



Minutes of Annual Conference 2022

#NASUWT23

NASUWT
The Teachers' Union

President

Rosemary Carabine

General Secretary

Dr Patrick Roach

Honorary Treasurer

Michelle Codrington-Rogers

MINUTES OF ANNUAL CONFERENCE 2022
ICC, BIRMINGHAM
15 April 2022 – 18 April 2022

Officers

President:	Angela Butler
Senior Vice-President:	Rosemary Carabine
Ex-President:	Phil Kemp
Honorary Treasurer:	Michelle Codrington-Rogers

Members of the Executive

Folasade Afolabi	Celia Foote	Damian McNulty
Raymond Beggs	Harold Gurden	Alison Morgan
Delma Boggs	Alan Hackett	Mark Morris
Karen Brocklebank	John Hall	Paul Nesbitt
Mark Burns	Chris Holland	Elaine Paling
Sharon Calvert	Helen Johns	Lester Russell
Jac Casson	Alan Jones	Anne Rycroft
Eddie Carroll	Rachel Knight	Dinsdale Shaw
Caroline Clode	Mike Leigh	Anne Thompson
Sharron Daly	Dan Lister	Claire Ward
Mark Dickinson	John McGill	Nigel Williams
Kathy Duggan	Scott McGimpsey	Stephen Witherden
Ruth Duncan		

General Secretary

Dr Patrick Roach, Hillscourt, Rose Hill, Rednal, Birmingham B45 8RS

Past Presidents

Joe Boone (<i>Bolton</i>)	1985-86	Chris Lines (<i>West Suffolk</i>)	2010-11
Mike Inman (<i>Leek</i>)	1986-87	John Rimmer (<i>Warrington</i>)	2011-12
Graham Terrell (<i>Merton</i>)	1989-90	Paula Roe (<i>Dudley</i>)	2012-13
Sue Rogers (<i>Sheffield</i>)	1991-92	Mick Lyons (<i>Durham City</i>)	2013-14
Roger Kirk (<i>Newark</i>)	1994-95	Geoff Branner (<i>North Oxon</i>)	2014-15
Tony Hardman (<i>Liverpool</i>)	2001-02	Kathy Wallis (<i>Cornwall</i>)	2016-17
Terry Bladen (<i>Darlington</i>)	2003-04	Fred Brown (<i>Belfast</i>)	2017-18
Pat Lerew (<i>NE Hants</i>)	2004-05	Dan McCarthy (<i>South Essex</i>)	2018-19
Peter McLoughlin (<i>Stockport</i>)	2005-06	Dave Kitchen (<i>Trafford</i>)	2019-20
Julian Chapman (<i>Cheltenham Cotswold</i>)	2009-10		

FIRST PRIVATE SESSION
2.00pm to 3.43pm
FRIDAY 15 APRIL 2022

OFFICIAL OPENING

The President, Phil Kemp, declared the Annual Conference 2022 open.

APPOINTMENT OF CHIEF SCRUTINEER AND SCRUTINEERS

“That members of the NASUWT be asked to act as scrutineers.”

The motion was

CARRIED

MINUTES

Chris Holland moved,
Angela Butler seconded:

“That the Minutes of the Birmingham Conference 2021 be signed by the Chairperson as a correct record of the proceedings.”

The motion was

CARRIED

FINANCIAL STATEMENTS

Chris Holland moved,
Michelle Codrington-Rogers seconded:

“(i) That the financial statements be received.”

The motion was

CARRIED

“(ii) That the financial statements be adopted.”

The motion was

CARRIED

“(iii) That the recommendations on subscriptions be adopted.”

The motion was

CARRIED

APPOINTMENT OF AUDITORS

Chris Holland moved,
Michelle Codrington-Rogers seconded:

“That Messrs Crowe UK LLP, Chartered Accountants, be, and are hereby, appointed auditors of the Union’s accounts for the year 2022.”

The motion was

CARRIED

APPOINTMENT OF MEMBERSHIP ASSURER

Chris Holland moved,
Michelle Codrington-Rogers seconded:

“That Messrs Crowe UK LLP, Chartered Accountants, be, and are hereby, appointed the Union’s Membership Assurer for the year 2021/22.”

The motion was

CARRIED

PROPOSED AMENDMENT TO THE ANNUAL CONFERENCE STANDING ORDERS 10(a)

Michelle Codrington-Rogers moved,
Anne Rycroft seconded:

"In Annual Conference Standing Orders 10(a):

delete:

'10. The following shall be known as 'Set Motions' for the purpose of these Standing Orders:

- a. The six Motions and Composite Motions which received the highest number of votes cast under Standing Order 4.'

and replace with:

'10. The following shall be known as 'Set Motions' for the purpose of these Standing Orders:

- a. The Motions and/or Composite Motions in each of the following categories which received the highest number of votes cast under Standing Order 4:
 - (i) Education
 - (ii) Equality
 - (iii) Health, Safety and Wellbeing
 - (iv) Pay, Pensions and Conditions of Service
 - (v) Social, Economic and International
 - (vi) Training, Recruitment and Union Organising.'"

The motion was

CARRIED

VIRTUAL AND HYBRID MEETINGS AND EVENTS

Kathryn Downs moved,
Marie Pearson seconded:

"Conference recognises that virtual meetings and events during the COVID-19 pandemic have made it easier for members to have access to activism and participation that they have not previously had due to barriers to meetings that they have faced, including caring responsibilities, geography, health, parenting, disability, financial or employment commitments.

Conference believes we should build on this and ensure that the Union continues to be accessible to all and to facilitate hybrid meetings and events.

Conference calls on the National Executive to:

- (i) develop guidance and training on hybrid meetings and events and
- (ii) campaign for employers to increase opportunities to work from home and to continue to allow access to meetings and events online to improve wellbeing."

AMENDMENT

Claire Ward moved,
Damien McNulty seconded:

"In bullet (i):

After 'training' delete 'on' and add 'to facilitate the delivery of and participation in'.

After 'meetings' add ', training'.

In bullet (ii):

Delete *'campaign for employers to increase opportunities to work from home and to'* after *'meetings'* and *', training'*.

