



Conference Agenda

6–9 April 2020

Bournemouth

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Welcome

I am so proud to have been elected as President of the National Education Union and I am really excited and honoured to be chairing the 2020 Annual Conference of the largest education union in Europe, here in what I hope will be a sunny Bournemouth this week.

Firstly, I would like to thank all those who participate in our democratic process bringing us to Bournemouth, as well as all who work in the name of the NEU. Whether you are an officer, a caseworker, a school or college rep, a member fighting to make a difference, or whether you wrote a motion or an amendment, took part in the prioritisation process, have organised fringes, booked accommodation and meeting venues, set up networks, fringes or are moved to speak – thank you, because without you and all of us playing our part, our union wouldn't be the force it is today.

I would also like to thank everyone I have visited during my presidential year so far for the warm welcome that I have received. It is truly an honour to be given the opportunity to represent the union nationally and internationally, but the very best part has been visiting branches, districts and conferences with NEU members.

This Conference falls at a time when a third of children live in poverty, we face unacceptable workload levels, there is a recruitment and retention crisis across the whole sector, and we suffer from misguided and counterproductive inspection and accountability regimes. The need for strength, unity and solidarity across our union has never been stronger.

In last year's general election campaign, we called on all political parties to address the real issues affecting our schools and colleges and although most of the parties took these on board in their manifestos there was one that didn't. The Government's increased majority means we cannot rest. We must continue to push all politicians to listen to our professional voice as well as the calls of our communities for a fairly funded education system. How else will we have a system which meets the needs of our children, giving them the best education possible, a system based on best practice and high expectations, not one governed by ideology?

We have five tests of the new Government: we call for investment in education, the ending of child poverty, meaningful steps to address the teacher retention and recruitment crisis, the replacement of Ofsted with a fair way of evaluating schools and an end to high-stakes primary tests. But is that enough? During this conference we will hear what priorities you as NEU members have set. We will hear shocking data and statistics, but we will also hear real life experience, the human side behind the facts and the issues we successfully deal with on a daily basis. We will laugh together, we will cry together, we will question, we will encourage, we will disagree, agree, clap and cheer, we will celebrate success and we will quietly contemplate, as all families should do. To me the union is the family you choose to join and there is no better family than the NEU.

Please take care of each other this conference and extend an arm of solidarity to those around you. As a Pompey Belle I encourage you all to take time to enjoy the sea air because as Sarah Kay said, "there's nothing more beautiful than the way the ocean refuses to stop kissing the shoreline, no matter how many times it's sent away."

Amanda Martin
President

Guests of the Union

The following guests of the Union will be attending Conference:

International

[Jose Antonio, ANDEN, Nicaragua](#)

[Odile Cordelier, ETUCE](#)

[Anan Dana, GUPT, Palestine](#)

[Baguma Filbert Bates, UNATU, Uganda](#)

[Lucky Goodman Cele, SADTU, South Africa](#)

[Magwena Maluleke, SADTU, South Africa](#)

[Valet Kaya, EGITIM SEN, Turkey](#)

[Ismail Sagdic, EGITIM SEN, Turkey](#)

[Patricia Keefer, AFT, USA](#)

[John Omambia Mtiangi, KNUT, Kenya](#)

[Wilson Sossion, KNUT, Kenya](#)

[Wycliffe Etole Omucheyi, Kenya](#)

[Valeriano Reyes Leon, Cuba](#)

[Eugenie Stolk, Aob, Netherlands](#)

British Isles

[Breda Lynch, ASTI](#)

[Mary Magner, INTO](#)

[Bill Ramsay, EIS](#)

[Larry Flanagan, EIS](#)

[Catherine Nicol, SSTA](#)

[Seamus Searson, SSTA](#)

[Jacquie White, UTU](#)

[Stephen McCord, UTU](#)

UK Guests

[Judy Shaw, NAHT](#)

[Paul Whiteman, NAHT](#)

[Phil Kemp, NASUWT](#)

[Naomi Cooke, LGA](#)

Report of the Conference Committee:

Allocation of Conference Time

The Conference Committee has agreed the following allocation of Conference time to the various sections (all sessions are in public unless indicated otherwise):

Monday 6 April - First session		Motion	Page
9.00 - 10.00	Adoption of Standing Orders	1	1
	Report of the Conference Committee	2	7
	Report of Conference 2019	3	7
	Report of the Executive – Section 1	4	7
	Report of the Executive – Section 2	5	7
	President's Speech		
10.00 - 12.30	Bargaining & Negotiations	6-11	7-18
Monday 6 April - Second session		Motion	Page
2.00 - 3.30	Equalities and Social Justice	12-14	19-24
3.30 - 3.45	Annie Higdon, Blair Peach and Steve Sinnott Award		
3.45 - 4.15	International	15	25-26
4.15 - 4.40	Guest Speaker		
4.30 - 5.30	Sector Conferences	16-18	26-29
Tuesday 7 April - Third session		Motion	Page
9.00 - 10.45	Union Strength (Private)	19-22	30-36
10.45 - 11.00	Nikki Simpson, Representative and Officer of the Year Awards presented		
11.00 - 12.30	Education Policy for Schools and Colleges	23-27	36-44
Tuesday 7 April - Fourth session		Motion	Page
3.30 - 3.45	Guest Speaker		
3.45 - 5.30	Assessment, Curriculum and Accountability	28-32	45-55

Wednesday 8 April - Fifth session		Motion	Page
9.00 - 10.00	Assessment, Curriculum and Accountability	28-32	45-55
10.00 - 10.45	Union Accounts (Private)	33-35	56
	TBS Report (Private)	36	56
	NEU Trust Fund (Private)		
10.45 - 11.45	Equality Conferences	37-39	57-59
11.45 - 12.15	General Purposes	40	60
12.15 - 12.30	Guest Speaker		
Wednesday 8 April - Sixth session		Motion	Page
2.00 - 3.30	Education Policy for Schools and Colleges (cont)	23-27	36-44
3.30 - 5.30	Bargaining and Negotiations (cont)	6-11	7-18
Thursday 9 April - Seventh session		Motion	Page
9.00 - 10.00	Bargaining and Negotiations (cont)	6-11	7-18
10.00 - 10.45	Member Defence	41	62-63
10.45 - 11.00	Fred and Anne Jarvis Award Presented		63
11.00 - 12.00	Unfinished Business		63
12.00 - 12.45	Joint General Secretaries Address Conference		
	Vote of thanks	42	64
	Close of Conference		

First Session

Monday 6 April 2020

9.00 to 12.30

First Session:

Monday, 6 April (9:00am – 12:30pm)

Formal Business:

The Chair will be taken at 9.00 am by Amanda Martin (President)

Motion 1

Adoption of Standing Orders

(Executive) to move

(Executive) to Second

Order of Business

1. The order of the business in the Agenda will be decided by the Conference Committee.

Conference Committee

2. The report of the Conference Committee on the allocation of business as printed in the Agenda will be provided to members of Conference before the first session of Conference.
3. The report may be amended by Conference. Notice of an amendment should be submitted in writing to the Joint General Secretaries or their nominee. It should be signed by 200 members of Conference with each stating their local district, the capacity in which they are attending Conference, and their Conference membership number.
4. An amendment to the Conference Committee report received prior to the adoption of the Standing Orders will be debated before the adoption of the Annual Report. The amendment will be proposed and seconded.
5. Subsequent decisions of the Conference Committee may be subject to amendment by Conference and will normally be debated at the commencement of the next session. The amendment will be proposed and seconded.

Annual Report

6. Following the adoption by Conference of the Standing Orders, the reception of the Annual Report of the Executive will be proposed.
7. As each section of the Annual Report is considered, a vote will be proposed that the relevant section of the Annual Report be adopted.
8. When there is more than one amendment to a section of the Report of the Executive, members of Conference will vote on the order of the amendments by show of hands. Where a Local District wishes to withdraw an amendment to the Report of the Executive, a request must be made to the Joint General Secretaries or nominee in writing no later than 30 minutes before the beginning of the First Session, for Conference approval and before members vote on the order of the amendments.

9. The Executive shall retain the right of reply to each amendment.

Motions

10. Motions may be submitted in accordance with Rule and the Conference Committee arrangements. Local Districts may submit up to 6 motions. Sector or Equality sections may submit one motion.
11. The proposer of a motion or an amendment will be allowed to speak for up to 4 minutes. No extension of time will be allowed except to the Treasurer when proposing that the financial statements be received.
12. The seconder of a motion or an amendment and subsequent speakers will be allowed 3 minutes.
13. The motion on the vote of thanks and presentation to the Chairperson will be proposed and the Chairperson will be able to make a reply of up to four minutes.

Speaker Cards

14. Members of Conference who wish to speak on a motion or amendment should hand in their completed speaker card at the designated place in the conference hall. The card must be signed by the Member of Conference wishing to speak. Unsigned cards will not be valid.
15. Cards may be handed in from 1.00 – 4.30 pm on the day before the commencement of Conference.
16. Cards may be handed in during the 15 minutes prior to any session of Conference, during the session and up to 15 minutes after the scheduled close of the session. Cards will be sorted into a female/non-female, but otherwise random, speaking order. Cards submitted in the 15 minutes before the start of the day, or at any time during the day of the relevant debate, will be added to the end of the speaking order list for that debate.
17. When a report of the Conference Committee and the timing of urgent Motions or Suspension of Standing Orders occur in the same Conference day, speakers' cards submitted up to two hours before the start of the debate will be sorted into a female/non-female but otherwise random speaking order. Cards submitted after this will be placed at the end of the speaking order in female/non-female order.
18. Members of Conference who have spoken twice or more during Conference will be added to the speaking order after cards submitted in accordance with 15 above. This shall not apply to proposers and seconders of motions and amendments, or members exercising the right of reply.

Amendments to motions

19. Up to 6 amendments to original motions may be submitted by Local Districts in accordance with Rule and the Conference Committee arrangements. The Executive will not be restricted by the number of amendments to original motions.
20. The Chairperson will normally vote on an amendment after it has been moved and seconded unless there are cards against.

21. Conference will debate at least one amendment to the substantive motion. When an amendment to a motion is being debated (other than adopting the Annual Report), further amendments will not be considered until the vote on the first amendment is declared. If that amendment is carried or accepted, the amended motion will, for the purposes of subsequent amendments, be treated as the original motion and capable of further amendment. If not, then a further amendment may be proposed to the original motion. Only one amendment shall be submitted for discussion at a time.
22. The Conference Committee will consider urgent motions and place them in an appropriate position on the Agenda. Urgent motions from the Executive shall only be debated where Conference decides to do so by a majority vote after the suspension of Standing Orders has been proposed and agreed. The motion to suspend Standing Orders shall be put to the vote after it has been proposed and formally seconded with not more than one speech made in opposition.
23. Amendments to urgent motions from the Executive shall be submitted to the Joint General Secretary or nominee, stating the proposer and seconder. The Conference Committee will decide the timetable of debate which will be notified to Conference without delay. Amendments will be printed and supplied to Members of Conference.

Decisions of the Chairperson

24. The decision of the Chairperson on any point shall be final. If any decision is challenged, it will be done at the next session of Conference as first business using the following procedure:
 - a. The Chairperson shall vacate the Chair in favour of the Vice-Chairperson.
 - b. The Vice-Chairperson will read to Conference the decision of the Chairperson which is the subject of the challenge.
 - c. The member of Conference making the challenge shall then have four minutes to speak to the challenge.
 - d. The Chairperson whose decision is being challenged will be allocated four minutes to answer the challenge.
 - e. Conference will then vote on the Chairperson's ruling, without further debate.
25. Delegates who wish to raise a point of order must quote the relevant standing order.
26. All questions to the Chairperson should be submitted in writing to the Conference Office. Delegates may not address questions to the Chairperson from the floor.

Procedural Motions

27. Once the motion to adopt a section of the Annual Report has been proposed and seconded, a motion "that Conference now votes" on the adoption of the section can be proposed and seconded immediately. This motion will be put to the meeting without debate.
28. Debate on a substantive motion may be decided to be unnecessary by the Chairperson and terminated by either the Chairperson or by

Conference. In the latter case, it may be terminated by a motion that "Conference now votes" being proposed, seconded and carried. A speech may not be interrupted for the purpose of proposing this motion, nor may it be put to the vote unless and until at least one speech has been taken against the main motion, providing there are delegates who have indicated an intention to speak against.

29. Any debate on an amendment, may be closed by a motion "that Conference now votes" being proposed, seconded and carried, although no speech shall be interrupted for the purpose of proposing such a motion. This motion will be put to the meeting without debate. It may not be proposed unless and until the amendment being debated has been proposed and seconded and until at least one speech has been taken against the amendment providing there are delegates who have indicated an intention to speak against it.
30. Where an amendment is under discussion, the motion "Conference now votes" will apply only to that amendment. After Conference has voted on the amendment debate will continue. Subsequently a proposal "that Conference now returns to the substantive motion" may be proposed, seconded and put to the meeting without debate.
31. Any debate on the substantive motion may be terminated by a motion "that Conference now votes." This motion will be put to the meeting without debate
32. Where an Executive Memorandum is under consideration and contains more than one recommendation and where some of the recommendations are subject to amendment, the debates will take place in the order in which the recommendations appear in the Memorandum. The debate on each recommendation, other than the last, may be closed by Conference voting "that Conference proceeds to the next recommendation to which an amendment appears on the agenda". This will always be subject to the provisions of a further proposal that "Conference now votes on the substantive motion" at any time.
33. Debate in any section may be closed following the conclusion of a debate on an original motion by Conference passing the motion "that discussion in this section of Conference be terminated". This motion will be put to Conference without debate. If Conference approves this motion, there can be no re-opening of debate on that section and Conference will normally then consider uncompleted business from an earlier section. The Chairperson may, however, seek the approval of Conference to bring forward the business of the next session.
34. In the event of the completion of business of a section before the end of the time allocated, Conference will normally consider uncompleted business from an earlier section. The Chairperson may, however, seek the approval of Conference to bring forward the business of the next session.

Other Rules of Debate

35. In addition to the general privileges of debate:
 - a. The proposer of an original motion shall have the right of reply upon the original motion or upon one amendment.

- b. The proposer of an original motion who has accepted an amendment shall have the right of reply upon the amended motion or upon one subsequent amendment;
 - c. Subject to d and e below, the proposer of an amendment which has been carried shall have the right of reply upon the amended motion or upon one subsequent amendment as they are then in effect the “owner” of the motion.
 - d. The proposer of a Memorandum of the Executive shall retain the right of reply notwithstanding that an amendment or amendments have been carried and shall, in addition and subject to f below, have the right of reply to one amendment.
 - e. If the recommendations contained in an Executive Memorandum are sub-divided into sections by subject or other classification, the proposer of the Memorandum may, in addition to his or her right of reply to the debate on the Memorandum as a whole, exercise the right of reply on one amendment in each such section.
 - f. The right of reply shall be the final contribution to a debate and subsequently no further debate shall be allowed on the question.
 - g. No member shall speak more than once on the same motion nor on the same amendment except in the exercise of the right of reply and no new matter shall be introduced by the proposer in reply.
 - h. Every motion shall be put to the vote by a show of hands. The Chairperson will declare the result. Members of Conference may challenge this declaration by raising their hands. If 200 members of conference support the challenge, or where the Chairperson decides, Conference will vote digitally. The result of a digital vote cannot be challenged.
 - i. All members of Conference present will remain in their place until the Chairperson announces that voting has concluded. Accredited members who are temporarily absent from the Conference session may authorise other members of Conference to digitally vote on their behalf. Digi-voting shall not be used for procedural motions, except and unless the declaration of the Chairperson is challenged.
36. When the Chairperson rises to speak, everyone present shall immediately take their seats or return to their allocated position. Any member of the Union who wilfully disregards the ruling of the Chairperson after being warned, or who is guilty of gross disorderly conduct in interrupting the proceedings of Conference, will be immediately suspended from further attendance at Conference and shall have this conduct dealt with under Rule.

