate islands in competition with each other. Out of the 1988 Education Act came a proscriptive curriculum because schools and teachers were not to be trusted and Local Management of Schools handed over control of schools to amateur governing bodies because local authority professionals could not be trusted. In England, the '88 Act has evolved into its logical conclusion of Academisation with its accompanying bloated salaries for Executive Heads and an ethos of competition that seems alien to me as a teacher. We have been better served in Wales. Since Education has been devolved to the Welsh Government we have seen a greater emphasis on collaboration and co-operation and there have been small improvements made to teachers' pay and conditions of service. But we still cling on to LMS in Wales, and that last vestige of Thatcherism still poisons the Welsh education service.

Whilst we in Wales can sometimes be rather smug when we view our friends in England, the grass is sometimes not greener to the west of Offa's Dyke. The First Minister for Wales at the Welsh Labour Party Conference clearly stated that the Welsh Government **will** reform the school day and year. In one sentence he showed a prejudice and contempt for the teaching profession that is hard to see matched elsewhere in the UK, given that his government has had no dialogue with teachers' unions on this issue.

But by comparison to some teachers across the world, the conditions that we protect are immeasurably better. That is why I am proud of the international work of the NASUWT. The NASUWT stands in solidarity with teachers across the world who work in much more hostile environments. We have an obligation as one of the strongest teachers' unions in the world to help and support teachers who would see an enormous gap between what we enjoy in equalities and conditions, and what they must endure. We **must** continue with our international work as part of Education International.

I sincerely hope that our ability to be with each other today is a sign that we near the end of a pandemic that has so devastated lives across the globe. And, of course, it has devastated the education service. But teachers, along with other key workers, rose magnificently to the challenge. Even as the virus was spreading exponentially and was mutating into more virulent forms, teachers were back in classrooms. And whilst many other workers remained working from home, teachers have been in overcrowded and dangerous environments now for many months, protected by what are really fig-leaf mitigations. We know that Black teachers were particularly vulnerable and our Black members have told us that employers failed to address the increased risk to them. Teachers are the forgotten heroes of the pandemic. But, of course, it is not over.

What now of the future as we pick up the pieces?

Children have been denied the order, discipline and care of regular school attendance. Their increased mental health issues often impacts on our members in behavioural challenge. Teachers have never been so important in the lives of young people but we ourselves have felt the strains and challenges of the pandemic. So a perfect storm is developing and building. We look to those in power to support us in this crucial work but instead teachers are undervalued and under attack.

In England there is barely concealed contempt for the profession, illustrated by a pay freeze at a time when teachers should be being showered with gifts, praise and encouragement to hold the system together.

In my own nation of Wales, where the government is at least well intentioned, they are like rabbits in the headlights. They can see by the recruitment crisis that a storm is brewing but they have little to offer other than the misguided move to reform the school day and year. And they refuse to postpone a New Curriculum that they know, by their own research, schools are ill prepared for. Possibly not rabbits then. More like lemmings running headlong for the cliff that is this September!

In Northern Ireland we are balloting all members on a trade dispute with the Education Minister over pay, workload and adverse working practices.

In Scotland. No, not a pay freeze. Just a 0.2% pay uplift. Members in Scotland are justifiably outraged.

In the Isle of Man we are balloting all members over pay where they have seen a real-terms cut of 30% since 2010.

I am a proud Welsh member of the NASUWT but I am part of a strong UK-wide union that deals directly with the issues of concern to members wherever they work.

The solution to all of this is, of course, really so simple. It is the NASUWT mantra that we have known for years: Put Teachers First. Make Teachers Your Priority. We find that politicians and even many school leaders just don't get it. Surely it is the children. We must put the children first. But it is we teachers that put children first. It is why we entered the profession. We want to work with children and young people. Our joy is in watching them grow and learn and develop. And children need their teachers to be happy in their work. An exhausted, unhappy, disillusioned teacher is not an effective teacher. So those that have power over education must understand that they must respect, support and nurture their teachers. It is that simple. Yet they just don't get it. And the price they pay for years of neglect, is schools in crisis, battered and bruised by a pandemic, and neglected and misunderstood by governments.

The message that needs to go out to those in power is therefore very simple. Give us some respect. If you respect us, then so will the wider community and we will start to rebuild the profession into one that good-quality graduates are queuing up to get into.