Add a new bullet (iii) to read *'ensure the infrastructure is in place to support the delivery of hybrid meetings'.*

The amendment was

CARRIED

The motion, as amended, was

CARRIED

FIRST PUBLIC SESSION
4.00pm to 4.51pm
FRIDAY 15 APRIL 2022

Official Opening

The President, Phil Kemp, declared the Annual Conference open.

Conference was honoured by the presence of a wide range of fraternal and sororal delegates from international and UK unions and a range of other organisations with which the NASUWT works on a regular basis.

Induction of Angela Butler as President for 2022-23

Phil Kemp introduced the President-elect and installed her as President for 2022-23.

President's Address

The General Secretary, Dr Patrick Roach, addressed Conference.

The President, Angela Butler, addressed Conference.

It was proposed that the best thanks of this Conference be, and are hereby, tendered to Angela Butler for her address.

The motion was

CARRIED WITH ACCLAMATION

Vote of Thanks to Retiring President, Phil Kemp

"That the best thanks of this Conference be, and are hereby, tendered to Phil Kemp for his services to the Union over the past year."

The motion was

CARRIED WITH ACCLAMATION

Introduction of New Officers

The President introduced the newly elected Senior Vice-President, Rosemary Carabine, the Ex-President, Phil Kemp and the Honorary Treasurer, Michelle Codrington-Rogers.

Rosemary Carabine, Senior Vice-President addressed Conference.

Vote of Thanks to Former General Secretary, Chris Keates

The President announced that Chris Keates will be afforded all the rights and privileges traditionally afforded to former General Secretaries, including the right to attend Annual Conference as a guest of the National Executive in perpetuity.

"That the best thanks of this Conference be, and are hereby, tendered to Chris Keates for her services to the Union."

The motion was

CARRIED WITH ACCLAMATION

Chris Keates addressed Conference.

SECOND PUBLIC SESSION
9.00am to 12.28pm
SATURDAY 16 APRIL 2022

ANNUAL REPORT OF THE NATIONAL EXECUTIVE

Phil Kemp moved,

Rosemary Carabine seconded:

“(i) That the report be received;”

The motion was

CARRIED

“(ii) That the report be adopted.”

The motion was

CARRIED

WORKLOAD

Rachel Knight moved,

Damien McNulty seconded:

“Conference deplores the failure of governments and administrations to take effective action to reduce teacher workload and enforce contractual limits on directed/working time.

Conference believes that the COVID-19 pandemic has exposed the grossly exploitative nature of teachers’ conditions of service frameworks across the UK, as teachers and school leaders have been required to work excessive and unreasonable hours to deliver the responses of UK governments to the pandemic across the school system.

Conference asserts that, as key workers, teachers and school leaders should be entitled to a contract of employment, which places a genuine cap on their workload and ensures that they cannot be required to carry out any duties outside their contractual limit.

Conference calls upon the National Executive to:

- (i) continue to campaign for the rights of teachers to have limits on their working time;
- (ii) continue to support teachers taking industrial action to defend their contractual rights on working time;
- (iii) campaign to promote teachers’ right to a work/life balance;
- (iv) expose the inadequacy of current teachers’ conditions of service frameworks across the UK;
- (v) educate teachers about the necessity of achieving a genuine cap on teacher workload;
- (vi) lobby governments and administrations to commit to reducing workload for teachers;
- (vii) highlight and commend employers who demonstrate best practice in reducing workload for teachers and
- (viii) campaign and take action to achieve the replacement of all open-ended teacher contracts and conditions of service frameworks across the UK with those which contain a genuine and meaningful limit on working hours.”

The motion was

CARRIED

2(b) MOTION – RESTORATION OF TEACHERS’ PAY

Phil Kemp moved,

John McGill seconded:

“Conference asserts that now is the time for our trade union movement to take action against pay injustice and in response to the cost of living crisis.

Conference notes with the utmost concern that teachers are working harder than ever for less pay and the prospect of inferior pensions when they retire.

Conference condemns the failure of governments and administrations to invest in teachers, and their actions have slashed teachers’ real terms pay by at least 19% since 2010.

Conference deplores the deliberate pursuit by governments and administrations of policies which have caused serious financial hardship for many members as a result of substantial real terms pay cuts to teachers’ pay.

Conference further condemns the actions of governments and administrations which have failed to protect teachers, their families and the pupils they teach from the rising costs of fuel, food, housing and energy, and which have contributed to increased levels of poverty and widening inequality in our society.

Conference further deplores the Chancellor of the Exchequer’s Spring Statement which will force further and deeper cuts to public service spending and to public sector pay.

Conference further asserts that any below-inflation pay award for teachers in 2022 would be an insult to the profession and must be rejected and robustly challenged and opposed.

Conference applauds the actions of NASUWT members and representatives in calling for a Better Deal for Teachers and in taking action to defend their pay and conditions of service.

Conference pledges its support and solidarity to the TUC, WTUC, STUC, ICTU and our sister trade unions in campaigning together to secure a new deal for working people and better pay for our members.

Conference further applauds the actions taken by the National Executive in leading the fight back against the attacks on teachers’ working conditions and in demanding a restorative programme of teachers’ pay awards that will deliver a minimum 12% award in 2022, 10% in 2023 and 8% in 2024 on all pay ranges.

Conference commits the National Executive to continue to mobilise members for national industrial action, in the event that any government or administration fails to deliver a programme of restorative pay awards for teachers.”

AMENDMENT (1)

Neil Jeffery moved,

Daniel Whitley seconded:

“In the final paragraph, after industrial action, insert *“up to and including strike action,”*”.

The amendment was

CARRIED

AMENDMENT (2)

Colin Jackson moved,

Deane Money seconded:

“Before the last paragraph, insert new paragraph: *‘Conference instructs the National Executive to support members in rejecting attempts by employers to tie the application of pay awards to the erosion of teachers’ pay and conditions. This includes, but is not limited*

to, increases to directed time or working days and attempts to reduce employer contributions, or remove members from the Teachers' Pension Scheme."