Suspension of Standing Orders

- 37. A proposal to suspend Standing Orders must be submitted in writing to the Joint General Secretaries or nominee, signed by at least 200 members of Conference giving details of the name of their Local District together with their membership number.
- 38. The Conference Committee will decide at what time in the order of business it is proposed to debate the Suspension of Standing Orders. It will also decide the time it is proposed to debate the issue giving rise to the suspension, assuming the motion is successful. Neither time

can include the time allocated for formal business in the Agenda. The time stipulated by the Conference Committee for debate on the Suspension of Standing Orders must be at least one hour of Conference business time after the written notice has been received.

39. The Proposal to suspend Standing Orders will be put to the vote after it has been proposed and formally seconded and not more than one speech made in opposition. Should such a Proposal be defeated, no further proposal to suspend Standing Orders to discuss the same subject shall be permitted.
40. A two-thirds majority of those present is required to suspend

Standing Orders.

41. In the interests of orderly debate, the Chairperson may seek the approval of Conference to vary the order of discussion on amendments to motions without the necessity to suspend the Standing Orders.

General

42. No motion or amendment may be withdrawn, nor proposer or seconder replaced without the consent of Conference.
43. The Union will issue each member of Conference and accredited observers with a badge that must be clearly displayed during the whole of the time that they attend a session of Conference. Members of Conference must not transfer their badges to non-members of Conference and non-members of Conference must not accept badges. Members of the Union acting in contravention of this provision shall be deemed to have acted contrary to the instructions of the Union and their conduct shall be referred to the Officers of the Union under the provisions of Appendix A of the Rules of the Union (National Disciplinary Committee).
44. Only members of Conference, accredited observers who are members of the Union, and members of staff, shall be admitted to a private session of Conference.
45. Mobile telephones and all other hand-held communication devices should be switched off or placed on silent mode whilst the Conference is in session.
46. There will not be a seating plan in the Conference Hall. Delegates should not reserve seats unless arrangements are made with the Conference Office to accommodate specific delegate requirements. Access needs for all delegates will be taken into account and the operation of Standing Orders may be varied if necessary, to take account of those needs. Non-voting attendees shall be allocated a separate space in the Conference Hall from voting delegates

Motion 2

Report of the Conference Committee

Gerald Clark (for CC) to move

Merike Williams (for CC) to second

That the Report of the Conference Committee be now received.

Motion 3

Adoption of the Report of Conference 2019

(Executive) to move

(Executive) to Second

That the Report of Conference 2019 be adopted.

Motion 4

Adoption of the Report of the Executive – Section 1

(Executive) to move

(Executive) to Second

That Section 1 of the Report of the Executive be adopted.

Motion 5

Adoption of the Report of the Executive – Section 2

(Executive) to move

(Executive) to Second

That Section 2 (Rule Changes) of the Report of the Executive be adopted.

Presidents Address

Bargaining and Negotiations Section:

Motion 6

Climate Emergency

Phil Coales (Islington) to move

(Wakefield) to second

Conference notes the successful Student Climate Strikes in Britain and in countries around the world.

Conference further notes that 245 Local Authorities in England, Scotland, Wales and Northern Ireland have declared a climate emergency. 149 of these have set a target of reaching zero emissions by 2030 or earlier.

Recognising that the labour movement has to lead the Just Transition to a sustainable economy and society.

Conference instructs the Executive to declare a climate emergency.

Conference further instructs the Executive to:

1. **Immediately review all national union activity and infrastructure to draw up a plan for complete eradication of greenhouse gas emissions and begin implementing it as rapidly as possible - with a report on progress at the 2021 Conference;**
2. **Ensure that education in Just Transition is built into our reps training and call on districts to incorporate it into local training;**
3. **Take these points to the TUC to propose the rest of the trade union movement does the same;**
4. **Call for all schools, Local Authorities and Multi Academy Trusts to declare a climate emergency and to plan a path to zero greenhouse gas emissions on the basis of the maximum possible action within existing arrangements- while identifying action or investment needed from central Government to remove structural obstacles;**
5. **Work with the school students movement, other unions and campaigns in informing and mobilising our members in support of actions up to and beyond the November Conference Of Parties in Glasgow; and**
6. **Work with the TUC and Youth Strike for Climate to encourage all workplaces to take action on Fridays for our Future days.**

Amendment 6.1 (composite)

(Lambeth) to Move

(Birmingham) to Second

Add new first paragraph:

Conference notes:

1. Global carbon emissions must reduce sharply from this year to stop climate breakdown.
2. We need a global Green New Deal; with all countries contributing according to their resources.
3. The November 2020 Glasgow COP will show who is meeting this challenge.
4. We need to campaign strongly leading up to, at, and during it.
5. 91% of students surveyed said schools should teach more about the crisis, over half of teachers that they were ill equipped to do so, 40% that their SMT was disengaged.
6. The success of the climate themed learning week in February.
7. Unlike the UK, Finland and New Zealand are making the climate crisis the core of their curriculum - including recognising student activism as the way to process 'eco anxiety'.

Add new point after "Conference instructs the Executive to"

7. **Work with other unions and environment campaigns to:**
 - a. **Press government to transform our curriculum to meet the climate emergency.**
 - b. **Publish a special edition of Educate dedicated to COP26, the transition that is needed, 'teach the truth' and eco-anxiety.**
 - c. **Sponsor transport to the COP; and support a week of action all over the country during it; including a climate themed learning week.**

Amendment 6.2

(East Essex) to Move

(East Essex) to Second

Add new 7:

- 7. Work with Educational International and other appropriate global bodies to further the eradication of greenhouse gas emissions in education and associated workplaces.**

Amendment 6.3

(Lewisham) to Move

(Lewisham) to Second

Add new point 4 and renumber accordingly:

4. In material and public statements, make the link between the declaration of a climate emergency and opposition to privatisation, calling for democratic planning of production and services with workers playing an active role in their control and management to plan for green growth.

Amendment 6.4

(North Somerset) to Move

(Ealing) to Second

Add new 4th paragraph directly above "Conference instructs the Executive to declare a climate emergency"

Conference further notes that 5 organisations* to which the NEU is affiliated are named in a counter terrorism police document, as is student involvement in climate strikes. Thus, students or education staff who take part in activities organised by Extinction Rebellion, Greenpeace, Youth Strike for Climate, could be the subject of referrals to the Prevent programme.

Conference believes that this has serious implications for civil liberties and the right to protest and is a strategy to undermine the success of climate protests.

Conference rejects the implication that there is an equivalence between climate protests and violent far-right organisations.

Add new points under "Conference further instructs the Executive"

- 7. To reaffirm our support for the new listed organisations**
- 8. To write to the Home office seeking an explanation as to how this list was established, and demand it is withdrawn**
- 9. Issue advice to members in keeping with policy agreed at 2019 conference "to stand in full solidarity with all students striking or protesting against climate change"**

* CND, Palestine Solidarity, Stand Up to Racism, Stop the War coalition, Unite against Fascism

Amendment 6.5

(Lewisham) to Move

(Lewisham) to Second

Add new point 6 and re-number:

6. Actively encourage reps to be alert to any potential health and safety concerns linked to the environment or otherwise which may be acted upon alongside the student action.

Amendment 6.6

(Bedford) to Move

(Bedford) to Second

Add at end of motion:

As an act of solidarity with those in the Global South who are campaigning against the effects of climate change, the NEU will sponsor four climate activists from the Global South to attend the COP26 events in Glasgow.

Motion 7

Workload

(Bradford) to move

(Fylde & Wyre) to second

Conference notes the findings of the recent publication of the Department for Education's second teacher workload survey:

1. On average, teachers reported working 49.5 hours per week. This remains above the Working Time Regulations maximum of 48 hours.
2. Over 70% of teachers reported unacceptable workloads and an inability to balance their work and private life; and
3. There has been little, if any, significant impact on teacher workload despite widespread Government and workplace reviews of planning, marking and data policies.

Conference further notes the findings of the University College London Institute of Education 2019 study showing that one in four teachers works more than 60 hours per week. Conference believes that excessive workload is the key contributor to significant rates of mental health issues among teachers and support staff, as well as the crisis in teacher recruitment and retention, with Department for Education figures showing:

- i. One third of newly qualified teachers leave the profession within five years;
- ii. Teacher numbers in England have fallen for the first time in 6 years, despite rising pupil numbers; and
- iii. Retention rates have not improved in recent years, while new entrant numbers have declined.

Conference instructs the Executive to:

- a. **Campaign for significant and immediate reductions in workload for all teachers and support staff;**
- b. **Embark on a public-facing campaign highlighting the devastating impact excessive workload has on teachers, support staff, as well**

as on pupils, including the impact of high stakes testing and the accountability system;

- c. **Distribute and disseminate Workload Charters currently in use and carry out an analysis into their effectiveness at reducing workload;**
- d. **Collate and publish data on the prevalence and impact of workload on the mental health of teachers and support staff;**
- e. **Work with districts, branches and workplace reps to encourage the use of the union's workload survey in order to identify common workload issues; and**
- f. **Continue to support members wishing to take collective action on workload while seeking to coordinate industrial action arising from this campaign across workplaces.**

Amendment 7.1

(Leeds) to Move

(Leeds) to Second

Add new points:

- g. **relaunch a campaign of Action Short of Strike Action designed to empower members to take targeted collective action to tackle the workload issues specific to their schools**
- h. **issue simple and clear advice on the process for sanctioning school-level action on workload and encourage branches to actively promote ASOSA**

Amendment 7.2

(Oldham) to Move

(Oldham) to Second

Add new point:

- g. **Campaign for staff with extra responsibilities such as subject leaders to have access to a fair amount of extra release time, e.g. 10%**

Amendment 7.3 (composite)

(Waltham Forest) to Move

(Wakefield) to Second

Conference strongly opposes any removal of statutory class size limits as a response to managing staff absences arising from novel Coronavirus.

Conference believes that increasing class sizes would damage education and heighten the risk of infection being spread further as well as further increasing staff workload. Conference recognises that Public Health England advice to education workers to hand wash regularly throughout the day will only be possible if time and facilities are provided within the school day for this to take place.

Add new points:

- g. **Call on the Government to ensure that:**
 - i. **schools and health services are adequately funded to meet needs including providing additional budgets to provide**

supply staff to cover additional absence arising from the coronavirus.

- ii. both staff and parents/carers are fully compensated for any loss of earnings arising from the crisis;
- h. Issue advice to members, workplace representatives and Local Officers to ensure that workload demands on staff are reduced to make sure that time is available to prioritise protecting the health and safety of staff and students; and
- i. That schools/academies are encouraged to bring cleaning services back “in-house”.

Amendment 7.4

(Vale of Glamorgan) to Move

(Vale of Glamorgan) to Second

Add new paragraph three:

Conference additionally notes that:

- A. In Wales we have been promised a National workload charter by the Welsh Education Secretary but progress on this has been very slow and has now ceased completely
- B. Welsh Government employees involved in the working group have been reluctant to include any accountability for the charter which raised concerns with unions about whether it would just end up being another piece of paper that would end up making no difference to teacher workload again
- C. The urgency around finishing the charter by Christmas was more a tick box exercise than a concern about teacher wellbeing

Add new points:

- g. **Pursue a conversation with Kirsty Williams (Welsh Education Secretary) about the delay to setting up a national workload charter in Wales**
- h. **Insist on a clear accountability for the success of the charter**
- i. **If there is no commitment to moving forward, Wales should start to campaign in earnest for reductions in workload for all teachers and support staff as in England.**

Motion 8

A National Contract for Education (Composite)

(Leeds) to move

(Greenwich) to second

Conference believes that:

1. Urgent action is required to reverse the continuing deterioration in school staff pay and working conditions and the resulting continuing deterioration in students' learning conditions;
2. Despite successive Conferences agreeing policies to address these conditions, improvements have not yet been achieved. Education remains blighted by high staff “wastage”;
3. The Union should call on Government to agree a new way forward by negotiating a “National Contract for Education” to be binding on all employers;

4. Organising around a Contract combining a range of demands can help bring together a range of grievances into one unified campaign;
5. The call for negotiations should be combined with preparation for a national ballot for strike action, starting by building for a national indicative ballot;
6. Ballots should also be counted by employer so that, alongside national negotiations, the union can also pursue disaggregated action to make gains on an employer-by-employer basis; and
7. Through recent indicative ballots, branches and districts have improved their understanding of how to be “ballot ready”. This experience now needs to be built upon, including, as an immediate step, through the “forensic review and updating of membership records” agreed at 2019 Conference.

Conference instructs the Executive to commence negotiations around the following demands:

Pay school staff properly

- i. **A pay rise of 10% for all school staff;**
- ii. **Guaranteed pay progression. End performance-related pay; and**
- iii. **Trade-union negotiated pay scales for all points plus additional London and Fringe allowances that properly meet the additional cost of living**

An end to excessive teacher workload

- iv. **A minimum 20% planning, preparation and assessment time for all within the timetabled week;**
- v. **A maximum working week, with a legal limit to working hours over 195 days of directed time; and**
- vi. **Trade-union negotiated policies that ensure teachers can complete their planning, preparation and assessment and other responsibilities within this limit.**

Sufficient staffing to meet needs

- vii. **A trade-union negotiated class size and staffing policy.**

Collective bargaining and accountability

- viii. **Trade union negotiating structures between elected reps and management to be set up with every school and employer.**

Amendment 8.1

(Kirklees) to Move

(Kirklees) to Second

Delete 4.

Point 5 becomes point 4.

In original Point 5 Delete all after “combined with” until “the “forensic review and updating of membership records” agreed at 2019 Conference” in point 7 Insert “preparing our members for a strike ballot in stages by:

- A. Organising a national roadshow that seeks to raise the level of debate in local and school communities on the advantages of reinstating national pay and conditions for all workers employed or hired in publicly funded schools.
- B. Producing literature and organising school meetings to build support for the national contract among our members and making it clear that strike action will be needed
- C. Ensure that all districts are ballot ready by having”

Add new point 5

After the implementation of the preparations outlined in new point 4, conduct an indicative ballot for national strike action. Ballots should also be counted by employer so that, alongside national negotiations, the union can also pursue disaggregated action to make gains on an employer-by-employer basis.

Delete point (i) and renumber

Amendment 8.2

(Warwickshire) to Move

(North Somerset) to Second

Add at end:

Conference further instructs the Executive to:

- a. **Consult widely with members in schools and colleges about their priorities for reducing workload and achieving an acceptable work/life balance;**
- b. **Draw up a bargaining strategy and resource pack to be used with academy trusts, including the above elements where appropriate and issues such as maternity leave, flexible working etc;**
- c. **Draw up a bargaining calendar and resource pack for Reps and members to use in their workplace to address working time and workload; and**
- d. **Use the above as part of our strategy to recruit and train reps, so as to put ourselves in the best place to win a ballot for strike action.**

Conference congratulates Reps and local officers of the Tower Hamlet NEU Branch for the work they have done to prepare for, and win, a strike ballot to defend member’s terms and conditions. Conference believes that the work they have done can be used as a model for Districts in preparing for a ballot on a ballot in pursuit of these demands.