So how do you show us respect:

- Pay us properly. Teachers don't expect to be millionaires. But we expect a decent wage that reflects our skills and values the intensity of the work we do. The continuing pay freeze in England shows such appalling contempt.
- Look after us. Give us a career in which we can develop and grow. Where the workload is manageable so that we are not ground down through years of excessive class sizes and aggressive accountability measures.
- Protect us. Protect us from those in society that blame us for their own failures. Protect us from quick fixes by politicians who want to make a name for themselves. Protect us from malicious allegations that can destroy careers and even lives. Protect us from social media abuse that should not be tolerated in a civilised society.

Teachers are so precious. Together with parents and carers it is teachers that form and create the next generation. Society so desperately needs good teachers and yet successive governments in all UK nations have treated us so badly.

Never has the NASUWT been so important, and I will reserve my concluding comments for the union that I love.

The NASUWT is **the** Teachers' Union. We take only teachers into membership. Teachers are our specialism. Teachers are our world. We are led by teachers. I am a serving teacher. The NASUWT protects teachers and is the greatest supporter and champion of teachers across the UK and even beyond. Devolution has seen the education systems of the nations drift further and further away from each other, and that will continue. But the NASUWT has risen to the challenge of devolution and is strong and relevant in each of the nations. It is the determination of the NASUWT to remain the only teachers' union that serves the whole of the UK. It is this and the fact that the NASUWT absolutely serves the interests of teachers only that makes us the most formidable, strongest and greatest education union in the whole of the UK. And long may it be so. I may be in my twilight years of teaching and therefore my Union activism, but the Union goes on. It must. Not just for teachers but for everyone. The NASUWT serves and protects teachers when no one else will. And by so doing, it serves and protects the education service that leads out the next generation and generations to come.

I am honoured to be President of such a union.

Araith i'r Gynhadledd Flynyddol

Annwyl gynrychiolwyr,

Mae'n anrhydedd mawr gennyf eich annerch fel Llywydd NASUWT. Rwyf wedi byw ac anadlu NASUWT am yn agos i 40 mlynedd ac rwy'n llwyr ymwybodol o'r anrhydedd o gael fy ethol yn Llywydd yr undeb gwych hwn. Rhyw 20 mlynedd yn ôl roeddwn yn Llywydd NASUWT Cymru ond, gydag ymddiheuriadau i aelodau yng Nghymru, mae hyn yn rhagori ar hynny.

Fel pob un o Lywyddion NASUWT, 'Rwy'n sefyll ar ysgwyddau cewri', ac rwyf am ddechrau drwy dalu teyrnged i'm dau ragflaenydd diwethaf. Llywiodd Michelle Codrington-Rogers a Phil Kemp y llong fawreddog yma drwy storm gythryblus y pandemig. Mi wn nad ydym eto yn gwbl rydd o'r storm honno, a bod llawer o waith i'w gyflawni yn sgil hynny. Ond cafwyd arweinyddiaeth benigamp gan Michelle a Phil yn ystod yr argyfwng hwn. Mae'r gallu i addasu a'r hyblygrwydd maent wedi ei ddangos wedi bod yn anhygoel, ac rwy'n talu teyrnged i'r ddau ohonynt.

Er, mae'r deyrnged hon yn anghyflawn. Rhaid imi hefyd gynnwys yr Ysgrifennydd Cyffredinol a staff NASUWT. Cefais fy syfrdanu pa mor gyflym a di-dor y symudodd yr Undeb o fod yn gweithio o'r swyddfa i fod yn gweithio gartref. Mae Patrick a'i dîm wedi gweithio'n ddiflino trwy gydol y pandemig. Parhaodd y gwasanaeth i aelodau yn wasanaeth oedd yn gyson o'r radd flaenaf, ac fe drawsnewidiwyd y wefan i fod yn safle hanfodol i gael y cyngor diweddaraf ar gyfer athrawon yn y Deyrnas Unedig. A gwnaethpwyd hyn mewn cyfnod pan roedd ein teulu NASUWT yn wynebu colled a thrasiedi. Oedaf am eiliad i dalu teyrnged i Gareth Young, ein Dirprwy Ysgrifennydd Cyffredinol, a Victor Agüera, Swyddog Cenedlaethol gwerthfawr. Cymerwyd y ddau oddi wrthym yn llawer rhy ifanc.