The amendment was

LOST

The motion, as amended, was

CARRIED

EXTENDING THE PERIOD POVERTY CAMPAIGN

Rachael Watson moved,

Lucy Charlton seconded:

"Conference believes period poverty does not end with free tampons and sanitary towels. Many students will also need access to other products in order to feel empowered to attend school during their periods.

Conference further believes governments and administrations should extend funding to cover items such as soap, underwear, tights and clothes. Conference instructs the National Executive to:

- (i) lobby governments and administrations to extend their sanitary provision to all relevant education settings in order for them to select which provisions best suit their pupils and
- (ii) conduct a survey of all members to establish current provision and to assess need."

AMENDMENT

Ann Rycroft moved,

Helen Johns seconded:

"In bullet (ii):

Delete '*provision and to assess need*' and replace with '*access, awareness of period poverty and the impact on girls' education*'."

The amendment was

CARRIED

The motion, as amended, was

CARRIED

THIRD PUBLIC SESSION
2.00pm to 5.27pm
SATURDAY 16 APRIL 2022

PAY

Candida Mellor moved,
Julia Devine seconded:

“Conference believes that unless there is a significant pay rise and restructure for teachers, there will continue to be an enormous recruitment and retention problem in the teaching profession.

Conference is concerned that we lose many teachers in the first five years of their careers and that teaching has to be an attractive profession against other graduate professions that rewards and celebrates experience through fair and equitable pay.

Conference instructs the National Executive to continue to:

- (i) develop a national campaign to raise awareness of the pay problems teachers face and put pressure on the Government to address them;
- (ii) work with other unions across the education sector and public sector to strengthen our campaign;
- (iii) fight for a significant pay increase for 2023 and
- (iv) lobby for the STRB’s advice to not be ignored.

Conference further instructs the National Executive to organise national action if the Government is unwilling to enter into discussion, up to and including strike action.”

AMENDMENT

Dan Lister moved,
Anne Rycroft seconded:

“In bullet (i):

Replace ‘develop a national’ with ‘utilise the national “Better Deal for Teachers”,

Add a new bullet (iv) to read ‘secure equal pay rights and entitlements for supply teachers’.

In bullet (v):

Delete ‘STRB’s’ and after the word ‘advice’ add ‘and recommendations of all pay review bodies’.

In the final paragraph:

Between ‘to’ and ‘organise’ add ‘use all appropriate means to’.

After ‘national action’ add ‘, up to and including industrial action,’.

Replace ‘if the Government is’ with ‘if governments and administrations are’.

Delete ‘discussion, up to and including strike action.’ and replace with ‘meaningful negotiations.’.”

The amendment was

CARRIED

The motion, as amended, was

CARRIED

The President announced the suspension of Standing Orders at 2.55pm.

INTERNATIONAL SOLIDARITY AWARD

The President announced that the International Solidarity Award has been awarded to William Velandia, President of FECODE, Colombia.

William Velandia addressed Conference.

The President announced the resumption of Standing Orders at 3.17pm.

2(c) MOTION: NORTHERN IRELAND

Delma Boggs moved,

Raymond Beggs seconded:

“Conference cautiously welcomes the independent review of education in Northern Ireland arising from the New Decade, New Approach (NDNA) document, agreed by the main political parties in January 2020.

Conference is concerned, however, about the makeup of the panel.

Conference believes that while the work being undertaken by the panel will be constrained by over a decade of cuts to education, there is capacity to improve the education system for all children and young people.

Conference notes that evidence from the Organisation for Economic Co-operation and Development (OECD) and other research sources confirms that the Northern Ireland education system is one in which poverty and disadvantage have a relatively significant impact on educational outcomes and experiences in comparison to other jurisdictions.

Conference believes that the review should focus its efforts on:

- (i) increasing the levels of investment in the education system;
- (ii) providing high-quality support for the teacher and school leader workforce;
- (iii) investing in and securing effective long-term workforce planning;
- (iv) addressing inequity, disadvantage and promoting social cohesion, including the relationship between academic selection and educational inequality, and the lack of promotion of integrated education by the Department of Education;
- (v) ensuring that accountability is fit for purpose and supports high-quality teaching, learning and leadership of schools and
- (vi) securing systemic cohesion across key education functions.

Conference asserts that the establishment of an overarching employing body would improve industrial relations, reduce wasteful duplication, promote operational efficiency and ensure the release of funding to support the improvement of ‘front-line’ service delivery, a more developed non-teaching school workforce, and a greater focus on enabling teachers to focus on teaching and learning.

Conference calls on the National Executive to:

- (a) lobby for a single employing authority for all teachers and support staff in Northern Ireland and
- (b) campaign for a review of governance at school level, which is long overdue.”

The motion was

CARRIED

MISOGYNY IN SCHOOLS

*Kathryn Downs moved,
Wayne Broom seconded:*

“Conference is deeply concerned about the level of misogyny that is faced by women, trans, and non-binary members, as well as students, on a regular basis.

Conference is further concerned at the lack of government initiatives for tackling the subculture of involuntary celibates (incels) and that teenage boys are often finding themselves drawn into the views of this subculture through a lack of proper support from more appropriate sources.

Conference asserts that all women and girls in educational settings have an inalienable right to be afforded safety, security and respect at all times and to not be exposed to derogatory comments, actions and communications that lead to them feeling and being unsafe whilst at school.

Conference further asserts that in too many workplaces women are still subject to institutional misogyny, as evidenced in the many high-profile cases reported in the press. Conference calls on the National Executive to continue to campaign against all forms of sexual harassment and misogyny and to:

- (i) engage with all members of the Union, governments and administrations to ascertain the full extent of this vital issue and to produce a comprehensive report for Conference 2023 into how these issues will be tackled;
- (ii) lobby governments and administrations for misogyny to be recognised as a hate crime;
- (iii) work with relevant bodies to produce comprehensive policies in order to protect women and girls against violence, misogyny, assault, harassment and sexism;
- (iv) consider the incel community as an extremist group based on its links to alt-right viewpoints and hatred of women and others;
- (v) commission research into incels and the effect the incel communities have on young boys within schools and colleges and report back to Conference 2023;
- (vi) campaign to make it compulsory for schools to explicitly teach pupils and students about misogyny and misogynistic attitudes;
- (vii) lobby for fully-funded mental health and wellbeing programmes specifically aimed at boys and further investment in mental health services, with a priority on early intervention and
- (viii) continue to raise the profile of misogyny and sexual harassment with members and urge the importance of reporting incidences experienced or witnessed with employers.”