Amendment 8.3

(Oldham) to Move

(Oldham) to Second

In section “Conference instructs the Executive to commence negotiations around the following demands” add the further action point:

“A set, legally enforceable amount of time for subject leaders”.

Motion 9

Adult Mental Health in Education

Scott Lyons (Norfolk) to move

Susannah Billeter (Devon) to second

Conference recognises that if we are to provide the best for our children and young adults, then it is crucial that we also address the equally important issue of the adult mental health crisis in education.

Conference notes that:

1. Counsellors at “Education Support Partnership” dealt with 9,615 cases between April 2018 and March 2019, the largest number in the charity’s history – a 28% increase compared to two years ago;
2. Helpline cases grew by 49% compared to the previous year and callers, clinically assessed to be at risk of suicide, rose to 561 (compared to 357 in 2017/18); and
3. There is a toxic brew in our schools of: unreasonable accountability and tests; fear of pay paralysis; plus austerity-fuelled funding cuts, driving class sizes up and staff numbers down.

Conference further recognises that Union Lay Officers and Reps experience a high level of casework related to mental health issues. They often provide support to members with little, or no specific training risking a detriment to their own mental health.

Conference believes our Union can be the loudest ethical voice in raising the profile of adult mental health in education. Together we can challenge stigma and discrimination whilst ensuring members are offered a response with collective care and action, if required.

Therefore, Conference instructs the Executive to:

1. **Formulate and lead an education Trade union campaign on challenging mental health stigma in the workplace, including invisible disability and injury at work;**
2. **Ensure that action against cuts includes references to mental health issues related to both children and adults;**
3. **Undertake a whole membership survey to discover the scope of invisible injury and traumatic experiences in schools;**
4. **Update and review the training for Reps and Lay Officers to enable effective support for members enduring mental health crisis;**
5. **Promote early intervention in supporting an adult in mental health crisis including Mental Health First Aid, debriefing and signposting;**
6. **Fund a district pilot in supervision for Reps and Lay Officers; and**
7. **Use our position to challenge unethical leaders who do not prioritise staff mental health – share/promote stories of successful action.**

Amendment 9.1

(Durham) to Move

(Durham) to Second

Delete points 4, 5 and 6 and replace with:

4. Update and review the training for Reps and lay officers with regards to building awareness of mental health issues and create a guide to be used for signposting services that can support members affected.
5. Promote early intervention by the employer in supporting members with appropriate support and signposting.

Renumber point 7 to point 6.

Amendment 9.2

(Oxfordshire) to Move

(Oxfordshire) to Second

Amend 4 to read:

4. Update and review the training for Reps and Lay Officers and provide the opportunity for all to attend an MHFA (adult) training course to enable them to provide effective support for members and to promote well-being in the workplace.

Motion 10

Agency Worker Regulations and Supply Teachers (Composite)

(Lewes, Eastbourne and Wealden) to move

(City of Leicester) to second

Conference notes:

1. Supply Teachers in particular have been adversely affected by the deregulation, privatisation and underfunding of the education system. The overriding aim of the union has to be to ensure a system whereby all supply teachers are public employees within National Education Service, giving them terms, conditions and pension access equal to permanent staff; and
2. Currently the main legal protection Agency Workers have is the Agency Worker Regulations (AWR) 2010, as amended by the Report of the Taylor Commission 2018.

However, Conference believes that many agencies are not rigorously complying with AWR.

Conference instructs the Executive to:

- i. **Campaign vigorously to reach out to all Supply members, appraising them of their legal entitlements;**
- ii. **Put in place an online tool to enable members to calculate if they have a claim and to train Officers to support members with a claim;**
- iii. **Work with the Employment Agency Standards Inspectorate (EASI) to prioritise the enforcement of AWR for agencies operating in the Education sector and to take decisive action against agencies who avoid AWR;**
- iv. **Work with EASI to ensure robust sanctions are in place and enforced for those agencies who still use the Swedish derogation contracts after April 2020;**

- v. **Call upon the Recruitment and Employment Confederation (REC) and the Association of Professional Staffing Companies (APSCO) to adjust their requirements accordingly to ensure implementation of AWR by their members and to exclude those agencies who do not scrupulously honour their statutory obligations;**
- vi. **Demand that the Crown Commercial Service remove any agencies, who have failed to uphold AWR, from their approved providers' website with immediate effect; and**
- vii. **Present a written report to the 2020 Supply Teachers' Conference and the 2021 National Conference explaining the results of actions (i) – (vi).**

Motion 11

Teacher and Support Staff Pensions

(Executive) to move

(Executive) to second

Conference condemns the Government's failure to implement scheduled improvements to public sector pension schemes, including the Teachers' Pension Scheme (TPS) and Local Government Pension Scheme (LGPS), using legal judgements in cases involving judges and firefighters as an excuse.

Conference welcomes the Government's commitment to compensate all public sector pension scheme members in line with these judgements but declares its opposition to any and all attempts by the Government to use them as an excuse to pursue further changes to these schemes which would disadvantage scheme members.

Conference notes that TPS and LGPS members have been denied benefit improvements or contribution reductions due under the terms of the cost-sharing arrangements imposed in 2012. Conference notes that the above judgements did not require the postponement of these improvements and that the Government did not postpone increases in employer contributions due at the same time.

Conference welcomes the union's support to teachers in independent schools resisting employer threats to withdraw from the TPS. Conference agrees that proposed scheme changes allowing some employers to deny TPS membership to new appointees must be opposed as they would represent a first step towards removing pension rights from all.

Conference regrets that the Government refused to consider, in negotiations on the application of the cost-sharing arrangements, the lowering of the TPS normal pension age. Conference reaffirms its view that scheme pension ages are now too high and should be reduced. Conference declares its opposition to any further measures to make teachers and support staff work longer, pay more or get less in their pensions.

Conference instructs the Executive to take all necessary steps, up to and including balloting for strike action, in order to resist any attempts to impose further detrimental changes to the TPS and LGPS.

Amendment 11.1

(East Essex) to Move

(North Yorkshire) to Second

First paragraph, penultimate sentence, insert after “using” “the McCloud and Sargeant”.

Paragraph 4 Delete first sentence and replace with:

Conference congratulates the increasing number of members in independent schools who are resisting employer’s threats to withdraw from the TPS and their willingness to call on the Union to support strike action.

Final paragraph delete all and replace with:

Conference instructs the Executive to:

- 1. Enhance communication with members about developments arising from the McCloud and Sargeant judgments and their remedies;**
- 2. Further advise members that they do not need and should not engage with private companies seeking to provide legal redress;
and**
- 3. Take all necessary steps including and up to strike action to resist detrimental changes to TPS and or LGPS.**

Second Session

Monday 6 April 2020
2.00 to 5.30

Second Session:

Monday, 6 April (2:00pm – 5.30pm)

Equalities and Social Justice Section:

Motion 12

Poverty, Disadvantage and Education in Coastal Areas

(North Yorkshire) to move

(Somerset) to second

Conference notes that:

1. Many coastal areas are isolated and have suffered greatly from Austerity;
2. Disadvantaged pupils in Coastal Schools* have been particularly affected. On average, they achieve around three GCSE grades lower and make less progress compared to disadvantaged pupils in non-coastal areas;
3. The impoverished nature of many coastal areas is being recognised by the Government, but their narrative lays the blame at the doors of schools and colleges;
4. The Government's overall strategy relies very heavily on education to fix the problems without tackling the underlying societal issues;
5. Ofsted have demonised many schools and school staff in these areas. This has caused difficulties in recruiting and retaining teachers; and
6. Support staff are increasingly being made redundant and there is less help for pupils with SEND.

Conference instructs the Executive to:

- i. **Establish what proportion of the union's membership are employed in Coastal Schools;**
- ii. **Commission further research, in collaboration with other institutions where necessary, into the links between poverty and low pupil attainment in coastal areas;**
- iii. **Disseminate the findings of the research to members and the wider public; and**
- iv. **Challenge the culture of naming and shaming schools in coastal areas.**

*the DfE define Coastal Schools as those within 6 km of the coast.

Amendment 12.1

(East Essex) to Move

(Southend) to Second

After 'Conference notes that:'

Point 4 after "societal issues" add "or providing adequate funding for initiatives".

Add after "Conference instructs the Executive to:" new point

- v. **Call on the Government to fully fund all initiatives to tackle poverty.**

Motion 13

Exclusions

(Warwickshire) to move

(Derby City) to second

Conference notes that the Timpson Review of school exclusions highlighted that:

1. Students with Special Educational Needs, Black and Gypsy/Roma and Traveller children and those eligible for free school meals are disproportionately excluded from school and from education, whether through short term or long-term formal exclusion or the illegal off-rolling of students;
2. There are huge discrepancies between schools that seek to include and those where there is a high rate of exclusion;
3. Exclusion from school can leave children socially isolated and educationally disadvantaged and puts them at risk of becoming involved in crime and the “school to prison” pipeline; and
4. Parents of excluded children feel alienated and unsupported by the education system and the Independent Review System.

Conference further notes the Timpson Review:

- i. Did not address fragmentation of the education system through academisation and the introduction of free schools and the lack of local democratic control, which has allowed schools to exclude without consequences;
- ii. Failed to address how the stereotyping of black children and institutional racism underlies racial disparities in rates of exclusion; and
- iii. Proposes to expand Alternative Provision.

Conference instructs the Executive to:

- a. **Campaign for a fully inclusive, properly funded education service where exclusion is reduced and ultimately ended;**
- b. **Continue to campaign for all schools to be subject to local democratic scrutiny;**
- c. **Campaign for schools to publish data on exclusions and the destinations of students no longer attending, and to be accountable for these students and the funding of their education;**
- d. **Campaign to ensure that managed moves only take place when properly resourced alternative provision is in place;**
- e. **Campaign against the expansion of Alternative Provision and for better funding for inclusive education within schools;**
- f. **Challenge the failure of Government to address the racial and class inequalities in rates of exclusion, and to work with educators and parents of students affected; and**
- g. **Call for the reform of Independent Review Panels, including returning their power to compel schools to accept back a student.**

Amendment 13.1

(Croydon) to Move

(Brent) to Second

Add after iii:

Conference:

- A. Notes that an increase in Alternative Provision (AP) and the development of Secure Schools without restoring funding for early intervention is an inefficient use of public money;
- B. Believes that private providers should not be involved in management of AP/Secure Schools; and
- C. Celebrates the dedication of our members working hard in AP and calls for them to have the recognition, remuneration, and resources they deserve.

Delete and replace point a:

Campaign for an inclusive, properly funded education service where exclusion is reduced and minimised by positive actions and increased funding

Delete g.

Amendment 13.2

(Birmingham) to Move

(Islington) to Second

Add new point 5 in Conference notes:

- 5. The increased use of 'zero-tolerance' behaviour systems impose rigid and often discriminatory expectations on students, which fail to make reasonable adjustments for students entitled to consideration under the Equality Act 2010 and often focus on trivia such as supposedly inappropriate hairstyles.

Add after iii:

Conference:

- a. Notes that an increase in Alternative Provision (AP) and the development of Secure Schools whilst not restoring funding for early intervention is an inefficient use of public money;
- b. Believes that private providers should not be involved in management of AP/Secure Schools;
- c. Celebrates the dedication of our members working hard in AP and calls for them to have the recognition, remuneration, and resources they deserve.

Under "Conference instructs the Executive":

Delete e and replace with:

- e. **Campaign against the expansion of privately run Alternative Provision and for better funding for inclusive education within the education system.**

Add new h, i and j:

- h. Campaign for behaviour systems that support rather than penalise students, whatever their culture and background, and which are in accordance with the Equality Act 2010, and do not discriminate against students;**
- i. Commission research into the extent of zero-tolerance behaviour policies in schools, and their effects;**
- j. Affiliate to No More Exclusions**

Amendment 13.3

(Durham) to Move

(Durham) to Second

Delete point c and replace with:

- c. Campaign for schools to publish data on exclusions, including those which involve reductions in daily timetables and parents/carers being requested to collect children and young people early and the destination of students no longer attending, and to be accountable for these students and the funding of their education.

Delete point e and replace with:

- e. Campaign for better funding for schools to ensure inclusivity for all students which will reduce the need for alternative provisions as students' needs will met in mainstream provisions.

Add new points h and i:

- h. Highlight cases where a young person's needs have been identified on an Education Health and Care Plan (EHCP) and the provision has not met those needs and excluded the young person.
- i. Highlight the financial impact of exclusions upon families and how exclusions can force parents out of the workforce therefore forcing families further into poverty.

Motion 14

EU Migrants and the Hostile Environment

(Tower Hamlets and the City) to move

(Sheffield) to second

Conference condemns the so called "hostile environment" created by Government policy, and the impact it has had on the children we educate, their families and the wider communities in which we work.

Conference notes:

1. The continuing scandal of the treatment of the Windrush generation, many of whom remain in jeopardy and in some cases have lost homes, jobs and the right to access medical treatment, and many of whom have still received no compensation for their treatment;
2. The insecure position faced by EU nationals in the event of a no-deal Brexit under the EU Settlement Scheme, who are dealing with a bureaucratic and unresponsive system that threatens to deprive them of their rights to live and work here;

3. Our economy and public services are dependent on the contribution of migrants, including refugees and asylum seekers, who come to this country wanting to contribute to our society;
4. The cruel threat child refugees and asylum seekers face of being returned to their country of origin when they reach 18;
5. The continued scapegoating of refugees and asylum seekers by politicians and the media, and their exclusion from the job market and essential services including the NHS; and
6. The profiteering by the Home Office through the imposition of inflated fees for establishing the right to settle in this country.

Conference instructs the Executive to:

- i. **Support demands that all EU nationals resident in the UK preserve their rights to live and work and access services in this country;**
- ii. **Call for the immediate and unconditional granting of citizenship for all those impacted by the Windrush scandal;**
- iii. **Call for the right of refugees and asylum seekers to work and contribute to our society;**
- iv. **Campaign for an immediate end to the threatened deportation of children reaching 18; and**
- v. **Calls upon districts to support members and the children they teach who are threatened by the hostile environment.**

Amendment 14.1

(Warwickshire) to Move

(Vale of Glamorgan) to Second

Delete paragraph 1 and replace with:

Conference condemns the so called ‘hostile environment’ created by Government policy, and the impact it has had on the children we educate, their families and the wider communities in which we work, and the Government’s callous attitude to child refugees and its refusal to include protections for unaccompanied child refugees in Europe in the Brexit withdrawal act.

Add new second paragraph:

Conference expresses its concerns:

that schools could be instructed to check children’s rights to stay in this country, and potentially exclude them from the education system, and that a forthcoming immigration Bill would penalise migrants through excessive charges, restrictions on family members and the introduction of what would effectively be indentured labour.

Then renumber Conference notes as (a) to (f) and add new points (g) and (h):

- (g) the extreme plight of the refugees trapped at the Turkish/Greek border and in particular the dangers facing unaccompanied children.
- (h) the offer by over 80 boarding schools via the Boarding Schools’ Association to host at their own expense, a number of refugee children. This offer was made in 2015 but has so far only resulted in 2 children being sent to fill the spaces. It was renewed in Jan 2020.