Mynychais fy Nghynhadledd NASUWT gyntaf fel cynrychiolydd o Gymdeithas Powys yn 1987. Rwy'n cofio meddwl fy mod yn rhan o sefydliad enfawr a gwych, gyda chyd-gynrychiolwyr o bob cwr o'r DU oedd o'r un feddylfryd â mi, yn rhannu fy mhryderon, fy nyheadau a'm gobeithion. Roeddwn i wedi fy nghyfareddu, ac rydw i wedi mynychu'r Gynhadledd byth oddi ar hynny. Ond, mewn ystyr arwyddocaol, roedd NASUWT yn undeb gwahanol bryd hynny. Roedd y rhan fwyaf o aelodau'r Pwyllgor Gwaith Cenedlaethol yn ddynion, roedd y Swyddogion Cenedlaethol yn ddynion, a'r rhan fwyaf o gynrychiolwyr yn ddynion. Tros y blynyddoedd mae NASUWT wedi herio hyn ac mae menywod wedi codi o fewn yr Undeb, wedi eu calonogi gan enghraifft yr undebwyr llafur athrawon benywaidd gwych fu'n arloeswyr wrth wneud Undeb yr Athrawesau yn bartner dilys a chyfartal yn NASUWT.

Daw Sue Rogers i'r meddwl, y Llywydd benywaidd gyntaf o'm rhan i aeth ymlaen i fod y fenyw gyntaf i fod yn Drysorydd Mygedol NASUWT. Siaradwraig gwirioneddol ddawnus ac ysbrydoledig y mae ei haraith ar y Cwricwlwm Cenedlaethol, pan wthiodd droli porthor at y llwyfan yn llawn o holl ffolderi'r Cwricwlwm Cenedlaethol, yn atgof i'w drysori. A hefyd Olwyn Gunn, Pat Lerew, Amanda Haehner, Paula Roe, Kathy Wallis ac, wrth gwrs, Michelle.

Rydym wedi ethol menyw yn Ysgrifennydd Cyffredinol. Mae Chris Keates yn uchel ei pharch nid yn unig gennyf i a menywod o fewn NASUWT ond hefyd ledled y mudiad undebau llafur. Mae mwy na 70% o'r proffesiwn addysgu yn fenywod. Menywod yw'r rhan fwyaf o gynrychiolwyr NASUWT mewn ysgolion. Ond wrth ichi esgyn drwy NASUWT, llai a llai o fenywod sydd i'w gweld. Felly, 'camwch i fyny, chwiorydd'. Chi yw enaid a chalon gwasanaeth addysg y DU, felly cynigwch eich hun i arwain undeb athrawon gorau'r DU. Helpwch i wneud ein hail ganrif o fodolaeth yn un gwirioneddol amrywiol.

Rai blynyddoedd yn dilyn fy nghynhadledd gyntaf cyrhaeddais gydag ail gynrychiolydd o Bowys, Neil. Sgroliwch ymlaen rai blynyddoedd, ac roeddem ni'n dod i'r Gynhadledd gada'n plant. Pasg i'n merched ni oedd Nipperbout. Maen nhw wirioneddol yn blant NASUWT, yn dod gyda ni i wrthdystiadau. Yn ddiweddar, pleidleisiodd yr hynaf, Ffion, mewn pleidlais i streicio, er yn anffodus nid gyda NASUWT am nad yw hi'n athrawes. Mae'r ieuengaf, Alice, yn llywydd undeb ei choleg ym Mhrifysgol Durham ac felly'n dilyn ôl ein traed. Mae hi'n llywydd ei hundeb hi ar yr un adeg ag yr wyf i'n llywydd fy undeb i. Felly mae fy holl fywyd gwaith wedi bod yn un ble rwyf wedi teithio law yn llaw gyda NASUWT. Ein bywyd priodasol hefyd. Cafodd Neil a minnau ein hethol yn Llywyddion NASUWT Cymru, ac mae Neil a minnau wedi ein anrhydeddu'n Swyddogion Cenedlaethol, er nid ar yr un adeg. Cywirwch fi os ydw i'n anghywir, ond rwy'n credu mai ni yw'r unig bâr priod erioed i

gyflawni hyn. Wrth imi agosáu at yn agos i ddeugain mlynedd o weithredu (gan ddechrau fel cynrychiolydd myfyrwyr NASUWT yn 1985), Patrick yw fy mhedwerydd Ysgrifennydd Cyffredinol, a gobeithio'r olaf oherwydd roedd 1985 fod ar ddechrau fy ngyrfa; 2022 yw cyfnos fy ngyrfa. Ac rwy'n edrych yn ôl ar y blynyddoedd hynny gyda NASUWT â diolchgarwch, cariad a balchder aruthrol. Balchder fel athrawes; balchder fel athrawes yng Nghymru; a balchder fel athrawes NASUWT.