AMENDMENT

*Claire Ward moved,
Elaine Paling seconded:*

“In the first paragraph:

Replace ‘students’ with ‘pupils’.

In the second paragraph:

After ‘government’ add ‘and administrations’.

Before ‘subculture’ add ‘many forms of misogyny, such as the’.

Before 'teenage boys' delete 'that' and add 'the potential for'.

After 'teenage boys' delete 'are often finding themselves' and add 'to be'.

In bullet (iv):

Delete 'consider the incel community as an extremist group based on its links to alt-right viewpoints and' and replace with 'work with organisations that are campaigning against any groups that promote'.

In bullet (v):

Delete 'commission research into incels and the effect the incel communities have on young boys within schools and colleges and report back to Conference 2023'."

The amendment was

CARRIED

The motion, as amended, was

CARRIED

CURRICULUM AND QUALIFICATIONS

Candida Mellor moved,

Joy Doble seconded:

"Conference believes that the current National Curriculum is outdated, unfit for purpose and forcing our pupils and students into a life of poverty and deprivation due to its insistence on academic pursuit.

Conference is dismayed by the continued erosion of financial, technical, vocational and creative qualifications which leaves schools in the difficult position of not being willing to offer these types of qualifications to pupils and students who would benefit from them, as they are not seen as worthy.

Conference further believes that this is detrimental to young people and does not reflect the realities of the job market.

Conference recognises that the COVID-19 pandemic has highlighted important structural weaknesses in qualification and curriculum systems across the UK and that future policy reform should address these weaknesses.

Conference instructs the National Executive to:

- (i) lobby for a widening of qualifications seen as valuable by school and college leaders, including subjects such as financial, creative, practical and vocational courses and
- (ii) insist that governments and administrations build a curriculum that teaches pupils and students the skills they need to survive, thrive and succeed, personally, socially and financially.

Conference supports the work of the National Executive in developing proposals for reform, including in relation to:

- (a) the appropriate balance between the use of terminal examinations and other forms of assessment in qualifications systems;
- (b) whether curriculum and qualifications systems ensure that teachers and lecturers are able to make effective use of formative and summative assessment;
- (c) how the portability and currency of qualifications across the UK can be established and maintained and
- (d) how the implications of fragmentation in the education system, which the COVID-19 pandemic has exposed, in respect of qualifications and the curriculum can be addressed."

AMENDMENT (1)

Helen Johns moved,

Claire Ward seconded:

"In the first paragraph:

Before '*academic pursuit*' insert '*purely*'.

In the third paragraph:

After '*young people*' insert '*, their emotional and cultural development*'.

In bullet (c):

After '*UK*' insert '*, Europe and the wider world*'."

The amendment was

CARRIED

Debate suspended until the Fourth Public Session on Sunday 17 April 2022.

FOURTH PUBLIC SESSION

9.00am to 12.39pm
Sunday 17 April 2022

THE IMPACT OF COVID-19 ON TEACHER AND PUPIL MENTAL HEALTH

Zoe Lynch moved,

Sharon Bishop seconded:

"Conference notes with concern the detrimental effect that the COVID-19 pandemic has had on both pupils' and teachers' wellbeing. Teachers are stressed, dejected, and working overtime.

Conference is further concerned that teachers' workload has increased significantly due to hybrid, online and in-person teaching.

Conference asserts that teachers should be equipped with the ability to recognise and act upon mental health issues in themselves, their colleagues and their pupils and students.

Conference instructs the National Executive to:

- (i) advocate for each school to incorporate wellbeing into their curriculum;
- (ii) lobby governments and administrations to include nationally recognised and certified Mental Health First Aid training as a compulsory element of all initial teacher training and education;
- (iii) campaign for wellbeing to be a priority in school catch-up planning and policy and
- (iv) lobby for any strategy for education recovery to have teacher and pupil mental health at its core."

AMENDMENT (1)

Karen Brocklebank moved,

Mark Morris seconded:

"In the first paragraph:

Replace 'overtime' with 'excessive hours'.

In the third paragraph:

Between 'teachers' and 'should' add 'and school leaders'."

The amendment was

CARRIED

AMENDMENT (2)

Jackie Scannell moved,

Chris Allen seconded:

"After the word 'wellbeing' throughout, insert '/welfare'."

The amendment was

CARRIED

The motion, as amended, was

CARRIED

2(c) MOTION: SCOTLAND

Scott McGimpsey moved,

Eddie Carroll seconded:

"Conference notes that the United Nations Convention on the Rights of the Child (Incorporation) (Scotland) Bill (UNCRC) was passed unanimously by the Scottish Parliament in 2021.

Conference further notes the increasing reference of the UNCRC in the development of a very wide range of policy areas by the Scottish Government, as well as its use in defending and justifying its decisions.

Conference is clear that this legislation will place wide-ranging responsibilities on national bodies, such as the Scottish Government, Education Scotland and the Scottish Qualifications Authority (SQA).

Conference acknowledges the importance of the rights of the child but cannot endorse any policy that will result in detriment to the rights of teachers, including the right to take industrial action.

Conference believes that the incorporation of the UNCRC will have important impacts on the working lives of NASUWT members and the Union's representation of their interests, and calls on the National Executive to:

- (i) campaign to ensure that clear, coherent and timeous central advice is provided by the Scottish Government and other national bodies (such as Education Scotland and the SQA);
- (ii) lobby the Scottish Government to ensure the implementation of the UNCRC is considered in the context of the framework of the Universal Declaration of Human Rights (UDHR);
- (iii) monitor the variety in approaches to implementation adopted across the Scottish education policy sphere and robustly challenge approaches where necessary, particularly where any practice risks undermining schools' ability to secure and maintain positive pupil behaviour;
- (iv) engage with Education International (EI) affiliates in countries that have incorporated the UNCRC and
- (v) monitor UNCRC-related developments in Scotland and internationally, producing guidance for members and seeking member feedback."