Add to instructs the Executive:

- vi. **Continue to campaign for the rights of unaccompanied refugee children to enter this country**
- vii **Campaign against using schools to police immigration, and to support schools in refusing to cooperate with this**
- viii **Conference calls on the government to allow children into the UK to take up the offer of places in boarding schools**
- ix **Conference calls on the union to share the 38Degrees petition entitled “Allow refugee children to take up the offer of free boarding places for unaccompanied child refugees”**

Amendment 14.2

(Lambeth) to Move

(Lambeth) to Second

Add point 7

Conference notes the recent moves by the government to deport 50 people to Jamaica in Feb 2020. Many of these have been in the UK since they were children and have no family or ties in Jamaica. They have families and jobs in the UK. Some have vulnerable mental health. Many served prison sentences many years ago and have since lived without problems in their communities. 17 were still forcibly removed after a campaign to halt the action was partially successful. Many who are returned live in fear of their lives and face threats of violence.

Conference notes the racist element of this drive which is singling out people of Jamaican heritage.

Add new point

- vi **all upon the Union nationally and districts locally to support those in their communities and schools facing the threat of deportation.**

Amendment 14.3

(Leeds) to Move

(Leeds) to Second

Insert new Conference notes point 3. –

“3. That Brexit has contributed to an increase in racist and anti-migrant abuse.”

Re-number other conference notes points

Insert new Conference instructs the Executive to point vi. –

- “vi. **Campaign in support of the defence and extension of free movement.**”

Presentation of Annie Higdon, Steve Sinnott and Blair Peach Awards

International Section:

Motion 15

Venezuela

*John Unsworth (Ynys Mon) to move
(Norfolk) to second*

Conference condemns Trump's sweeping sanctions against Venezuela imposed in August 2019. The US embargo measures now constitute a fully-fledged economic blockade of the type employed against Cuba since the 1960's.

Conference notes that in early 2019 Idriss Jazairy, the UN's special rapporteur on the US sanctions against Venezuela, wrote "coercion, whether military or economic, must never be used to seek a change in Government in a sovereign state. The use of sanctions by outside powers to overthrow an elected Government is in violation of all norms of international law".

Conference further notes that Venezuela is inherently vulnerable to the effects of a blockade. Oil revenues provide the Government with the foreign exchange necessary to import essential goods: food, medical equipment, etc and for the funding necessary to maintain high quality public services.

Conference acknowledges that the impact on the Venezuelan education system since Obama's Executive Order in 2015 has been severe and has put at risk the impressive improvements seen since the fall of the neoliberal Government in 1999.

Conference also notes that before the election of Chavez only 60% of children were in school and most left before the end of primary education. By 2009 95% of children were in school and were completing secondary education. In 1999 adult literacy was below 90%, by 2009 it was above 95%. Prior to this century 3.7% of GDP was spent on education by 2009 spending was over 7% of GDP.

Conference calls on the Executive to:

- 1. Act on the recommendations of the 2009 report on Venezuela by the then Presidents of NUT and EIS (Bill Greenshields and David Drewer) to build strong links with SINAFUM (the Venezuela teachers union) and, if they should apply, support them in obtaining membership of Education International;**
- 2. Reaffirm union affiliation to the Venezuela Solidarity Campaign;**
- 3. Work with the Venezuela Solidarity Campaign to organise an appropriate campaign of solidarity with the Venezuelan people, e.g. around educational or medical aid; and**
- 4 Urge the UK Government to condemn the US blockade.**

Amendment 15.1 (Composite)

(West Sussex) to move

(Croydon) to second

Add to the end of the first paragraph:

We, also, condemn the US backed coup in Bolivia which removed the progressive Bolivian President, Evo Morales, whose development of education, social justice and equality for women and indigenous people mirrors the achievements of the Bolivarian revolution in Venezuela.

Add to the end of 2 and affiliate to Friends of Bolivia

Add to the end of point 4 of Venezuela, and its role in the coups against the democratically elected presidents of Venezuela and Bolivia.

Add new sixth paragraph

In addition, conference condemns the tightening of the illegal US blockade of Cuba since the election of Donald Trump.

Add points:

5. Reaffirm union affiliation to the Cuba Solidarity Campaign
6. Continue to campaign against the illegal US blockade of Cuba.

Sector Conferences Section:

Motion 16

Post 16 Colleges

Jean Evanson(P16SC) to move

Simon Cattermole (P16SC) to second

Conference is most concerned that:

1. There is increasing fragmentation of Post-16 Education provision and that it is becoming market-driven rather than student-centred;
2. Teachers, lecturers and support staff in different post-16 institutions have significant differences in their pay and conditions – these are both considerably worse than in schools;
3. Post-16 funding has been cut severely since 2010 leading to chronic underfunding; and
4. There is increasing casualisation of the workforce.

Conference recognises that teachers from all sectors of education are members of one profession. Therefore, the treatment of teachers in colleges and their underpayment in comparison to schoolteachers is unfair.

Conference calls for agreed national pay scales for all teachers and for all support staff, no matter which sector they work in, and for Post 16 teaching staff to have parity with school teachers in the provision of statutory Planning, Preparation and Assessment time.

Conference instructs the Executive to:

- i. **Launch a campaign for Post-16 Education to become an integrated part of a National Education Service;**
- ii. **Work with the other recognised unions to establish a national contract for all Post-16 education workers that does not distinguish between working in sixth form colleges, FE colleges and schools. It must also value the teaching of academic and vocational courses equally;**
- iii. **Insist that fixed-term contracts are used rarely and only for genuine reasons and challenge their inappropriate use vigorously;**
- iv. **Campaign for the ending of the VAT anomaly so that colleges that currently pay it become exempt, like academy colleges, therefore boosting funding and enabling proper pay levels to be restored;**
- v. **Fight for a funding uplift that restores the money lost during the years of underfunding caused by the Government's austerity programme since 2010;**
- vi. **Argue for the re-introduction of financial support for low-income students including additional help for those who need to travel to learn; and**
- vii. **Campaign for a vast investment in mental health services to support students and enable them to succeed.**

Motion 17

Support Staff Pay and Conditions

(SSSC) to move

(SSSC) to second

Conference notes that:

1. Unlike teachers, other workers in schools do not have national standard pay, terms and conditions;
2. Education support staff are typically undervalued and underpaid;
3. School and college funding cuts have impacted disproportionately on support staff, many of whom have seen their pay cut significantly;
4. Many of our lowest paid colleagues (e.g. cleaners and catering staff) are contracted out to low-wage companies and paid the legal minimum wage (£8.21 per hour in 2019); and
5. The Living Wage Foundation calculates, in 2019, a Living Wage of £9 per hour (outside London) and a London Living Wage of £10.55 per hour as that required for an acceptable standard of living.

Conference believes that:

- i. The union, alongside other unions representing support staff, should be aiming for an across-the-board pay rise of £3 per hour (approximately a £5,000 per year increase for full-time support staff);
- ii. Workers are strongest when united in seeking better pay, and weakest when allowing employers to fragment and divide us. Standard national pay, terms and conditions will make a huge difference to the struggle to win decent pay for all support staff; and
- iii. A living wage is a basic right for all workers in schools.

Conference instructs the Executive to:

- a. **Campaign, alongside other education unions, for standard national pay, terms and conditions and sectoral collective bargaining for all workers in education;**
- b. **Launch a £3 per hour pay rise campaign, making the case for an increase that will make a real difference to the lives of support staff members and begin to make up for the erosion of support staff pay over the last decade of austerity;**
- c. **Launch a specific Living Wage campaign for all staff working regularly in schools, including cleaners and catering staff, to be paid at least the Living Wage Foundation rates, including the London Living Wage, providing model campaign resources to reps and members to help them pursue this demand; and**
- d. **Campaign for all school cleaning and catering staff to be employed in-house by schools or the Local Authority rather than contracted out to private companies.**

Amendment 17.1

(Brent) to Move

(Brent) to Second

Add point:

6. Many support staff are now employed on term time only contracts.

Add point:

- e. **Campaign for all support staff to be moved on to full time contracts as opposed to term time only.**

Motion 18

Casework Support for Members in Independent Schools

(ISC) to move

(ISC) to second

Conference notes:

1. Independent schools do not pay into local facilities budgets, which pay for the release from school of branch Secretaries and other lay caseworkers. Although most branch Secretaries are willing to give their time to support members in the Independent sector, in doing so they are running the risk of those schools who do contribute to their facilities time objecting to this, or even refusing to continue to contribute if they see non-contributing schools receiving the same service. Some branch Secretaries make a point of supporting independent school members in their own time, but as a union we should not be expecting them to do this;
2. Members in the Independent Sector pay the same subscription as those in the maintained sector, so are entitled to the same level of support; and

3. Conditions of service, pay scales, policies and pensions in independent schools are often very different to those in the state sector, with wide variation across the Independent Sector.

Conference believes specialist local or regional knowledge is needed.

Conference instructs the Executive to offer specialist support for those in independent schools.

Amendment 18.1

(Croydon) to Move

(Croydon) to Second

In point 1, add the word “yet” as a new fifth word. Delete final sentence.

Add new points:

4. The increase in organising and recruitment opportunities created by disputes or pre-dispute conditions around withdrawal from TPS in Independent schools and the many successes of reps, local and national officers in these campaigns; and
5. That the strategy of recruiting, organising, winning recognition and gaining bargaining rights across trusts or in individual workplaces is painstaking work, but is the most effective way to reduce individual casework in Independent schools.

Deplete the final sentence and replace with:

Conference instructs the Executive to offer support to branches with the aim of encouraging Independent schools to pay into local facility pots. This should include materials aimed at recruitment of workplace reps, increasing membership density in the sector, and guides to seeking recognition agreements.

Third Session

Tuesday 7 April 2020
9.00 to 12.30

Third Session:

Tuesday, 7 April (9:00am – 12:30pm)

Union Strength Section:

Motion 19

Organising in Workplaces – Developing a Strategy

(Camden) to move

(Hackney) to second

Conference notes that:

1. We are going through a period of immense political turmoil, which has created a crisis in Parliament and a polarisation across the political spectrum; and
2. Education is in crisis through lack of funding, an inability to recruit and retain teachers and an overloaded curriculum and assessment system which has created both an exam factory culture in our schools and also widespread demoralisation amongst teachers.

Conference believes that:

- i. The Union has become a major player in the education debate and that the combined forces of the NUT and ATL have transformed education trade unionism;
- ii. Despite some high profile campaigning, clearer communications and some excellent campaign initiatives, much of this is invisible to the mass of members in schools and colleges, and is not making a difference to their daily lives at work; and
- iii. If being a member-led union is to mean anything and if we want the union to become more relevant to members in schools then we have to transform our approach to recruiting, training and retaining reps alongside the work we do at local level and that this, in turn, requires a conscious effort at every level of the union to build the union in workplaces – recruiting members and reps, organising workplace meetings and reviewing all our practices.

Conference instructs the Executive to:

- a. **Develop a systematic and conscious approach to build at the base of the union, where everything we do, every activity we organise, must address these questions, “Does this help us build the union? Does this help us get workplace reps?”;**
- b. **Encourage districts to develop a campaign and activity plan that is relevant to local members;**
- c. **Establish a bargaining agenda for schools and colleges – “every issue a union issue”, including pay implementation, curriculum and assessment issues;**
- d. **Promote the maximum participation of members in union and other movement events;**
- e. **Encourage districts and branches to review the work they do, including the distribution of facilities time and therefore the leadership of local branches; and**

- f. **Consider how well the training programme for local officers encourages them to support this approach.**

Amendment 19.1

*(Lewes, Eastbourne and Wealden) to move
(Vale of Glamorgan) to second*

Add point:

- iv. While the aim of recruiting reps and building active school groups must be universal across the union, districts and branches representing members in more rural areas have some different and specific challenges to those based on single large towns or cities. These include, but are not limited to, a larger number of small schools meaning smaller average membership per school, large travel distances to get to meetings, a lack of members feeling they belong to the geographical area covered by the branch/district and the political make up of local government and parliamentary representation being more challenging.

Add point g:

- g. **Take a position that no area cannot be organised. Form a group of local officers with staff support to produce specific materials, communications and training for those representing and organising in rural areas to complement the general prioritisation of workplace organising.**

Amendment 19.2

*(Lambeth) to move
(Coventry) to second*

Add point 3:

3. Workplace Reps played a key role in recent campaigns in Coventry, over play implementation, and Tower Hamlets, on their recent strike ballots.

Add points:

- iv. We need to continue to develop and support local officers in organising and recruiting Reps and members.
- v. The strategy of building in the workplace needs to be coupled with the development of clear strategies for national campaigns over how we challenge the crisis in education

Insert new paragraph three:

Conference further believes that the steps outlined above will:

- i. Lay the basis for successful campaigning, locally, regionally and nationally; and

- ii. Put the Union in the best possible position to beat government balloting thresholds in a national ballot.

Amendment 19.3

(West Sussex) to move

(West Sussex) to second

Add new point f) and re-letter accordingly:

- f) **Urgently reshape ICT systems to fit local needs, in consultation with local secretaries;**

Motion 20 (Private Session)

Representation for Support Staff

(Nottinghamshire) to move

(Leeds) to second

Conference notes that:

1. A significant proportion of the new joiners to the union since September 1st, 2017 have been support staff;
2. The union currently does not have recognition and bargaining rights in respect of representing support staff with most employers;
3. Prior to January 1st, 2019 the relevant sections of the union and the JEC approved an undertaking not to actively or knowingly recruit support staff; and
4. Union density for support staff is substantially lower than for teachers.

Conference believes that:

- i. There can be no second class citizens or categories of membership in our union;
- ii. The significant numbers of new support staff members since the creation of the union have been attracted by the prospect of education workers organising and campaigning together in the fourth largest union in the UK; and
- iii. We cannot deliver properly on the potential of the union as long as we refuse to fully represent a significant section of our membership.

Conference instructs the Executive to:

- a. **Seek, at the earliest opportunity, recognition and negotiating rights in respect of our support staff members;**
- b. **Liaise with the existing unions representing support staff to make clear our desire to work with them, to strengthen union density and effectiveness among support staff; and**
- c. **Bring to an end the undertaking not to actively or knowingly recruit support staff.**

Amendment 20.1

(Executive) to Move

(Executive) to Second

In point c delete “Bring to an end” and insert at the beginning Work collectively to seek a review of the TUC Agreement that includes

Amendment 20.2

(Durham) to move

(Durham) to second

Delete point c and replace with:

- c. At the first opportunity seek to renegotiate the current recruitment of Support Staff agreements to allow active and knowing recruitment.

Motion 21

Branch Casework Support

(Rochdale) to move

(Manchester) to second

Conference recognises the important role carried out by union employees in the Regions, Wales and Northern Ireland in providing casework support, as well as the essential support members receive from their workplace representatives. It is also recognised that branch officers and workplace reps are the key to recruitment, encouraging members to become active within their union as well as promoting and promulgating the union’s priority campaigns.

Conference notes with concern that:

1. Increasing numbers of Local Authority branches have had Trade Union Facilities Time reduced in recent years;
2. Academy Trusts are withdrawing from, or have declined to sign up to, Trade Union Recognition Agreements;
3. Growing numbers of Local Authority branches receive insufficient or no union facilities time;
4. Branch caseworkers are reporting high and unmanageable levels of casework; and
5. The reduced capacity to carry out union duties is having a detrimental impact on union members in need of support and representation, as well as on the wellbeing of branch officers themselves.