Roedd fy Nghynhadledd gyntaf ym Mhrydain Thatcher. Roedd hi'n anterth yr athroniaeth wleidyddol wenwynig honno na allai ddeall ethos y sector cyhoeddus, ac oedd yn gweld ysgolion dim ond fel ynysoedd ar wahân mewn cystadleuaeth â'i gilydd. O Ddeddf Addysg 1988 daeth cwricwlwm gwaharddol am nad oedd modd ymddiried mewn ysgolion ac athrawon a thrwy Reoli Ysgolion yn Lleol daeth cyrff llywodraethu amatur i reoli ysgolion am na ellid ymddiried yng ngweithwyr proffesiynol yr awdurdod lleol. Yn Lloegr, mae Deddf '88 wedi esblygu i'w chasgliad rhesymegol o greu ysgolion Academi, gyda chyflogau chwyddedig ar gyfer y Penaethiaid Gweithredol ac ethos o gystadleuaeth sydd yn ymddangos yn ddieithr i mi fel athro. Bu pethau'n well yng Nghymru. Ers datganoli Addysg i Lywodraeth Cymru fe welsom fwy o bwyslais ar gydweithio a chydweithredu ac fe fu gwelliannau bach eu maint i gyflogau ac amodau gwaith athrawon. Ond rydym yn dal i lynu at y system o reoli ysgolion yn lleol yng Nghymru, ac mae arwyddion olaf Thatcheriaeth yn parhau i wenwyno gwasanaeth addysg Cymru.

Er ein bod ni yng Nghymru yn gallu bod yn hunanfodlon weithiau wrth edrych draw at ein cyfeillion yn Lloegr, o bryd i'w gilydd nid man gwyn man draw yw hi i'r gorllewin o Glawdd Offa. Yng Nghynhadledd Plaid Lafur Cymru, dywedodd Prif Weinidog Cymru'n glir y byddai Llywodraeth Cymru yn diwygio'r diwrnod ysgol a'r flwyddyn ysgol. Mewn un frawddeg, dangosodd ragfarn a dirmyg tuag at y proffesiwn addysgu sy'n anodd ei weld yr unman arall yn y DU, o ystyried nad yw ei lywodraeth wedi cynnal unrhyw ddeialog gydag undebau athrawon ar y mater hwn.

Ond mewn cymhariaeth gyda rhai athrawon ar ledled y byd, mae'r amodau yr ydym yn eu hamddiffyn anfesuradwy well. Dyna pam yr wyf yn falch o waith rhyngwladol NASUWT. Mae NASUWT yn sefyll ysgwydd yn ysgwydd ag athrawon ar draws y byd sy'n gweithio mewn amgylcheddau llawer mwy gelyniaethus. Mae gennym ni rwymedigaeth fel un o'r undebau athrawon cryfaf yn y byd i helpu a chefnogi athrawon a fyddai'n gweld bwlch enfawr rhwng yr hyn yr ydym ni yn ei fwynhau o ran cydraddoldeb ac amodau, a'r hyn y mae'n rhaid iddyn nhw ei ddioddef. Rhaid inni barhau gyda'n gwaith rhyngwladol fel rhan o'r ffederasiwn Addysg Rhyngwladol (EI).

Rwy'n mawr obeithio bod ein gallu i fod gyda'n gilydd heddiw yn arwydd ein bod yn tynnu at derfyn y pandemig, sydd wedi dinistrio bywydau ar draws y byd. Ac wrth gwrs, mae wedi dinistrio'r gwasanaeth addysg. Ond bu athrawon, ynghyd â gweithwyr allweddol eraill, mor barod i dderbyn yr her. Hyd yn oed wrth i'r firws ymledu'n esbonyddol a mwtadu yn ffurfiau mwy ffyrnig, roedd athrawon yn ô yn yr ystafell ddosbarth. A thra roedd llawer o weithwyr eraill yn gweithio o gartref, ers misoedd bellach mae athrawon wedi bod mewn amgylcheddau gorlawn a pheryglus, wedi eu hamddiffyn gan yr hyn sydd ddim mwy na liniariadau deilen ffigys. Fe wyddom fod athrawon Du yn arbennig o agored i niwed ac mae ein haelodau Du wedi dweud wrthym fod cyflogwyr wedi methu â mynd i'r afael â'r risg gynyddol iddynt. Athrawon yw arwyr angof y pandemig. Ond, wrth gwrs, nid yw hi drosodd eto.