The motion was

CARRIED

CURRICULUM AND QUALIFICATIONS

Debate continued from the Third Public Session on Saturday 16 April 2022.

AMENDMENT (2)

Lucy Charlton moved,

Rachael Watson seconded:

"In part 2, replace 'survive' with 'achieve'."

The amendment was

CARRIED

The motion, as amended, was

CARRIED

FLEXIBLE WORKING

Jane Francis moved,

Alison Rainbow seconded:

"Conference is concerned that the opportunities for flexible working arrangements are being denied to teachers by employers citing 'business reasons'. This is leading to the loss of experienced teachers, thereby exacerbating the recruitment and retention crisis, with employers dismissing the value of part-time and job-sharing arrangements.

Furthermore, teachers securing part-time or job-sharing arrangements are often not treated fairly in relation to their full-time colleagues in respect of workload expectations or promotion opportunities.

Conference calls upon the National Executive to:

- (i) lobby for a more flexible approach to the working day for teachers;
- (ii) robustly challenge employers who deny flexible working requests;
- (iii) promote to employers the benefits of flexible working (as also highlighted in the Government's Flexible Working Document, Feb 2017);
- (iv) campaign for the reinforcement of statutory provisions to ensure that teachers who are working flexibly have manageable and appropriately reduced performance management objectives in relation to days/hours worked and
- (v) conduct a survey to ascertain how many teachers have been denied promotion or additional responsibility payments due to their flexible working arrangements."

AMENDMENT

*Caroline Clode moved,
Sharon Calvert seconded:*

"In the first paragraph:

After 'experienced teachers' delete ', thereby' and replace with 'and school leaders and'.

In bullet (i):

Delete 'a more flexible approach to the working day' and replace with 'the day-one right to flexible working'.

Between 'for' and 'teachers' add 'all'.

In bullet (iii):

Delete '(as also highlighted in the Government's Flexible Working Document, Feb 2017)'.

In bullet (v):

After 'conduct a survey to' delete 'ascertain how many' and replace with 'examine the extent of which'."

The amendment was

CARRIED

The President announced the suspension of Standing Orders at 12.01pm.

Dr Patrick Roach, General Secretary, addressed Conference.

The President, Angela Butler, gave a vote of thanks on behalf of Conference.

The President announced the resumption of Standing Orders and declared the Fourth Public Session closed at 12.39pm.

FIFTH PUBLIC SESSION
2.00pm to 4.24pm
Sunday 17 April 2022

CLASS SIZE

*Mark Morris moved,
Elaine Paling seconded:*

“Conference is concerned that class sizes are increasing in many schools, caused by a combination of increasing pupil rolls, teacher shortages and lack of space.

Conference asserts that increasing class size has many detrimental impacts on teachers and pupils, including increasing workloads and decreased individual pupil contact.

Conference deplores that the health and safety issues caused by overcrowding, including lack of space, lack of ventilation, excessive temperatures and the transmission of pathogens, are ignored by some employers.

Conference further deplores that some employers ignore the clear health and safety risks in practical subjects, including failing to undertake effective risk assessments.

Conference calls upon the National Executive to:

- (i) publish updated guidance to members on class size, including around risk assessment;
- (ii) lobby governments and administrations to introduce maximum class sizes in all key stages;
- (iii) highlight guidance from subject associations, such as the Design and Technology Association (DATA), on class size limits and
- (iv) continue to support members who face unacceptable class sizes by all means possible.”

The motion was

CARRIED

The President announced the suspension of Standing Orders at 2.58pm.

Frances O’Grady addressed Conference.

The President, Angela Butler, gave the vote of thanks on behalf of the NASUWT.

RECRUITMENT AWARDS

Anne Rycroft, the Chair of Recruitment Committee, announced the winners of the Recruitment Awards.

Recruiter of the Year

Sarah Adams, Walsall Local Association

Recruiter of the Year – Highly Commended

Rob Statham, Leicestershire Local Association

Best Engagement with Under-Represented Groups

Ava Verrier, Birmingham Local Association

HEALTH AND SAFETY AWARD

Mark Morris, the Chair of the Health and Safety Committee, announced that the Health and Safety Award has been awarded to Brian Pearson, Carlisle Local Association.

REPRESENTATIVE OF THE YEAR

The President announced that the Representative of the Year Award has been awarded to Rob Statham and Caroline Winship, Leicestershire Association.

The President announced the resumption of Standing Orders at 3.30pm.

2(c) MOTION: WALES

*Mark Morris moved,
Stephen Witherden seconded:*

“Conference notes that the Welsh Labour Party entered into a co-operation agreement with Plaid Cymru which includes proposals to fundamentally change the conditions of service of teachers in Wales by reforming school term dates and the school year, with no consultation with education unions in Wales.

Conference condemns the Welsh Government for the implementation of a ‘Rhythm of the School Day’ pilot programme, which was launched without consultation with education unions in Wales.

Conference calls upon the National Executive to lobby the Welsh Government to:

- (i) dismantle Local Management of Schools in Wales before any consideration is given to changes in the school year and day;
- (ii) prioritise the reconstruction of the education service in Wales following COVID-19, through:
 - delaying the implementation of the New Curriculum and
 - improving teachers’ conditions of service to support recruitment and retention.

Conference calls upon the National Executive to take all appropriate action, up to and including industrial action, to:

- (a) protect teachers’ conditions of service in Wales and
- (b) support members facing increased workload through ‘Rhythm of the School Day’ pilots and the implementation of the curriculum reforms.”

The motion was

CARRIED

SECOND PRIVATE SESSION
4.30pm to 5.27pm
Sunday 17 April 2022

RULES

*Martin Hudson moved,
Rachel Minto seconded:*

“Conference notes that the last time there was a review of the Union’s rules was over 30 years ago and since then the landscape has changed dramatically.

Conference further notes that the ongoing pandemic has clearly proven the advantages of using social media and IT for effective communications.

