



CANDIDATES' ELECTION STATEMENTS

**NATIONAL DISCIPLINARY & NATIONAL APPEALS COMMITTEE
1 JANUARY 2019 - 31 AUGUST 2023
District 3**

Please read carefully before casting your vote.

ROLE OF NATIONAL DISCIPLINARY & NATIONAL APPEALS COMMITTEE

The role of the National Disciplinary & National Appeals Committee is to hear any cases of discipline of members of the Union and hear any appeals arising from any decisions of a disciplinary committee.

The members of the Union in each of the seventeen Executive Districts of the Union shall elect a member to form the Panel of seventeen members who shall be eligible to serve on a National Disciplinary or a National Appeals Committee.

Members will serve from 1 January 2019 - 31 August 2023

CONWAY, Liam

Association: NUT Nottinghamshire

School: N/A

Nominated by: NUT Nottinghamshire (South)

BIOGRAPHICAL DETAILS

- Active NUT member since 1980
- Nottinghamshire Division Joint-Secretary 2006 to 2014
- Current President Notts NEU-NUT Section
- Successful caseworker for many years
- Regular Speaker at NUT Annual Conference since 1987 focussing on what matters to staff in schools
- Member of the Annual Conference Business Committee 2007 to 2013
- Central Notts NUT: Secretary 1988 to 1998, Assistant Secretary 1998 -2014
- Lead campaigner against academies in Nottinghamshire and Derbyshire
- Notts NEU-NUT Section Newsletter and Website Editor
- A lead negotiator with Nottinghamshire County Council 1988 to 2018
- President of Nottinghamshire Trades Union Council 2011 to 2016
- Current Secretary of Nottinghamshire TUC

ELECTION STATEMENT

I am standing for the NDC/NAP because I believe in natural justice. Members must have full rights to bring complaints against other members. However, disciplinary panels should be entirely independent, base their findings on evidence and judge defendants on the basis of 'innocent until proven guilty'.

I have more than 30 years' experience representing members of the NUT in casework. In every case I placed the highest priority on attention to every detail. Our members deserve no less, whether they face a disciplinary case at work or in the Union.

In 2016 I played a pivotal role in persuading a reluctant Union to support an NUT member in tribunal. In May 2018, that member won more than £640,000 compensation in the court of appeal.

Although I am standing for election to the NDC/NAP, I believe that electing panels creates the risk of political factions - right and left - using the NDC/NAP to discipline members just because they disagree with them. I believe this has happened in recent years.

In 2014 the Certification Office for Trades Unions (CO) found the NUT guilty of breaking union rules by processing a case against a member of the Union who was expressing opinions about the way the union is run. The Union sought legal advice on the prospects of winning an appeal against the CO's decision. The barrister advised that there was no chance of winning an appeal because the NUT's rule allowing the expression of opinion was absolute. Disciplinary panels had no right to adjudicate in such cases at all.

At the 2016 NUT Special Conference, 97% of delegates agreed that the NEU should retain the rule exempting members from disciplinary action for expressing opinions. As yet this HAS NOT happened. If elected I will strive to ensure that it does.

GIBBON, Chris

Association: NUT Nottingham City

School: Hillocks Primary School, Unwin Road, Sutton in Ashfield, Notts NG25 0US

Nominated by: NUT Nottingham City

BIOGRAPHICAL DETAILS

- I have been an NUT member for 38 years
- Teaching in schools in the primary sector
- I have been active in the NUT for most of my career
- Member and office holder in two associations
- Council member for Nottingham City NUT section NEU
- Past roles include President, Secretary and Women's officer
- Elected delegate to NUT Conference many times
- As a case worker I have supported and represented members in all phases
- Co-founder of Notts NUT women's group
- I have liaised with other women trade unionists to organise a range of events

ELECTION STATEMENT

I am seeking your support for election to the National Disciplinary Committee and National Appeals Committee.

I became active in the NUT in the late 1980s following an incident of sexism that I experienced with a local authority inspector. The support given by a local NUT representative and a small group of women members, enabled me to challenge the treatment I had received.

Having benefitted from that support I wanted to be in a position to offer it to others. I have been able to do this over several years as a member of two associations, taking on a number of roles and supporting members with casework.

This has helped me develop my ability to listen, to negotiate, to ask questions and to view things in a non-judgmental way.

As a local secretary I have negotiated with local authority officers during meetings.

As a caseworker I have represented members in disciplinary and grievance cases.

In recent years I have been involved in both disciplinary and appeals panel hearings. The elected people on each occasion listened respectfully and questioned sensitively.

Once again I would like other members to benefit in the same way I have.

I am standing for the disciplinary and appeals committee as I feel I have the necessary qualities required for the role, coupled with the experience of having been on 'the receiving end'. Having recently retired from my substantive post and working only a few days per week, I am confident of being able to give the role the commitment required.

I will strive to deal with the facts in an open and honest way.

I will respect confidentiality, maintain high standards of personal conduct and behave with integrity.

I will act in the best interests of the National Education Union.

HOLMES, John

Association: NUT Southern Derbyshire

School: Retired

Nominated by: NUT Chesterfield & East Derbyshire, NUT Southern Derbyshire

BIOGRAPHICAL DETAILS

- Retired after over 40 years in Junior, Middle and Secondary Schools
- Teacher Governor for 25+ years and now Foundation Governor
- 8 years (2006 - 2014) as member of the National Executive, having regularly chaired committees, including Regional Council
- Serving on current NDC for 5 years.

ELECTION STATEMENT

What are the absolute essentials for the NDP?

- The ability to analyse and interpret information in a logical and dispassionate way;
- Unimpeachable independence of thought and lack of bias;
- Thorough, recent knowledge of the workings of the Union at all levels.

Why me?

- * Unaffiliated to political groups , preferring concentration on representing members' views;
- * Divisional and Local Secretary for many years, with extensive experience of the workings of the Union;
- * Casework and negotiation work have prepared me well for the sort of work expected of disciplinary panel members;
- * **I have a reputation as an independent thinker who appraises the broader picture before making decisions;**
- * With more time available now, I can be flexible, and continue to serve the Union.

Please support me again with your vote