Beth nawr ar gyfer y dyfodol wrth inni gasglu'r darnau ynghyd?

Mae plant wedi bod heb y drefn, y ddisgyblaeth a'r gofal ddaw gyda phresenoldeb rheolaidd yn yr ysgol. Mae'r cynnydd yn eu problemau iechyd meddwl yn effeithio'n aml ar ein haelodau ar ffurf her ymddygiadol. Ni fu athrawon erioed o'r blaen mor bwysig ym mywydau pobl ifanc ond rydym ni ein hunain wedi teimlo straen a heriau'r pandemig. Felly mae storm berffaith yn datblygu a chronni. Edrychwn tuag at y rhai hynny mewn grym i'n cefnogi yn y gwaith hanfodol yma, ond yn hytrach mae athrawon yn cael eu tanbrisio ac o dan ymosodiad.

Yn Lloegr, mae dirmyg sydd prin wedi ei gelu tuag at y proffesiwn, a ddangosir gan rewi cyflogau ar amser pan ddylai athrawon fod wedi eu llwytho ag anrhegion, canmoliaeth ac anogaeth i ddal y system ynghyd.

Yng Nghymru, fy ngwlad i, ble mae bwriadon y llywodraeth o leiaf yn rhai da, maen nhw fel cwningod ym mhrif oleuadau car. Maent i'w gweld drwy'r argyfwng recriwtio bod storm ar ddod ond nid oes ganddynt lawer mwy i'w gynnig heblaw am y cam annoeth i ddiwygio'r diwrnod ysgol a'r

flwyddyn ysgol. Ac maen nhw'n gwrthod gohirio Cwricwlwm Newydd y gwyddant, drwy eu hymchwil eu hunain, nad yw ysgolion wedi paratoi'n ddigonol ar ei gyfer. O bosib nid cwningod felly. Yn debycach i lemingiaid yn rhedeg am eu pen tuag at glogwyn Mis Medi eleni!

Yng Ngogledd Iwerddon, rydym yn gofyn i'n holl aelodau bleidleisio dros anghydfod diwydiannol gyda'r Gweinidog Addysg ynghylch cyflogau, llwyth gwaith ac arferion gweithio gwrthwynebus.

Yn yr Alban. Na, nid rhewi cyflogau. Dim ond codiad cyflog o 0.2%. Mae ein haelodau yn yr Alban wedi eu cythruddo, ac mae ganddynt le i deimlo hynny.

Ar Ynys Manaw, rydym yn cynnal pleidlais ymysg yr holl aelodau dros gyflog ble maent wedi gweld toriad mewn termau real o 30% ers 2010.

Rwy'n aelod Cymreig balch o NASUWT ond rwy'n rhan o undeb sy'n gryf ar draws y DU sydd yn delio'n uniongyrchol â materion o bryder i'n haelodau lle bynnag y maent yn gweithio.

Mae'r ateb i hyn oll, wrth gwrs, yn hynod syml. Sef mantra NASUWT a fu'n hysbys i ni ers blynyddoedd: Rhowch Athrawon yn Gyntaf. Rhowch Flaenoriaeth ar Athrawon. Fe welwn ni nad yw gwleidyddion a hyd yn oed llawer o arweinwyr ysgol yn deall hynny. Onid y plant ddylai hynny fod. Mae'n rhaid i ni roi'r plant yn gyntaf. Ond ni, yr athrawon yw'r rhai sy'n rhoi plant yn gyntaf. Dyna pam y daethom ni i'r proffesiwn. Rydym eisiau gweithio gyda phlant a phobl ifanc. Rydym yn ymhyfrydu yn eu gwylio yn tyfu a dysgu a datblygu. Ac mae plant angen i'w hathrawon fod yn hapus wrth eu gwaith. Nid yw athro neu athrawes blinedig, anhapus, wedi dadrithio, yn athro neu'n athrawes effeithiol. Felly mae'n rhaid i'r bobl hynny sydd â phŵer dros addysg ddeall bod rhaid iddyn nhw barchu, cefnogi a meithrin eu hathrawon. Mae hi mor syml â hynny. Ac eto dydyn nhw ddim yn ei deall hi. A'r pris maen nhw'n ei dalu am flynyddoedd o esgeulustod, yw ysgolion mewn argyfwng, wedi eu hergydio'n drwm gan y pandemig, a'u hesgeuluso a'u camddeall gan lywodraethau.