Conference instructs the National Executive to:

- (i) revisit the Union’s rules and open a full and transparent consultation on how the Union is organised;
- (ii) discuss changes to rules to move elections away from annual elections and towards biennial or triennial elections to posts;
- (iii) seek feedback from regional and national committees on current rules and suggestions for change(s);
- (iv) produce reports that collate these suggestions for change;
- (v) allow for proposed initiatives to be discussed and agreed before implementation;
- (vi) produce a guide for Local Associations on how to engage with Annual Conference, including clear advice on how to present suggested rule changes to conference and
- (vii) look at incorporating the use of current and emerging communications technology in the Union’s democratic processes.”

AMENDMENT (1)

*Phil Kemp moved,
Alison Morgan seconded:*

“In bullet (iii):

Delete ‘*regional and national committee*’ and replace with ‘*Local Associations and Federations*’.

Delete bullet (v) which reads ‘*allow for proposed initiatives to be discussed and agreed before implementation*’.”

The amendment was

CARRIED

AMENDMENT (2)

*Annelies Taylor moved,
Rosemary Whiteside seconded:*

“Delete ‘(ii)’ and renumber.

Replace the now (iii) with:

‘*Produce a report to Conference 2023 that collates these suggestions for change.*’

Delete ‘(v) – (vii)’ from original”.

The amendment was

LOST

AMENDMENT (3)

*Daniel Whitley moved,
Pushpalata Chaure seconded:*

"After (vi) insert:

'(vii) hold a Special Conference'."

The amendment was

CARRIED

Debate suspended until the Third Private Session on Monday 18 April 2022.

SIXTH PUBLIC SESSION
9.00am to 9.57am
Monday 18 April 2022

SUSTAINABILITY

Rashida Din moved,
Aisling Gammon seconded:

“Conference believes that sustainability should be at the heart of all we do and that we should aim to meet our environmental targets by 2030.

Conference calls on the National Executive to:

- (i) continue to pursue and promote a strategy for sustainability at a national, regional and local level and
- (ii) conduct an environmental audit of its investments, including pension schemes.”

AMENDMENT

Mark Dickinson moved,
Damien McNulty seconded:

“In bullet (ii):

Between ‘its’ and ‘investments,’ add ‘properties and’.”

The amendment was

CARRIED

The motion, as amended, was

CARRIED

FLEXIBLE WORKING

Debate continued from the Fourth Public Session on Sunday 17 April 2022.

The motion, as amended, was

CARRIED

ANTI-FAR-RIGHT INITIATIVES

Candida Mellor moved,
Rachel Minto seconded:

“Conference is appalled by the rise in far-right nationalism and hate crime throughout the UK, and particularly its harmful targeting of refugees.

Conference is disgusted by the casual use of hate speech by politicians and leaders, which is increasingly unchallenged by media institutions and is filtering rapidly into our schools and the homes of our learners.

Conference is alarmed that if we are not actively opposing this insidious radicalisation at every opportunity, then we are complicit in perpetuating it.

Conference instructs the National Executive to:

- (i) lobby governments and administrations to invest in new programmes and international education initiatives to support globalisation and cross-border understanding and promote diversity and mutual understanding;
- (ii) produce resources and training for members to assist with challenging far-right nationalism and
- (iii) report to Conference 2023.”

AMENDMENT (1)

Claire Ward moved,

Alison Morgan seconded:

"In bullet (i):

Delete '*globalisation and*'."

The amendment was

CARRIED

Debate suspended until the Seventh Public Session on Monday 18 April 2022.

SEVENTH PUBLIC SESSION

9.57am to 12.45pm
Sunday 17 April 2022

HYBRID TEACHING AND EXCESSIVE WORKLOAD

*Damien McNulty moved,
Faye Mylward seconded:*

“Conference acknowledges the central role played by technology during the course of the COVID-19 pandemic, particularly in securing the continuity of learning when pupils and students are not able to attend school sites.

Conference further acknowledges that technology will remain an important component of the education infrastructure and is likely to evolve and become more significant in future.

Conference notes the significant pressures that teachers, lecturers and school and college leaders have experienced as a result of expectations to establish and maintain remote learning offers, including:

- (i) unsustainable workload demands;
- (ii) inadequate training and professional development;
- (iii) teachers and lecturers being required to spend their own money on resources and equipment;
- (iv) inadequate access for teachers, lecturers and school and college leaders to technology and other resources;
- (v) failures on the part of governments and administrations across the UK to ensure that all pupils and students from disadvantaged households have access to resources to support their participation in learning and
- (vi) the imposition of practices in some cases that have undermined the privacy and data protection rights of the workforce and learners.

Conference believes that the extra time, energy and workload required to deliver hybrid teaching is having a detrimental effect on the health, safety and welfare of teachers.

Conference recognises the transformative potential of artificial intelligence in this context.

Conference, in response to these factors, calls on the National Executive to:

- (a) compile and examine data on the effect that inappropriate remote and blended learning practices are having on teacher and lecturer absence, long-term sickness and the number of teachers and lecturers choosing to leave the profession;
- (b) meet with governments and administrations to share this data and press for an immediate reduction in COVID-related excessive workload;
- (c) continue to lobby governments and administrations to ensure that schools, colleges and learners get the support they need to provide effective and sustainable remote and blended learning offers;
- (d) press governments, administrations and employers to ensure that technology is used in ways that is consistent with high-quality working conditions, supports high-quality educational provision, does not increase workload, and enhances work to support teacher and lecturer wellbeing and positive mental health;
- (e) provide further advice and guidance to members on the use of technology in schools and colleges and workload impact assessments, including in non-COVID-related school and college closures and the teaching of pupils and students away from school sites;

- (f) continue to defend members, including through the use of lawful industrial action, who are subject to uses of technology that undermine their legitimate employment rights and entitlements;
- (g) campaign to eliminate digital discrimination and harassment on grounds of protected characteristics and
- (h) promote the use of equality impact assessments for the use of virtual learning environments."

The motion was

CARRIED

ANTI-FAR-RIGHT INITIATIVES

Debate continued from the Sixth Public Session on Monday 18 April 2022.

AMENDMENT (2)

*Deborah Egglestone moved,
Alex Moscrop-Brown seconded:*

"Insert at the end of the first paragraph: 'Schools should be a place of safety, where all children are free from worry and are able to learn and communicate comfortably.'