Conference believes that individual and collective casework demands on branch officers requires union-wide focus on support, training, and improved use of union resources.

Conference therefore instructs the Executive to:

- i. **Develop accessible online resources to support workplace representatives and branch caseworkers;**
- ii. **Ensure Regional, Wales and Northern Ireland Offices develop strategies which support branch caseworkers as well as supporting workplace representatives to carry out union duties;**
- iii. **Commit further resources to national and regional training and support for branch caseworkers;**

- iv. **Commit to supporting Local Authority branches in securing Trade Union Recognition Agreements with Academies and other Independent employers;**
- v. **Support branches with efforts to ensure the appropriate provision of Trade Union facilities time;**
- vi. **Monitor, assess and report on workplace rep density, training, recruitment and retention; and**
- vii. **Monitor and assess the level and amount of casework undertaken by both workplace representatives and branch caseworkers.**

Amendment 21.1

(Sheffield) to move

(Sheffield) to second

Add point;

- 6. Since the amalgamation there has been a tendency to implement new initiatives without consultation that add to the workload of local officers. A good example of this is an attempt to make local officers undertake the detailed negotiations around wording of Settlement Agreements, something that legally qualified officials have been undertaking to date. This was only paused but not withdrawn after objections at the October 2019 District and Branch Secretaries Briefing. A petition signed by 72 secretaries was subsequently submitted against the proposal.

Add new point:

- viii. **Make a commitment to assess the workload impact of any new proposals to be implemented by local officers and enter into dialogue with them before any decisions are made.**

Amendment 21.2

(North West Essex) to move

(North West Essex) to second

Add after vii:

Conference further believes that now is the time for the NEU to move away from what has been done historically by the ATL, the NUT and by Local Authorities.

Conference therefore further instructs the Executive to:

- a. **Recognise the integral part that Caseworkers play in our Union;**
- b. **Give caseworkers an NEU e-mail address funded centrally; and**
- c. **Calculate a realistic method of remuneration for the hours worked in providing the essential support our members require and delivering the level of service our members deserve.**

Amendment 21.3

(Durham) to move

(Durham) to second

Delete point iii and replace with:

- iii. Commit further resources to reducing branch workload by developing caseworker teams who share facilities time.**

Delete point vii and replace with:

- vii. Seek to further reduce branch workload by discouraging officers from holding multiple branch and district roles such as secretary.**

Motion 22

Nurture our Leaders – Keep our Leaders in the NEU

(Barnsley) to move

Philippa Kearns (Hertfordshire) to second

Conference notes:

1. The threats to members' terms and conditions have increased with the further fragmentation of the education service. These threats include union members in leadership teams who can find themselves in schools forcibly converted to academies, sometimes based on the use of flawed data. They also extend to leaders working in private schools, and those in colleges, where employment protection is less robust and restructures occur regularly; and
2. Increasing demands including more accountability, school autonomy, removal of support structures, funding restrictions and shortfalls and constantly-changing Government education policies in both England and Wales are leading to intolerable stress and poor mental health in some education leaders. In response to these demands the union must fully support leaders and take into account their unique responsibilities and needs.

Conference believes:

- i. Keeping all teachers, lecturers and support staff who move into leadership posts in union membership remains a vital part of a strategy to maintain the strength and therefore impact of the union; and
- ii. NEU education leaders have a wealth of experience and expertise which can be used to further union policy, respond to Government changes and ensure protections for all members.

Conference instructs the Executive to:

- a. Consider the needs of leadership members when formulating campaigns for countering Government policy on education including school and college structures, funding, curriculum, assessment, workload and accountability;**
- b. Campaign for all school and college leaders to have the appropriate professional qualification;**
- c. Actively support union members to gain leadership positions through appropriate CPD;**
- d. Research ethical models of school and college leadership as a basis for bespoke CPD;**

- e. **Re-badge and update existing legacy documents which support leaders in their roles and distribute them as part of the membership offer;**
- f. **Improve support for leadership members by ensuring expert advice is readily available for them in their daily work as well as when subject to complaint or litigation; and**
- g. **Facilitate mutual support through networks, National Leadership Council work and a major, annual leadership conference which inspires members and retains them in membership.**

Amendment 22.1

(Durham) to Move

(Durham) to Second

Add new point:

- h. **Support and develop leadership networks in Districts and Branches to encourage and support leadership members to highlight the issues they face in their role with local structures and their employer.**

Presentation of the Nikki Simpson, Officer of the Year and Representative of the Year Awards

Education Policy for Schools and Colleges Section:

Motion 23

De-academisation

(Birmingham) to move

(Kirklees) to second

Conference welcomes the increase in opposition to academisation, the decline in numbers of schools opting for academisation and the victories against academisation.

Conference welcomes the decision of Labour Conference 2019 to end academisation and bring all academies and free schools back into the Local Authority under the control of newly formed education committees with stakeholder representation.

Conference believes that the fragmentation created by academisation and free schools must be ended as a matter of priority in order to build a fully comprehensive, progressive, democratic and inclusive National Education Service.

Conference instructs the Executive to work with other partners to support the development of legislation that enables de-academisation to:

1. **Restore national pay and conditions and collective bargaining for all teachers and support staff, including those in academies and free schools;**

2. **Repeal the requirement on Local Authorities to seek academy proposals when planning a new school;**
3. **Remove the expectation that any school in special measures should become an academy;**
4. **Restore distinct legal identity and maximum decision making authority to the governing bodies of all schools run by academy trusts;**
5. **Create a legal mechanism that enables schools to return to the Local Authority;**
6. **Make the Local Authority the admissions authority for all schools and the default provider of school services; and**
7. **Take powers to issue regulations which will have the effect of over-riding all funding agreements and lease agreements over school land or property.**

Conference instructs the Executive to:

- i. **Prioritise the campaign to end the privatisation of state education and begin the process of de-academisation;**
- ii. **Organise a national roadshow, in conjunction with others where possible, that seeks to raise for debate in school communities the possibilities and priorities within a National Education Service; and**
- iii. **Fully support and encourage union members in any school threatened with academisation to resist by all means possible, - up to and including strike action and direct actions – alongside parental campaigns where possible but not as a prerequisite for strike ballots or strike action.**

The Officers of the union have considered the terms of the above motion in accordance with the remit given to them to examine motions and amendments and remove from them material which is outside the Rules of the union by reason of its being beyond the union's aims and objects, unlawful or legally incapable of implementation. The Officers believe that the terms of this amendment are in order for debate only on the basis that it is understood that implementation of the motion will be in accordance with the law.

Amendment 23.1

(Redbridge) to Move

(Sheffield) to Second

Re-name motion – Reverse Privatisation of Education

Delete paragraph 2 and replace with:

“Conference understands that to reverse the privatisation of state education is a top priority of the Union and recognises the need to adopt a strategic action plan to achieve renationalisation of education at all levels.”

In paragraph 3, delete all after “in order to” insert “:” and then insert these numbered points:

“i) guarantee a return to national pay and conditions for workers in schools

ii) build a fully comprehensive, progressive, democratic and inclusive education service”

In paragraph 4, delete “support” and replace with “campaign for”.

In paragraph 5:

add new i) **“Prepare a strategic plan to reverse the privatisation of state education and to renationalise the whole sector.”**

Re-number accordingly, and amend as follows,

in point ii) delete all after “to end” and insert **“academisation and re-establish trade union negotiated national pay and conditions for workers in all UK schools”**

and in point iii)

insert **“local and”** after debate in, delete all after “communities” and insert **“on the advantages of ending privatisation in state education and of establishing an integrated and properly accountable school system, where academies and free schools are brought back into the Local Authority under the control of education committees with stakeholder representation.”**

Amendment 23.2

*(Coventry) to Move
(Bristol) to Second*

Under “Conference instructs the Executive to:”, add a new final point:

Urgently approach other education unions, including the UCU and those representing teaching and support staff in schools, to propose a joint campaign in defence of state education. This campaign should name the date for a major national demonstration as a step towards building further joint activity and action in support of our joint priorities.

Motion 24

Combatting the SEND and Exclusions Crisis

*(Manchester) to move
Ken Rustidge (Lincolnshire) to second*

Conference notes:

1. SEND Funding cuts put intolerable pressure on schools, risking jobs, and creating conflict between schools and families because students’ needs can’t be met from slashed budgets;
2. The union’s analysis shows the proportion of students with EHC plans is rising by a rate at which Government funding pledges will not support. This undermines the rights of students with SEND and undermines parents’ confidence and partnership with their child’s school;
3. Ongoing Government underfunding has forced Local Councils to raid the Schools Block to prop up the High Needs block which places Councils in an impossible position;
4. Students with SEN face a greater risk of exclusion than ever before because schools lack the funding. This has had a negative impact on pastoral systems, training specialist staff, early intervention approaches, and a lack the flexibility to make the curriculum engaging, motivating and relevant; and

5. The Education Policy Institute (EPI) report on Off Rolling, commissioned by the union in 2019, revealed that 1 in 7 of pupils with SEND suffered unexplained moves.

Conference believes the Government's approach of academisation, high stakes testing, and narrow accountability measures is a toxic mix which undermines inclusion, and is causing exclusions of young people with emotional and behavioural needs.

Conference welcomes the NEU/UCL collaboration to develop a framework for flexible behaviour policies which promote well-being, inclusion and safety for staff and students.

Conference further believes that "Zero Tolerance" policies seriously harm black students, students with SEND and working class students.

Conference instructs the Executive to:

1. **Learn from the campaigns against Zero Tolerance approaches in the US;**
2. **Campaign for accountability measures which reward and make possible inclusive practice;**
3. **Further Challenge the SEND funding crisis and build on the alliances with parents and councillors; and**
4. **Ensure PRUs are included within the vision for a National Education Service as a specialist resource, with appropriate ratios of qualified teachers and support staff and a remit to work with all local schools to prevent exclusions.**

Amendment 24.1

(Portsmouth) to Move

(Portsmouth) to Second

Delete and replace current instructions to the Executive as follows:

Conference instructs the Executive to:

1. **Campaign for adequate funding to facilitate inclusive practices and discourage off-rolling and zero tolerance approaches;**
2. **Ensure PRUs and specialised provision are included within the vision for a National Education Service as a specialist resource, with appropriate ratios of qualified teachers and support staff and a remit to work with all local schools to prevent exclusions;**
3. **Refute the practice of Zero Tolerance and share information about the effects of this policy on the well-being of children and the wider community; and**
4. **Campaign for inclusive practices to be recognised positively during accountability processes.**

Motion 25

Funding for Nursery Schools

(East Essex) to move

(Southend) to second

Conference notes that:

1. Only 392 maintained nursery schools now remain open in England, providing places for around 40,000 children. Almost two thirds are located in the most deprived areas of the country, providing high quality Early Years education and vital specialist support services;
2. Previous Governments recognised that the Early Years National Funding Formula introduced in 2017 did not adequately provide for their needs and committed supplementary funding of around £60m per year until 2019-20;
3. This supplementary funding has failed to prop up the budgets of most maintained nursery schools and will end in August 2020. They face losing one third of their budgets on average in the next financial year. This will result in severe cuts to the education and services they provide which, in many cases, will put maintained nursery schools at risk of closure; and
4. The recent Government promises of additional funding for schools and colleges include no commitment to secure the future of maintained nursery schools.

Conference welcomes:

- i. The work of the All-Party Parliamentary Group on Nursery Schools, Nursery and Reception classes and their campaign to secure a future for maintained nursery schools in partnership with the union, Early Education and NAHT;
- ii. The dedication and commitment of our members in maintained nursery schools; and
- iii. The branch and school led campaigns to highlight the inequalities of the funding system for maintained nursery schools.

Conference instructs the Executive to:

- a. **Continue to support the national campaigns to save maintained nursery schools;**
- b. **Call on the Government to guarantee that maintained nursery schools will have viable funding after 2020 on the same basis as all other sector schools; and**
- c. **Consider all strategies to protect members in maintained nursery schools including balloting them for action.**

Amendment 25.1

(Executive) to Move

(Executive) to Second

Add new points after "Conference instructs the Executive to":

- d. **Call a national lobby of parliament and a rally for members and parents;**
- e. **Conduct an urgent survey of nursery school members to establish support for various types of action including strike action; and**
- f. **Work closely with representatives of other unions and workers in nursery schools.**

Amendment 25.2

(East Essex) to Move

(East Essex) to Second

After “Conference notes”:

Point 2 add after “20.” “In October 2019 the Government extended this funding to April 2021.”

Point 3 delete “August 2020” and replace with “April 2021”.

Point 4 delete “recent”

In paragraph commencing “Conference welcomes” add point iv:

- iv. The Government pledged supplementary funding for maintained nursery schools up to April 2021.

In paragraph commencing “Conference instructs the Executive to:”

Point b change “2020” to “April 2021”.

Motion 26

Class Size and TAs – Education and Workload/Stress

(Oldham) to move

(Enfield) to second

Conference notes that despite promises of “levelling up” and more funding for schools by Prime Minister Johnson, the reality for children returning to school in England in September 2019 was no more money and cash-strapped schools.

Conference believes that the severe real terms cuts to school budgets since 2010 have created a crisis in our schools over the last 8 years that has resulted in a position where we now have:

1. Many classes of more than 30 because schools can’t afford extra staff or classrooms;
2. Far fewer TAs because schools are in some cases laying off staff or in many cases just not replacing them when they leave;
3. Much greater increase in workload for all school staff, because the pressures of Ofsted have not abated workload in schools, despite there being fewer staff; and
4. Fewer courses available to school-children, particularly in Secondary where subjects marginalised by changes to the curriculum and assessment system, and expensive to run, like Music or Design and Technology are being phased out.

Conference believes that the union’s campaign for school funding has been very strong, but that still too few members of the public understand these direct consequences of the lack of funding in schools.

Conference instructs the Executive to:

- a. **Build their campaigning – particularly with public awareness - on:**

- i. **The increase of class sizes;**
- ii. **The decrease in TAs;**
- iii. **The increase in Workload for all staff in schools;**
- iv. **The decline in curriculum choices; and**
- b. **Lobby the Government to set an absolute legal limit on class sizes.**

Amendment 26.1

*(Oxfordshire) to Move
(Bedford) to Second*

Under paragraph two “Conference believes that the severe real terms cuts” insert new point 5 and 6.

- 5. A health & safety risk to both staff and students, with Special School and Alternative Provision staff being forced to teach classes without the correct staff-to-student ratio; and
- 6. “rarely-cover” being breached, with more and more staff being expected to cover other staff member’s classes/duties when they are absent, due to not being able to afford supply.

Add new paragraph three, “Conference also recognises:

- 1. The detrimental effect of increased class size and the reduction in TA numbers on the provision for SEND pupils;
- 2. EHCP plans, in some cases, cannot be adequately resourced and those children and students who have recognised additional needs have very little or no extra provision; and
- 3. That the inadequate funding for SEND puts immense pressure on teachers’ workload and is a significant cause of teacher stress.”