Mae'r neges felly sydd angen ei danfon i'r rheiny mewn grym yn syml. Rhowch rywfaint o barch inni. Os ydych chi'n ein parchu, yna hefyd felly bydd y gymuned ehangach, ac fe ddechreuwn ni ailadeiladu'r proffesiwn i fod yn un y mae graddedigion o safon yn ffurfio rhes i ddod iddo.

Felly sut ydych chi'n dangos parch tuag atom:

- Talwch ni'n iawn. Nid yw athrawon yn disgwyl bod yn filiwnyddion. Ond rydym ni yn disgwyl cyflog teilwng sy'n adlewyrchiad o'n sgiliau ac sy'n gwerthfawrogi dwyster y gwaith a wnawn. Mae'r rhewi cyflog parhaus yn Lloegr yn arwydd o ddirmyg echrydus.
- Edrychwch ar ein hol ni. Rhowch yrfa inni ble gallwn ni ddatblygu a thyfu. Ble mae'r llwyth gwaith yn hawdd ei drin fel nad ydym ni'n cael ein digalonni gan flynyddoedd o ddosbarthiadau tu hwnt o fawr, a mesurau atebolrwydd ymosodol.
- Amddiffynnwch ni. Amddiffynnwch ni rhag y bobl hynny yn ein cymdeithas sy'n ein beio ni dros eu ffaeleddau eu hunain. Amddiffynnwch ni rhag atebion sydyn gan wleidyddion sydd am wneud enw iddyn nhw eu hunain. Amddiffynnwch ni rhag honiadau maleisus sy'n gallu dinistrio gyrfaoedd a hyd yn oed fywydau. Amddiffynnwch ni rhag cael ein cam-drin yn y cyfryngau cymdeithasol, rhywbeth na ddylid ei oddef mewn cymdeithas wâr.

Mae athrawon mor werthfawr. Ynghyd â rhieni a gofalwyr, athrawon yw'r rhai sy'n ffurfio a chreu'r genhedlaeth nesaf. Mae angen dirfawr yn ein cymdeithas am athrawon da ac eto mae llywodraethau olynol ymhob un o wledydd y DU wedi ein trin ni mor wael.

Ni fu NASUWT erioed cyn bwysiced, ac mae fy sylwadau i gloi wedi eu neilltuo ar gyfer yr undeb rwy'n ei garu.

NASUWT yw Undeb yr Athrawon. Dim ond athrawon a dderbyniwn yn aelodau. Athrawon yw ein harbenigedd. Athrawon yw ein byd ni. Rydym yn cael ei harwain gan athrawon. Rwy'n dal i fod yn athrawes wrth ei gwaith. Mae NASUWT yn amddiffyn athrawon ac ef yw'r cefnogwr a'r eiriolwr mwyaf dros athrawon ar draws y DU a thu hwnt. Yn sgil datganoli mae systemau addysg y gwledydd wedi ymbellhau fwyfwy o'i gilydd, a bydd hynny'n parhau. Ond mae NASUWT wedi codi i her datganoli, ac mae'n gryf a pherthnasol ymhob un o'r gwledydd. Mae NASUWT yn benderfynol o barhau fel yr unig undeb athrawon sy'n gwasanaethu'r DU i gyd. Hyn, a'r ffaith bod NASUWT yn gwasanaethu'n ddiamod buddiannau athrawon a neb arall yw'r rheswm mai ni yw'r undeb addysg

mwyaf aruthrol, y cryfaf a'r pennaf oll yn y DU. A hir oes i hynny. Efallai fy mod i yng nghyfnos fy amser fel athrawes ac felly fy ngweithgarwch gyda'r Undeb, ond mae'r Undeb mynd rhagddo. Mae'n rhaid iddo. Nid dim ond ar gyfer athrawon ond i bawb. Mae NASUWT yn cefnogi ac yn amddiffyn athrawon pan na wnaiff unrhyw un arall. A thrwy hynny, mae'n cefnogi ac yn amddiffyn y gwasanaeth addysg sy'n arwain y genhedlaeth nesaf a chenedlaethau i ddod.

Mae'n fraint gennyf fod yn Llywydd ar undeb o'r fath.

NASUWT
The Teachers' Union
www.nasuwt.org.uk