Add new (iii) 'work with charities to create training and resources that enable members to give refugee, asylum-seeking and migrant children appropriate support in their education.'"

The amendment was

CARRIED

AMENDMENT (3)

*Kathryn Downs moved,
Nick Tones seconded:*

"Before the final bullet point insert the following:

'(iv) acknowledge that this is an intersectional issue and consult on this matter at all equality consultation conferences and

(v) campaign for schools, colleges and academies to take the issue of abusive and hate-based language more seriously and have a zero-tolerance approach to abuse, and the use of terms such as 'banter' to excuse abusive behaviour and'"

The amendment was

CARRIED

The motion, as amended, was

CARRIED

UNIFIED TEACHER PAY SCALE

Conference notes that the introduction of the Upper Pay Range (UPR) for teachers in 2000 was an important step in recognising the skills and experience of teachers who wish to remain in the classroom teaching, rather than seeking promotion to a leadership role.

Conference believes that there is now a lack of clarity among many headteachers about the role of UPR teachers, who are increasingly being expected to take on whole-school responsibilities, which should be properly rewarded by a Teaching and Learning Responsibility (TLR) payment.

Conference further believes that the ambiguous 'substantial and sustained' contribution to the school is widely interpreted to mean more than fulfilling all the normal requirements of a classroom teacher, and many applications are refused without sound reasons being given.

Conference asserts that the UPR no longer fulfils the purpose for which it was designed and instead provides additional obstacles to pay progression.

Conference calls upon the National Executive to campaign for the abolition of the Main Pay Range (MPR) and UPR, to be replaced by a simpler nine-point teacher pay scale, to be reintroduced to the School Teachers' Pay and Conditions Document, with annual pay progression of at least one point for all teachers along the whole of the scale to depend only on successful appraisal."

AMENDMENT

"In the third paragraph:

After 'applications' add 'to progress to UPR'.

In the fifth paragraph:

Delete 'simpler nine' and add 'six'.

After 'School Teachers' Pay and Conditions Document,' delete 'with' and add 'alongside'.

After 'annual' add 'automatic'.

After 'pay progression' delete 'of at least one point for all teachers along the whole of the scale to depend only on successful appraisal'."

The amendment was

REFERRED BACK TO NATIONAL EXECUTIVE

The motion, as amended, was

REFERRED BACK TO NATIONAL EXECUTIVE

SECURING THE FUTURE OF BTEC AND VOCATIONAL COURSES

Helen Johns moved,

Mark Burns seconded:

"Conference notes with concern the decision taken by the Westminster Government to withdraw funding for BTEC qualifications for 16-19 learners in England.

Conference believes that the narrowing of learning pathways in the post-16 sector, particularly in relation to vocational study and the introduction of T levels, are retrogressive both socially and economically.

Conference believes that the COVID-19 pandemic has served to highlight the fragility, limitations and inequities of the qualifications system.

Conference calls on the National Executive to press governments and administrations to adopt approaches to qualifications reform that:

- (i) contribute to efforts to drive down excessive and unnecessary workload burdens for teachers and school and college leaders;
- (ii) allow teachers and school and college leaders to focus on their core responsibilities for teaching and leading teaching and learning and avoid tasks that do not make the best use of their professional skills, talents and expertise;
- (iii) embed within the education system greater parity of esteem between so-called academic and vocational learning, with a wide range of relevant and coherent learning pathways;
- (iv) tackle the root causes of disaffection with education and disengagement from formal learning;
- (v) understand the 14-19 sector as a coherent whole, ending arbitrary distinctions between pre- and post-16 learning;
- (vi) address long-standing patterns of occupational segregation, tackle discrimination and actively promote equality and diversity;
- (vii) ensure that policy is developed and implemented in collaboration with nationally recognised trade unions and other legitimate stakeholders;

- (viii) promote collaboration rather than competition between providers and
- (ix) make use of the skills, talents and expertise of all members of the existing school and college workforce."

The motion was

CARRIED

EDUCATION MENTAL HEALTH PRACTITIONERS (EMHPs)

"Conference welcomes the move by Ofsted to focus on wellbeing in schools during their inspections.

Conference applauds the National Programme established in 2017 to implement the Five Year Forward View for Mental Health, supporting schools, colleges and local NHS services to work more closely together to provide dedicated children and young people's mental health services.

Conference acknowledges the move by the Department for Education (DfE) to introduce an Education Staff Wellbeing Charter published on 10 May 2021, which sets out the commitments to wellbeing and mental health of everyone working in education.

Conference calls upon the National Executive to campaign for a significant increase in the Government's current target of only 25% of schools to have a designated wellbeing lead and an EMHP in every school by the end of 2023.

Conference further calls upon the National Executive to campaign for an obligatory sign-up to the charter to reinforce its importance."

AMENDMENT

"Delete the second paragraph which reads: '*Conference applauds the National Programme established in 2017 to implement the Five Year Forward View for Mental Health, supporting schools, colleges and local NHS services to work more closely together to provide dedicated children and young people's mental health services.*'

In the third paragraph (now second paragraph):

After '*Charter*' delete '*published on 10 May 2021,*'."

The amendment was

REFERRED BACK TO NATIONAL EXECUTIVE

The motion, as amended, was

REFERRED BACK TO NATIONAL EXECUTIVE

The President announced the suspension of Standing Orders at 11.33am.

Larissa Kennedy, President of the National Union of Students address Conference.

The President, Angela Butler, gave the vote of thanks on behalf of the NASUWT.

The President announced the resumption of Standing Orders at 11.41am.

RECOMMENCEMENT OF INSPECTIONS

"Conference deplores the speed with which inspections recommenced at the beginning of the 2021 Autumn term, at a time when schools and colleges were trying to re-establish normal routines whilst still operating under COVID-19 restrictions, often with reduced staffing levels.

Conference calls upon the National Executive to:

- (i) gather data from members in all education settings to determine how many of these inspections took place with no regard for or mention of the effects of the COVID-19 pandemic and
- (ii) lobby governments and administrations to pause inspections until it is fair and appropriate to recommence."