Under “Conference instructs the Executive to:” insert a. v and a.vi and extend b:

- v. **the impact of health & safety in Special Schools and Alternative Provision establishments due to incorrect staff-to-student ratio; and**
- vi. **the use of non-qualified and non-subject specialised staff being used to deliver the curriculum at all levels on a regular basis.**
- b. **Lobby the Government to set an absolute legal limit on class sizes and a legal staff-to-pupil ratio in Special Schools and Alternative Provision.**

Motion 27

Deficiencies in the Provision of SEND

*(Isle of Wight) to move
David Moulder (Stockton) to second*

Conference notes that schools, families and most importantly our SEND children are in crisis. Wider funding cuts outside of education are having a detrimental impact upon our staff, students and miniscule school budgets. With the reduction of funding for CAMHS, Social services and Local authority support, schools and colleges are yet again left picking up the pieces and paying for essential services such as counselling, speech and language

support and occupational therapists due to long waiting lists and every growing criteria.

Conference welcomes the October 2019 SEND First Report by the House of Commons. Two themes run through this Report that:

1. There has been a lack of central funding for SEND support. The Autumn term announcement of an additional £780 million for SEND is inadequate, especially as it only starts April 2020; and
2. SEND has been “let down by failures of implementation confusion and at times unlawful practice, bureaucratic nightmares, buck-passing and a lack of accountability, strained resources and adversarial experiences, and ultimately dashed the hopes of many.”

Conference instructs the Executive to:

- i. **Survey all members to ascertain what external support has been cut and the length of time schools and students are waiting for support;**
- ii. **Work with other unions and interested parties to build on the work;**
- iii. **Investigate the financial impact on schools who are now paying for services which had previously been supplied from other agencies.**
- iv. **Continue to work on what the Report calls its expectation that this is to “be a first step for the Treasury’s spending plans” (para 9);**
- v. **Fight to introduce a standardised EHCP (Education, Health & Care Plan) process;**
- vi. **Continue to challenge:**
 - a. **Schools illegally excluding pupils;**
 - b. **Schools off-rolling students deliberately or unintentionally;**
 - c. **Local Authorities passing on misleading or unlawful advice;**
 - d. **Ofsted, whenever it fails to challenge unlawful practice robustly;**
 - e. **The DfE itself, which set Local Authorities up to fail by making serious errors both in how it administered money intended for change, and also, until recently, failing to provide extra money when it was needed;**
- vii. **Challenge current restrictions on a local authority’s ability to create new specialist settings, as this inability does nothing to improve the educational experiences of young people with SEND; and**
- viii. **Fight to allow Local Authorities to build more mainstream schools outside of the free school programme (as suggested in para 58).**

Amendment 27.1

(Durham) to Move

(Durham) to Second

Delete and replace point vii with:

Challenge current restrictions on a local authority’s ability to create new specialist settings, to ensure that every young person has access to a suitable provision which will enable them to thrive academically and socially.

Delete point viii.

Amendment 27.2
(East Essex) to Move
(North Yorkshire) to Second

After point 2 put:

Conference also notes that official figures published by the government's school admissions watchdog revealed that more than 60,000 pupils were home-schooled in 2018/19, up from around 52,000 the previous year. Many of these pupils have some form of SEND and may have been 'off-rolled' by schools.

Add new point at the end:

Survey members about their experiences of pupils who are, or have been, home schooled.

Fourth Session

Tuesday 7 April 2020
3.30 to 5.30

Fourth Session:

Tuesday, 7 April (3:30pm – 5.30pm)

Assessment, Curriculum and Accountability Section:

Motion 28

Abolish Ofsted and League Tables

(Lambeth) to move

(Executive) to second

Conference notes that “demands created by accountability” is the most significant cause of teachers’ and school/college leaders’ excessive workload leading to nearly 40% of teachers leaving the classroom within five years of qualification.

Conference further notes:

1. Ofsted and league tables place schools in competition with each other, leading to growing inequality between higher and lower performing schools. This compounds disadvantages already faced by pupils in lower performing schools;
2. Ofsted’s own report (June 2019) illustrates the lack of reliability between inspectors, questioning the accuracy of Ofsted findings;
3. Schools should be democratically run in the interests of students, staff and the wider community; and
4. Teachers should be trusted as professionals to do their best for students.

Conference rejects Ofsted’s claims that its new inspection framework is fairer to schools in disadvantaged areas and notes:

- i. The new framework is not fit for primary schools, where teachers may have accountability for subject areas while receiving no TLR payment;
- ii. Ofsted cannot “match” inspectors who are qualified and experienced in subjects/phases to judge the curriculum through “deep dives” and “work scrutiny” in those subjects/phases;
- iii. In the trials of the new framework even experienced HMIs were unable to come to reliable comparative judgements of curriculum quality and reported difficulties in coming to inspection judgements on subjects and age phases they were neither qualified in, nor had taught; and
- iv. The new framework is further increasing workload which does not benefit teaching and learning.

Conference believes that Ofsted:

- a. Does not, and can never, provide a valid and reliable measure of the quality of education;
- b. Causes unnecessary stress for teachers by underpinning a system of monitoring in schools including learning walks, “mocksted” inspections and marking scrutiny. This takes up time and effort which would be better spent on teaching;

- c. Discourages people from entering the profession at a time of dire teacher shortages; and
- d. Perpetuates inequality between schools by rewarding those with more privileged pupils and penalising those with more disadvantaged pupils.

Conference believes that league tables:

- I. Punish schools with a higher proportion of students on free school meals, as research from the University of Bristol highlights (June 2019); and
- II. Contribute heavily to turning schools into high stakes exam factories. This provides the context for a rise in stress for teachers and pupils, and the rise of “off-rolling” in order to improve a school’s league table position.

Conference welcomes the fact that Labour, the Liberal Democrats and the Greens are now all committed to abolishing Ofsted.

Conference notes that the union has been closely involved in these policy developments, working with all political parties to devise a fairer accountability system which will support schools and colleges to secure the best education possible for all pupils/students, including disadvantaged pupils and those with the most complex needs.

Conference instructs the Executive to produce and promote an alternative framework for accountability, based on:

- A. Campaigning for the abolition of Ofsted and league tables and to replace them with a peer to peer support network, democratically planned through Local Authorities. Teachers at all levels to be given sufficient time to take part in this;**
- B. Self-evaluation and support between local groups of schools, co-ordinated by the Local Authority and overseen by HMI;**
- C. A national framework of subject-specific inspections, delivered regionally, to develop pedagogy and curriculum across schools, with no individual judgement of schools or education professionals; and**
- D. Campaigning for the democratic control of schools by elected groups including teachers, pupils and parents.**

Amendment 28.1 (Composite)

*(Tower Hamlets and the City) to Move
(Wakefield) to Second*

Add at end:

Conference welcomes the Union’s advice to members about the new framework and the accompanying materials. Conference believes that these should be used for discussion in Districts meetings and training events so that members feel confident in taking up the advice in their schools and colleges prior to any inspection.

Conference further welcomes the “Pause Ofsted” campaign, which is calling on those teachers who carry out Ofsted inspections to stop doing so and instructs the Executive to work with other organisations to promote and publicise this.

Conference instructs the Executive to continue surveying members about their experience of inspection under the new framework and use this to inform future campaigning.

Amendment 28.2

(Brent) to Move

(Brent) to Second

Add after a-d:

- e. Cannot be improved by merely changing its framework. By moving from data drives to deep dives, we are having ever greater political interference in the curriculum.

Add after I and II:

- III. Reward schools that fail to provide a broad and balanced curriculum inclusive of arts subjects.

Add after A-D:

- E. Campaigning, alongside organisations such as the Musicians' Union and Bacc For the Future, for the importance of expressive arts and a broad curriculum in our schools.**

Amendment 28.3

(Bedford) to Move

(Bedford) to Second

After "Conference instructs the Executive ..." in point B, insert after "Self-evaluation", "as outlined in the MacBeath report 'Schools Speak for Themselves'."

Amendment 28.4

(Oxfordshire) to Move

(Oxfordshire) to Second

Delete and replace the final bold section to read:

Conference instructs the Executive to produce and promote an alternative framework for accountability, based on:

- A. Campaigning for the abolition of Ofsted and league tables and replacing them with a peer to peer support network, democratically planned through Local Authorities, with teachers at all levels given sufficient time to take part in this;**
- B. Promoting self-evaluation and support between local groups of schools, co-ordinated by the Local Authority and overseen by HMI;**
- C. Developing a national framework of inspections to ensure that schools are offering and providing in every Key Stage the balanced and broadly-based curriculum to which all pupils are entitled by law, with no judgements made of individual education professionals; and**
- D. Campaigning for the democratic control of schools by elected groups including teachers, pupils and parents.**

Motion 29

SEND

*Deirdre Murphy (Bedford) to move
(Luton) to second*

Conference notes that the union has a long-standing record of support for inclusive policies within education in the UK, largely based on links with organisations such as the Alliance for Inclusive Education (ALLFIE), Disability Equality in Education (DEE), the World of Inclusion and Parents for Inclusion. Conference believes that work of these organisations has led to wider support and understanding of the Social Model of Disability both in the union and society as a whole.

Conference believes that despite the excellent work being done by many within the Disability Rights Movement, there has been little change in taught curriculums within compulsory schooling to represent the contributions made by disabled people throughout history and that school curriculums do not currently adequately acknowledge the struggle of disabled people to achieve equal rights.

Conference further believes that an inclusive approach to education is one which pursues the educational purposes of critical learning, development and participation; which serves individuals, communities and society, guided by values such as equality, freedom, rights, and democracy and that these should remain core objectives for the union.

Conference calls on the Executive to:

- 1. Lobby the Government to endorse the inclusion of Disability History Month into the calendar for all schools and support the teaching of disablism and its manifestations in all schools;**
- 2. Lobby the Government to provide the resources and funding promised through the Education, Health and Care Plans to ensure that students with SEND have access to appropriate Post 16 and Post 19 provision that extends to age 25;**
- 3. Set up a working party to support the setting of priorities on SEND policy and practice within the union;**
- 4. Support the Changing Places Campaign, www.changing-places.org, to provide adequate toilet facilities, when required, into all schools and other big public places; and**
- 5. Lobby the Government to challenge the new Ofsted framework as it fails to adequately take into account research and practice in SEND. It fails to challenge deficit-based constructions of behaviour which disproportionately disadvantage students with SEND and lead to their exclusion from the schooling system.**

Amendment 29.1

*(Bedford) to Move
(Bedford) to Second*

Add at the beginning of Paragraph 2, "Conference believes that Special Schools and Alternative Provision (AP) are part of an Inclusive Model of Education and that a belief in Inclusive Education does not necessarily mean that every child should be in a mainstream school."

Add a new Paragraph 4, "Conference recognises that the lack of funding for SEND affects the ability of schools to provide therapeutic approach in Special

Schools and Alternative Provision, to enable those students with challenges to meaningfully access education.”

Add a new Paragraph 5, “Conference also recognises that there is a large number of children and young people who have no educational provision.”

Add new points 3 and 4 and renumber:

3. **Survey all local authorities to assess the funding needs of students with special needs, as well as any deficit in that funding, so that the union can lobby the Government to meet the real needs of all the students with special needs.**
4. **Urge all Districts to campaign for a review of all special needs provision in their area.**

Motion 30

RSE and LGBT+ Inclusive Education

(Waltham Forest) to move

(North Somerset) to second

Conference notes:

1. Relationships and Sex Education (RSE) and LGBT+ inclusive education have come under attack over the last year;
2. Parental protests backed by religious groups and others, which took place outside primary schools in Birmingham and other cities, were hijacked by right-wing commentators, agencies like Society for the Protection of the Unborn Child (SPUC) and members of the cabinet, who have come out in support of the protests, often echoing the rhetoric of Section 28;
3. The DfE and the Government have failed to agree to embed their own changes to RSE due to come into effect in September 2020;
4. This has caused huge pressure and suffering for the staff of these schools, including many union members;
5. This takes place against a backdrop of a 144% increase in LGBT+ hate crime in Britain between 2013 and 2018 and that transphobic hate crime has trebled during the same period; and
6. Attacks against LGBT+ people internationally are on the increase, especially in the USA, Brazil and Russia.

Conference re-asserts support for LGBT+ inclusive education and RSE and instructs the Executive to:

- i. **Continue to oppose any divisions that are fostered on grounds of religion or race, in particular, Islamophobia, and that we seek to establish a unity between educators, students and parents;**
- ii. **Produce informative materials for educators, parents and the general public, which put a strong case for age-appropriate LGBT+ inclusive education and RSE;**
- iii. **Organise a conference to support the clarification, development and embedding of an LGBT+ friendly curriculum across all Key Stages;**
- iv. **Meet with the DfE and the Secretary of State for Education to press them to develop a more supportive approach for those schools under pressure from protests and to encourage other schools to take up a more LGBT+ inclusive approach;**
- v. **Affiliate to Stand Up to LGBT+ Hate Crime;**

- vi. **Offer full support to members and their students who face protests against age-appropriate RSE; and**
- vii. **Fund and launch an LGBT+ Charter for Schools to encourage better practice in more schools.**

Amendment 30.1 (Composite)

(Birmingham) to Move

(Redbridge) to Second

Add new point in Conference notes after 4 and renumber:

5. This uncertain atmosphere has resulted in some schools withdrawing LGBT+ based content out of fear that there might be a backlash, while others have been unsure about developing their LGBT+ inclusive curriculum further.

And add point at the end of Conference notes:

8. The rise in racist, anti-semitic and islamophobic hate crimes and condemns the stereotyping of minority communities and the use of prejudicial language or actions.

Add new paragraph 3:

Conference condemns any individuals or organisations that seek to divide the LGBT+ community or pitch minority groups against each other.

Insert after notes section:

Conference believes that:

1. All RSE must be LGBT+ inclusive, promote gender equality and challenge all forms of abuse, discrimination and oppression
2. Curriculum resources should reflect and celebrate a diversity of cultures, faiths and family types and support children and young people to be their unique and authentic selves.

Insert point viii:

Use the excellent ‘LGBT+ Inclusive Education Guidance for Members’ developed by the union to reassure our members in schools that they are right to use and develop further LGBT+ inclusive curriculum resources.

Amendment 30.2

(Oldham) to Move

(Oldham) to Second

Amend ii to **“Produce informative materials for educators, parents and the general public, which put a strong case for age-appropriate full equalities inclusive education and RSE;”**

Amend iii to **“Organise a conference to support the clarification, development and embedding of a full equalities friendly curriculum across all Key Stages;”**

Amend iv to **“Meet with the DfE and the Secretary of State for Education to press them to develop a more supportive approach for those schools under pressure from protests**

and to encourage other schools to take up a more equalities inclusive approach;”

Motion 31

No One Best Way to Teach

(Redbridge) to move

(Lambeth) to second

Conference notes the attempts of the DfE and Ofsted to shape teaching and learning in our schools through the imposition of a narrow and unjustified orthodoxy. This includes:

1. Changing the emphasis of Early Years education to foreground formal teaching;
2. Continued promotion of an approach to reading centred solely on synthetic phonics, and the establishment of literacy hubs to embed this practice in schools;
3. Accountability mechanisms – as in Ofsted’s new curriculum framework – which pressure schools to teach a curriculum and pedagogy focused solely on the transmission of knowledge; and
4. Continued imposition of the EBacc on secondary schools, reinforced by Ofsted inspections.

Conference believes that:

- i. These policies are based more on dogma than on evidence. They do not reflect the consensus of academic research and teacher experience;
- ii. They are damaging the quality of students’ learning; and
- iii. They are the result of the capture of education policy-making by a small group of ideologues, supported by Government ministers.

Conference believes that educators need a variety of teaching methods at their disposal in order to provide the best education for the children in their care. Educators require access to fully independent research findings and excellent quality CPD throughout their careers.