AMENDMENT

"In the first paragraph:

After 'recommenced' delete 'at the beginning of the 2021 Autumn term,'."

The amendment was

REFERRED BACK TO NATIONAL EXECUTIVE

The motion, as amended, was

REFERRED BACK TO NATIONAL EXECUTIVE

'SUPPORT PLANS'

"Conference condemns the widespread misuse of 'action plans', 'support plans', and 'performance improvement plans' that is damaging to the health of many teachers and lecturers and is leading to committed and dedicated individuals leaving the profession.

Conference is concerned that, in too many schools and colleges, appraisal and capability policies fall far short of NASUWT expectations; in particular, that:

- (i) informal support is often included in capability policies and not within appraisal;
- (ii) timescales for improvement are often unrealistic and provide no potential for success;
- (iii) 'action plans' and 'support plans' are frequently imposed, not agreed, and:
 - (a) are often used as a means to bully teachers to leave a school or to deny pay progression;
 - (b) lead to capability proceedings being invoked, often without clear, triangulated evidence of sustained underperformance and
 - (c) frequently lead to fast-tracked processes towards dismissal through capability.

Conference calls upon the National Executive to:

- (1) promote to employers the NASUWT model appraisal and capability policies to ensure that support plans are used appropriately and fairly;
- (2) highlight and commend employers who demonstrate best practice and
- (3) continue to take all appropriate action, including industrial action, to protect members where they are unreasonably subjected to unsupportive and unjustified proceedings."

AMENDMENT

"In bullet (1):

Replace 'policies' with 'policy checklists'.

In bullet (2):

Before 'highlight' add 'utilise the Valued Worker Scheme to'."

The amendment was

REFERRED BACK TO NATIONAL EXECUTIVE

The motion, as amended, was

REFERRED BACK TO NATIONAL EXECUTIVE

FUNDING FOR EDUCATIONAL SETTINGS

Graeme Herron moved,

Michelle Maidment seconded:

"Conference notes that schools and colleges had been under immense financial pressure before the pandemic and this has increased significantly during the COVID-19 crisis.

Conference further notes that schools and colleges have stepped up to cover costs for things such as intensive cleaning procedures and the use of extra IT equipment with minimal financial support from governments and administrations. This has continued to be an immense burden on school and college finances and will have a long-lasting effect.

Conference calls on the National Executive to:

- (i) insist on an increase in funding to all educational settings and
- (ii) lobby to ensure that all schools and colleges are not in a deficit budget as a result of COVID-19-related expenditure."

AMENDMENT

*Nigel Williams moved,
Lester Russell seconded:*

"In bullet (ii):

After 'in' and before 'a deficit' add 'or facing'.

Before 'COVID-19' add 'legitimate'."

The amendment was

CARRIED

The motion, as amended, was

CARRIED

SUPPLY TEACHERS' PAY AND CONDITIONS

*Ian Scott moved,
Sharon Calvert seconded:*

"Conference notes that supply and substitute teachers are vital members of the teaching workforce and an important component in the educational structure.

Conference, however, also notes that supply teachers are frequently marginalised and suffer from far less favourable terms and conditions than the permanent teacher workforce, including because of adverse agency and umbrella company practices.

Conference further notes with concern the extent to which teachers covered under equalities law are more prevalent in the supply and substitute teacher workforce, and face detrimental terms and conditions that amount to unacceptable and discriminatory treatment.

Conference believes that it is a fundamental injustice that all supply and substitute teachers across the UK, including teachers working for supply agencies, are not automatically enrolled into the Teachers' Pension Scheme from the first day of their employment as a teacher.

Conference endorses the work of National Executive in effectively communicating the support that supply and substitute teacher members receive from the NASUWT across supply teacher networks, and ensuring that the Union is viewed as the union of choice for supply and substitute teachers across the UK.

Conference further endorses action by the National Executive in campaigning for:

- (i) amendments to the Agency Workers and Teachers' Pension Scheme Regulations, to ensure that all supply teachers are automatically enrolled in the Teachers' Pension Scheme for their entire employment, irrespective of the status of their employer;
- (ii) all supply, substitute and agency teachers to receive full equivalent permanent teacher employee entitlements to pay, pensions, family leave and flexible working from the first day of their placement in a local authority, school or academy trust;
- (iii) a return to local authority-managed supply pools where these have been abolished and
- (iv) all supply and substitute teachers to receive entitlements to serve as accredited trade union representatives, with access to trade union facility time, as appropriate."

The motion was

CARRIED

THIRD PRIVATE SESSION
12.47pm to 12.51pm
Monday 18 April 2022

RULES

Debate continued from the Second Private Session on Saturday 16 April 2022.

The motion was

CARRIED

EIGHTH PUBLIC SESSION
1.00pm to 1.19pm
Monday 18 April 2022

PRESIDENT'S BUSINESS

(i) Members leaving National Executive

The President reported that the following members were leaving Executive: Robert Barratt, Richard Bell, Mike Corbett, Christine Knight, Susan Martin, Mike Metcalfe, Jane Setchfield, Annelies Taylor, Nick Trier, and Gary Upton.

Nick Trier addressed Conference on behalf of those members leaving Executive.

The President moved:

"That this Conference places on record its appreciation of the services rendered by Robert Barratt, Richard Bell, Mike Corbett, Christine Knight, Susan Martin, Mike Metcalfe, Jane Setchfield, Annelies Taylor, Nick Trier, and Gary Upton.

The motion was

CARRIED WITH ACCLAMATION

(ii) Vote of thanks to Conference Organisers

The President moved:

"That the best vote of thanks be, and are hereby, tendered to all those involved in the smooth running of Conference including Scrutineers, Staff, Standing Orders Committee, ICC Staff, Nipperbout, Freshwater and Cue Media."

The motion was

CARRIED WITH ACCLAMATION

(iii) Vote of thanks to President

Zoe Lynch moved,

Javay Welter seconded:

"That the best thanks of Conference be, and are hereby, tendered to the President, Angela Butler, for her excellent conduct in the Chair."

The motion was

CARRIED WITH ACCLAMATION