Conference believes that the needs of children must be the foundation upon which curriculum and pedagogy is built. These needs vary from school to school and between different geographical areas.

Conference calls on the Executive to:

- a. **Continue to support the growing number of member-led curriculum and pedagogy events;**
- b. **Develop union curriculum and pedagogy networks;**
- c. **Build alliances with organisations and networks working to defend and develop alternatives to the Government’s preferred model;**
and
- d. **Work with political parties to establish an independent body to determine policy on curriculum, assessment and pedagogy, free from the direct control of ministers.**

Amendment 31.1 (Composite)

(Executive) to Move

(Tower Hamlets and the City) to Second

In second paragraph:

Add point iv:

- iv. The imposition of particular pedagogical approaches removes professional autonomy from educators.

In fourth paragraph add after “different geographical areas”:

“Conference believes that educators, as professionals, are the best people to decide appropriate curriculum and pedagogical approaches in their workplace.”

After “Conference calls on the Executive to” add new points:

- e. **Encourage members to see curriculum and pedagogy as trade union issues by launching a campaign amongst members, including the need to take collective action, to defend and extend professional autonomy, over the imposition of pedagogical approaches, up to and including strike action;**
- f. **Develop a strategy in the union for workplace bargaining over curriculum and pedagogy; and**
- g. **Hold reps training events centred on organising in schools around the question of professional autonomy.**

Amendment 31.2

(Oxfordshire) to Move

(Oxfordshire) to Second

Under “Conference notes” point 1 add:

“...including the DfE’s announcement that the Reception Baseline Assessment will be statutory despite widespread opposition.”

Under “Conference notes” add points 2, 3 and 4:

- 2. The proposed revision of the current Early Learning Goals which will negatively impact the Early Years Foundation Stage (EYFS) curriculum;
- 3. The response from the coalition of Early Years sector bodies entitled ‘Getting it right in the Early Years Foundation Stage: a review of the evidence’; and
- 4. That despite the response, the DfE were encouraging schools to become early adopters of the new ELGs before the consultation had closed.

Under “Conference calls on the Executive” add new points d and e renumber:

- d. Advise members in primary schools on how to proceed in response to the announcement that the RBA will be statutory from September 2020;
- e. Ensure the consultation on the proposed ELGs and the response from the Early Years sector bodies is properly considered and reflected in any changes from 2021.

Under “Conference believes that” add the following at the end of the paragraph:

All schools should be expected to offer and provide in every Key Stage the balanced and broadly based curriculum to which all pupils are entitled by law.

Motion 32

Boycott High Stakes, Summative Testing in Primary Schools

(Lewisham) to move

(Nottinghamshire) to second

Conference notes:

1. The impressive turnout in the 2019 indicative ballot to boycott high-stakes, summative testing, with a 39% turnout and a 59% vote to boycott;
2. This was the highest turnout in a ballot of primary members in the history of the union, NUT and ATL;
3. The pledges by the Labour Party and Liberal Democrats to abolish SATs; and
4. The detrimental effects of the SATs and high stakes testing on children and our members in primary schools including: narrowing of the curriculum, increased workload and mental health problems for staff and children.

Conference believes:

- i. Were it not for the undemocratic anti-union laws there would be little argument against taking action on the back of such a ballot;
- ii. That the high turnout and high support for a boycott necessitates a further campaign to build a successful ballot against the testing regime;
- iii. Such a campaign must use the results of the 2019 ballot to build on areas of strength and target areas of weakness utilising the full resources of the union to get the vote out;
- iv. Such a campaign has the potential to invigorate our organisation in primary schools, energising existing activists and recruiting new members and reps;
- v. The question of school workers' involvement in the abolition of testing is central. Opposition to SATs by political parties is welcome, but a campaign by education workers would place union members in a stronger position to negotiate the form of assessment that would replace the current system;
- vi. Teachers should be trusted to make professional decisions about which methods of testing and assessment are best suited for their pupils; and
- vii. A ballot must include primary members from all year groups because the current testing regime tests children from 4-11 years old.

Conference resolves to ballot all Primary members for a boycott of all high stakes, summative testing within Primary Schools for the academic year 2020/2021; thus allowing teachers to make the decision about what testing assists their students, in line with the statement by "More Than A Score" that "Teachers should be trusted to use their professional expertise in determining the best methods of assessment."

This formation facilitates balloting all our Primary members. It allows us to ballot members in Autumn 1 and build the campaign up to a boycott in Spring 2021.

Amendment 32.1

(North Yorkshire) to Move

(North Yorkshire) to Second

Add new point 5 in Conference notes:

5. The imposition of baseline assessments at the beginning of YR from September 2020, against all advice from experts in early years education.

Delete all third para beginning "Conference resolves..." and replace with:

Conference instructs the Executive to:

- a. **Ballot all Primary members for a boycott of all high stakes, summative testing within Primary schools for the academic year 2020/2021;**
- b. **Ballot all Primary members in Summer 2020 for a boycott of Baseline Assessment due to be administered in September 2020; and**
- c. **Work with all partners to make the case for alternative forms of assessment which are useful to educators and give parents and carers valid information about their child's achievements.**

The Officers of the union have considered the terms of the above motion in accordance with the remit given to them to examine motions and amendments and remove from them material which is outside the Rules of the union by reason of its being beyond the union's aims and objects, unlawful or legally incapable of implementation. The Officers believe that the terms of this amendment are in order for debate only on the basis that it is understood that implementation of the motion will be in accordance with the law.

Amendment 32.2

(Lewisham) to Move

(Lewisham) to Second

Add:

Conference notes:

5. Lewisham Branch's indicative ballot to boycott in January of this year. The result of which was 87.7% voting to boycott. However, with only 25.5% turnout.

Add:

Conference believes:

- viii. That the Lewisham result shows there is still a strong will amongst members to boycott which with a powerful national lead can be built to a successful ballot.
- ix. That Lewisham having to do another indicative ballot after successfully hitting the anti-union laws thresholds in the national indicative ballot made it harder to get members to vote.
- x. That getting as wide a geographical area as possible to go to the formal ballot will increase the likelihood of success in the ballot and the boycott.

Add at the end of the motion:

Districts who hit or who are close to the thresholds in the national indicative ballot should be strongly encouraged to go for a disaggregated formal ballot. They should not be expected to have another indicative ballot. They should expect national and regional support to win the formal ballot.

Fifth Session

Wednesday 8 April 2020
9.00 to 12.30

Fifth Session:

Wednesday, 8 April (9:00am – 12:30pm)

Assessment, Curriculum and Accountability Section:

Continued.

Union Accounts (Private) Section:

Accounts

(For Financial Statements and Reports of Auditors see pamphlet containing Financial Statements).

Motion 33 Financial Statements

Hazel Danson (Treasurer) to move

That the Financial Statements be now received.

Motion 34 Auditors Report

Hazel Danson (Treasurer) to move

That the Auditor's Report be now received.

Motion 35 Financial Statements

Hazel Danson (Treasurer) to move

That the Financial Statements be adopted.

Motion 36 Report of the Teachers Building Society

Chief Executive TBS to move
Joint General Secretary to Second

That the Report be now received.

EQUALITY CONFERENCES SECTION

Motion 37

Casework

(BEC) to move

(BEC) to second

Conference notes that there is no data published by the union on casework by gender and protected characteristics.

Conference believes it is important that casework data is published on a termly and annual basis and made available to members to allow scrutiny, transparency and determine effectiveness of the support given to members by the union.

Conference instructs the Executive to:

1. **Collect casework data and publish it;**
2. **Publish the number of cases dealt with by each region on a termly basis and collate data nationally and to share with members;**
3. **Publish the type of cases/complaints raised by members in each region;**
4. **Publish the number of cases involving discrimination and the number of cases taken to Employment Tribunal by the union; and**
5. **Provide compulsory training for all staff and officers undertaking casework on equality and discrimination.**

Motion 38

Pride in our Union: The Trans and Non-Binary Educators Network

(LGBT+EC) to move

(LGBT+EC) to second

Conference notes:

1. Transphobic hate crime data is still greatly increasing;
2. Transphobic news stories are a continued and escalating blight on trans and non-binary members lives, with severe consequences on mental health;
3. The continued organising of transphobic groups, some directly into schools and contrary to the union toolkit, which causes confusion as to the legal rights and obligations for schools and also fuels transphobia;
4. While as a union we are at the vanguard of trade unions standing up to racism, sexism, and islamophobia, there is still no working definition of what being transphobic actually means; and
5. That the concept of “gender being a social construct” is not relevant to the Equality Act 2010 or to union policy on supporting trans and non-binary members but that it is used by transphobic groups as a wedge to separate trans and non-binary people, from cis people, in terms of rights and discrimination.

Conference instructs the Executive to:

- i. **Work with the Trans and Non-Binary Network to develop a union definition of transphobia that goes above and beyond legal compliance and that supports and endorses trans and non-binary identities without resorting to the erasure or downgrading of “gender”;**

- ii. **Use the union’s presence in the media to challenge transphobia, in line with union policy, and to support trans and non-binary rights and identities;**
- iii. **Create guidance on dealing with transphobia in schools and colleges, both towards students and for staff that is in-line with existing union policy;**
- iv. **Campaign for appropriate recognition for non-binary people in law;**
- v. **Ensure immediate recognition of non-binary people in the union’s membership system;**
- vi. **Ensure that the guidance produced on transitioning, on transphobia and on supporting trans students is available in hard copy for activists and highlighted appropriately in our communications; and**
- vii. **Ensure that appropriate funding is provided to support the production of the forthcoming “coming out guide” and that it is published and publicised across the union.**

Amendment 38.1 (Composite)

(North West Essex) to move

(Tower Hamlets and the City) to second

Amend i to read:

- i. Work with the Trans and Non-Binary Network to develop a union definition of transphobia in compliance with statutory requirements, without resorting to the erasure or downgrading of gender. This definition should ensure that all the terms used are explicit to enable both the Union and the wider community have a clearer understanding of trans and non-binary identities and transphobia itself.

Amendment 38.2

(North Somerset) to Move

(Coventry) to Second

Add new point

- 6. It is a disgrace that the reform of the Gender Recognition Act (GRA) has been stalled and that the government may seek to abandon it altogether. In this event, the NEU will continue to campaign for the reform of the GRA.

Add new points:

- viii. Reaffirm the NEU’s commitment to trans equality through campaigning for the reform of the Gender Recognition Act to replace the current expensive, bureaucratic, intrusive and medicalised process for legally changing gender with a system of self-declaration or self-determination – and including an option for non-binary people to obtain legal recognition.
- ix. Work with the Trans and Non-binary Network to promote examples of good practice of trans and non-binary inclusion in schools and colleges and disseminate to all districts
- x. Encourage districts to hold trans inclusive education events, such as the conference in Liverpool, organised by Sefton NEU, in 2019

Motion 39

Disability Equality in the Education Service Support

(DEC) to move

(DEC) to second

Conference reaffirms its support for developing Disability Equality for staff and students throughout the Education System based on the Social Model of Disability.

Conference notes the social model was developed by the Disability Movement in response to their exclusion and isolation, resulting from the oppression disabled people have experienced for millennia. Therefore, Conference acknowledges that all those with long term physical, sensory or mental impairments are restricted by environmental, organisational and attitudinal barriers which disable them for so long as there is a need for the resources to be in place to remove these barriers.

Conference agrees to campaign for a fully inclusive education system where all students' support needs are met in a barrier free setting. This would enable students to be academically, socially and emotionally included, therefore thriving and achieving their potential. This would also be in line with the United Nations Convention on the Rights of Persons with Disabilities Article 24.

Conference agrees to campaign for resources and practices allowing disabled staff to work effectively, with reasonable adjustments and change of management attitudes.

Conference notes:

1. The increasing number of disabled members forced out of work by failure to make reasonable adjustments especially in sickness and capability;
2. The recent National Audit Office Report on Special Education Needs Disability in England shows numbers with SEND in special schools has increased by one third between 2014 and 2018, funding per student has reduced, the number on SEND Support is continually reducing in the context of overall needs remaining the same;
3. Exclusions of SEND students are 6 times higher than non-disabled students mirroring discrimination against disabled staff;
4. The high levels of impairment based bullying; and
5. That austerity has created a hostile environment for disabled people.

Conference instructs the Executive to:

- i. **Run a national campaign involving politicians, staff, parents and groups for Disability Equality in Education to create a school/college disability charter;**
- ii. **Set up an Inclusive Education Working Group to promote best practice in reducing exclusion and other policy development locally and nationally; and**
- iii. **Provide resources for a school reps guide, general publicity to organise local networks of disabled staff and to train school representatives/district officers in case work focusing on reasonable adjustments.**

General Purposes Section:

Motion 40

Retired Members Voting Rights

(Cumbria) to move

(Cumbria) to second

Conference believes:

1. That the membership of the union should be inclusive and welcoming, noting the strength that including all members brings;
2. That the contribution given by retired members remains very significant and, when all members are valued equally, they are equally encouraged to contribute positively; and
3. Retired members bring experience and significant additional capacity for organising and supporting colleagues through both formal and informal casework.

Conference therefore instructs the Executive to put forward mechanisms and the necessary rule changes so that:

- i. **From 2020/21 academic year, or as soon as possible after, all retired members have full voting and representational rights on an equal basis with in-service members.**

Amendment 40.1

(Executive) to Move

(Executive) to Second

Delete all from: "Conference therefore instructs the Executive"

Replace with:

"Conference instructs the Executive to review how the union can strengthen the involvement of retired members."

Amendment 40.2

(North West Essex) to Move

(North West Essex) to Second

Add at end of i:

..... enabling them to attend conference and vote on behalf of their members, reflecting the views and opinions gathered at first hand as they organise activities and support colleagues in their district.

Sixth Session

Wednesday 8 April 2020

2.00 to 5.30

Sixth Session:

Wednesday, 8 April (2:00pm – 5:30 pm)

Education Policy for Schools and Colleges Section (cont):

Continued – see pages 36-44

Bargaining and Negotiations Section (cont):

Continued – see pages 7-18

Seventh Session

Thursday 9 April 2020
9.00 – 1.00

Seventh Session:

Thursday, 9 April (9:00am – 1:00pm)

Bargaining and Negotiations Section (cont):

Continued – see pages 7-18

Member Defence Section:

Motion 41

Maternity Rights

(Croydon) to move

(Barking and Dagenham) to second

Conference notes:

1. Pregnancy & maternity are protected characteristics under the Equality Act;
2. Pregnant women and mothers routinely suffer discrimination and ill-treatment in the workplace; 54,000 lose their jobs every year;
3. Women make up 74% of the education workforce but work on a range of contracts with different entitlements and rights;
4. Rates of statutory maternity pay (SMP) and maternity allowance are too low; many members on supply contracts do not benefit from enhanced maternity pay; many women in agency work do not qualify for SMP;
5. Evidence from Advice line/Region that pregnancy and maternity discrimination is a major source of casework; and
6. Many branches have been successful in defending and significantly improving pregnancy rights.

Conference believes:

- i. Caring responsibilities have a detrimental impact on women's pay and career progression;
- ii. The fragmentation of the education system has resulted in the worsening of pregnancy and maternity rights policies;
- iii. Schools and colleges are failing to uphold the rights of women to attend medical appointments or to make reasonable adjustments in breach of equality law;
- iv. Untenable levels of workload are placing undue stress on pregnant women and parents; and
- v. Schools need better policies to support parents in caring for their children including improved parental leave and release to attend school or family events.

Conference instructs the Executive to:

- a. **Survey women members on their experiences of being pregnant at work and their subsequent return;**
- b. **Review guidance for women members on pregnancy and maternity rights, including clear advice on health and safety, flexible working and job shares;**

- c. **Carry out a national campaign to improve the knowledge and agency of women in relation to maternity and pregnancy rights;**
- d. **Work with Maternity Action to produce guidance specific to the Education sector;**
- e. **Campaign for better scientific research relating to women to ensure their needs are properly met in the provision of services and at work;**
- f. **Ensure that training of caseworkers, officers and reps specifically includes pregnancy and maternity rights; and**
- g. **Work with districts/branches to look for opportunities to campaign for improved maternity rights and to ensure that members' statutory and negotiated rights are upheld.**

Amendment 41.1

*(Tower Hamlets and the City) to move
(Croydon) to second*

Add at end:

Conference notes that some Branches have campaigned for, and won, improvements to Burgundy Book and statutory maternity provisions. Conference believes that these campaigns could be used as a model for similar campaigns in MATs and Local Authorities.

add new point

- h. **develop a bargaining campaign pack on maternity pay and leave and flexible working for use by Branches.**

Amendment 41.2 (Composite)

*(Brent) to move
(Portsmouth) to second*

amend b to read:

- b. **Review guidance for women members on pregnancy and maternity rights, including clear advice on health and safety, flexible working, job shares and holiday entitlement and publish this to members;**

After a-g, add:

- h. **Ensure advice is given to members and caseworkers regarding the entitlement to move up the pay scale following maternity and adoption leave**

Fred and Anne Jarvis Award Presented

Unfinished Business:

Unfinished Business will be taken at this point.

Formal Business:

General Secretary's Address

The Joint General Secretaries will deliver their addresses to Conference.

Motion 42

Thanks to the Chair

That the best thanks of Conference be given to the President, Amanda Martin, for her able conduct in the Chair.

Glossary

Constitutions for Affiliation Requests:

Anti-Academies Alliance:

The Anti Academies Alliance is a campaign against Academies and Free Schools. It is composed of unions, parents, pupils, teachers, councillors and MPs.

The radical education policies rushed through by Michael Gove should be fought as much as the NHS. They are both introducing privatisation and putting our education into the free market. We will not only lose our democratic accountability for schools but we will also lose our family of schools.

Academies and Free schools are able to be run not by our democratic local councils but private sponsors running independently. They are able to set their own curriculum and terms and conditions for staff.

Join us and continue to keep the state comprehensives we have left.

Campaign against Climate Change:

1. NAME

The name of the organisation is the Campaign against Climate Change (for the purposes of this document hereinafter called the Campaign).

2. CAMPAIGN AIMS AND OBJECTIVES

The Campaign exists to push for the urgent and radical action we need to prevent the catastrophic destabilisation of global climate.

1. The Campaign exists to secure the action we need - at a local, national and, above all, international level - to minimise harmful climate change and the devastating impacts it will have. To that end the Campaign seeks to raise awareness about the gravity and urgency of the threat from climate change and to influence those with the greatest power to take effective action and to do so with the utmost speed and resolution. Where ignorance, short term greed and vested interests stand in the way of the action that is urgently needed, the Campaign exists to fight against all of these things.
2. Amongst our activities, the CCC brings people together for street demonstrations, designed to get together the greatest number of people possible, and to create a mass movement to push for our goals.
3. The Campaign seeks a global solution to a global problem and aims to push for an international emissions reductions treaty that is both effective in preventing the catastrophic destabilisation of global climate and equitable in the means of so doing. To be effective such a treaty needs to secure such reductions in the global total of greenhouse gas emissions as are deemed by the broad consensus of qualified scientific opinion to be necessary to prevent harmful climate change. The Campaign aims to campaign against those with the greatest responsibility for preventing or delaying the progress we urgently need towards an international climate treaty.

4. The Campaign recognises that the issue of the destabilisation of global climate has enormous implications in terms of social justice and global inequality. The damage to the earth's atmosphere has so far been done mainly by the rich nations but it is the poorest who will suffer the greatest and most immediately. The Campaign recognises that any solution to the problem must be as fair as possible, incorporating principles of social justice and not exacerbating global inequalities.
5. The Campaign aims to bring together as many people as possible who support our broad aims of pushing for urgent action on climate and reducing global emissions.

3. MEMBERSHIP

- a) Membership of the Campaign shall be open according to the categories defined below:
 - i) NATIONAL MEMBER – Interested individuals who agree with the objectives of the Campaign and who have paid the minimum subscription. Individual Members are entitled to vote at regional and national meetings of the Campaign.
 - ii) LOCAL CAMPAIGN GROUP – These are organisations whose main focus is explicitly to do with campaigning around climate change. The organisations are affiliated to the Campaign, having paid the minimum subscription. These organisations shall normally have a named representative.
 - iii) ASSOCIATE MEMBER – All members of LOCAL CAMPAIGN GROUPS will be given associate membership status. They will be notified as appropriate of national and regional activities.
 - iv) AFFILIATED GROUPS – These are organisations that support the aims of the Campaign but their primary aims and objectives will generally not be specific to climate change. The organisations will be encouraged to send representatives to regional and national meetings.
- b) National members will be entitled to attend and vote at General Meetings to be elected on to the Steering Group according to 4.a)ii and to attend all steering group and Regional and General meetings.
- c) The subscriptions are to be reviewed annually.

4. MANAGEMENT

- a) The Steering group shall consist of at least nine voting members as including :
the chair, vice chair, treasurer, secretary, and international secretary - to be elected at the AGM from the membership as defined in 3a(i) above.
- b) The Steering group shall have joint responsibility for the management of the organisation between general meetings. This means, for example, that it will allocate responsibilities where no officer has been elected to a named position and it will re-allocate responsibilities where an elected officer is not able to carry out designated responsibilities.
- c) The Steering group shall invite such (non-voting) members to participate in the meetings as it deems appropriate. Members are encouraged to submit suggestions and proposals relating to actions and policy to the Steering group.

- d) It shall be the duty of the secretary to ensure that accurate record of all the business conducted by the Steering group is maintained. It shall be the duty of the Treasurer to conduct and supervise the financial affairs of the Steering Group and the Campaign.
- e) The Steering Group shall meet at least six times a year. The meeting times and locations will normally be arranged at the previous steering group meeting.
- f) The Steering Group shall set up committees and working parties as shall be deemed necessary for the proper management of the Campaign, provided that full reports are made back.
- g) Each elected member of the Steering Group shall be entitled to vote. The Steering Group aims to operate by consensus; where there is no consensus the majority view will prevail. Where there is a tie the motion shall not be carried. Those members who are unable to attend will have the right to register their vote on critical issues.
- h) Any three members of the Steering Group, including one of the elected officers, shall form a quorum. If within half an hour of the appointed time for the meeting a quorum is not present then the meeting shall proceed but no resolution may be proposed. Can't remember decision on this.
- i) The Steering Group may, by a two-thirds majority, suspend any member or affiliated group if that member or group has acted against the objectives of the organisation. This can only be an interim suspension; the member in question and all other members of the Steering Group will require fourteen days notice in writing of any proposed suspension leading to expulsion.
- j) A member who is required to cease to be a member in accordance with paragraph j shall have the right to appeal to the Steering Group and, if unsuccessful, to a General Meeting of the Campaign called in accordance with clause 6(k) hereof, which meeting shall have the power to re-instate the said member.
- k) Except where there is two-thirds agreement of the Steering Group, members of the Steering Group shall not derive any pecuniary benefit from the Campaign.
- l) All employees of the Campaign are accountable to the Steering Group and the terms of employment are ratified by the Steering Group..Any discussion relating to payment of a member of the Steering Group will be held without that person being present.
- m) A member of the Steering Group shall be entitled to receive reasonable out of pocket payments by way of reimbursement of expenses properly and necessarily incurred by him/her for the purpose of enabling her/him to perform any of her/his duties as a member of the Steering Group.
- n) The Steering Group shall have the power to nominate persons to represent the Campaign on a long term basis on other organisations.
- o) The National Coordinator/Chair and one other officer of the Steering Group may in exceptional circumstances make a decision on behalf of the Steering Group so long as that decision is brought before the next Steering Group meeting for ratification.

5. ANNUAL GENERAL MEETING

The purpose of the Meeting shall be for the members to receive a report from the Steering Group on the work and activities of the previous year and on the current situation of work and prospects and proposed strategy of the Campaign; to receive and approve the audited accounts of the Campaign; agree membership fees for the coming year of electing officers of the Campaign and other members to form the Steering Group for the following year and of voting upon any resolutions to amend the Constitution of the Campaign in accordance with clause 10 hereof.

- a) The AGM shall be held in each year at such time (not being more than fifteen months after the preceding AGM) and such place as the Steering Group shall determine. At least twenty-one days notice shall be given in writing to the members of the Campaign and the Steering Group. Other meetings of the Campaign shall be held at such times as may be determined by the Steering Group.
- b) There shall be a quorum when twenty members are present.
- c) If at any stage of the meeting the number of members present is insufficient to make a quorum then the meeting shall be adjourned to a date not more than eight weeks from the original meeting. Date, time and venue to be decided by the members present at inquorate meeting. These arrangements to be notified to members within three weeks of the failed meeting.
- d) Nominations for chair, vice chair, secretary, treasurer, and international secretary should be proposed, seconded and elected at the Annual General Meeting. There shall be a quorum when twenty members are present.
- e) Members of the Steering Committee can be nominated by affiliated and other organisations if there is vote to allow a particular organisation to do that, as part of the elections. With the exception of dissolution (refer to clause 10) all questions arising at the AGM meeting shall be decided by a simple majority of the members present.

6. SPECIAL BALLOT

- a) The Coordinator shall, within two months of the Coordinator, Secretary or Chair receiving a written request to do so, signed by not less than thirty members as defined by clause 3i, or 6 groups as defined by clause 3ii, organise a special ballot of the entire membership on a specific issue or issues as defined in the written request, such issues being of great contentiousness.
- b) Such a ballot should give all members who can be contacted without undue difficulty a reasonable opportunity – that is at least 3 weeks from receiving notice by post or email – to register their vote by post or email.
- c) The result of such a ballot of the entire membership, taken on a simple majority, should be final and binding above any resolution taken by any meeting.

7. FINANCE

- d) The income and property of the Campaign wheresoever shall be applied solely towards the promotion of the objects of the Campaign as set forth in this constitution and no portion thereof shall be paid or transferred directly or indirectly to any member except to cover any reasonable expenses as agreed.
- e) All accounts of the Campaign shall be the responsibility of the treasurer who shall be responsible for presenting an annual statement of the financial position of the Campaign to the Annual General Meeting.
- f) All monies received by or on behalf of the Campaign shall be paid into such account(s) at such banks as are approved by the Steering Group and any cheques drawn on such accounts shall bear the signatures of at least two of those persons who by resolution of the Steering Group have been authorised to draw on such account or accounts.
- g) The financial year shall run from April 1st to March 31st.

8. DISSOLUTION

The Campaign may at any time be dissolved by a resolution passed by a two-thirds majority of the available votes present and voting at a meeting of the Campaign of which at least twenty-one days notice shall have been sent to all members of the Campaign. Such resolutions may give instructions for the disposal of any assets held by or in the name of the Campaign provided that if any property remains, after the satisfaction of all debts and liabilities such property shall be given or transferred to another organisation which has objectives similar to those of the Campaign.

9. ALTERATIONS TO THE CONSTITUTION

Alterations to the constitution shall receive the assent of not less than two-thirds of the available votes present and voting at an Annual or National Committee meeting. A resolution for the alteration of the constitution shall be received by the Chair at least twenty-one days before the meeting at which the resolution is to be brought forward. At least fourteen days notice in writing shall be given to the members and shall include notice of the alterations proposed.

Stand Up to Racism:

- a. The name of this organisation be called Stand Up to Racism (“(SUTR)”)
- b. The overarching function of the organisation shall be to campaign against racism, Islamophobia, anti-Semitism and other forms of discrimination.
- c. To carry out all appropriate activities campaigning and educating to positively encourage antiracism, diversity and tolerance of minority communities.
- d. Meetings will be held when necessary in order to conduct its business and to agree any policy changes
- e. Voting in meetings will be by show of hands of the majority
- f. SUTR activities will be overseen by a committee elected by its members which will include a Chairman, Secretary, Treasurer and such other officers as the committee decides are necessary
- g. Membership application will be open to anyone who agrees with the policies of SUTR and if there is any dispute over membership the decision of the committee will be final.
- h. Affiliation will be encouraged from any organisation which agrees with the aims and objectives of SUTR, subject to the agreement of the committee to that affiliation.
- i. The committee may decide whether a membership or affiliation subscription is required and may set the subscription level at their discretion
- j. The committee shall decide how to conduct its affairs and will if minded to do so co-opt further members to the committee
- k. Funds shall be raised by seeking donations, affiliations, membership fees, and also through other fundraising activities in order to contribute to any expenses of SUTR.
- l. To make payments for the expenses of any activity which is in accord with the aims and objectives of SUTR.
- m. A bank account / bank accounts / will be opened, and one or more accounts will be opened in order to facilitate the receipt of donations by standing order, cheque or reimbursements and payment of expenses – the bank account to be named Stand Up to Racism (SUTR)

- n. The committee will decide at their discretion if the organisation is to be disbanded, and if at that time there are any funds left after payment of all outstanding expenses the committee shall be authorised to make a donation of those funds to any organisation that is in accord with, has related and similar aims to those of SUTR, or is a successor organisation to SUTR and if appropriate shall decide whether to close any bank account or funds receiving accounts.

Stand Up to Racism — Refugees Welcome Here: No To Racism, Islamophobia and anti-Semitism – Statement, aims and objectives:

There is a racist offensive being pushed against refugees, migrants and Muslims by some politicians and right-wing press. They are using these groups as scapegoats for the effects of the economic crisis and austerity.

Stand Up to Racism seeks to oppose all forms of racism and scapegoating, Islamophobia and anti-Semitism and campaign to welcome refugee.

We are deeply concerned by the rising level of Islamophobia fuelled by negative reporting of Muslims in sections of the media and scapegoating from some politicians. This has led to a huge spike in anti-Muslim hate crimes.

Stand Up to Racism has run a number of delegations to Calais in Northern France to offer solidarity to refugees living in appalling conditions in camps and to challenge the dehumanising language of some politicians and the media.

Stand Up to Racism will run a range of activities including antiracist workshops to campaign, educate and positively promote antiracism, diversity and tolerance of minority communities.

Stand Up To Racism believe in challenging racism by promoting antiracism and celebrating diversity. A crucial component of this is organising an annual national demonstration to mark UN Anti-Racism Day in the month of March.

We call on all those who reject racism, scapegoating, Islamophobia and anti-Semitism and want to welcome refugees to join Stand Up to Racism. Let's say no to racism and stand up for diversity.

Love Music Hate Racism:

Love Music Hate Racism (LMHR) was born in the tradition of the Rock Against Racism (RAR) movement of the late 1970s, which sought to use music to unite people and promote antiracism. LMHR uses the energy of the music scene to celebrate diversity and involve people in anti-racist activity. Since it was founded in 2002 there have been many hundreds of LMHR events, from large outdoor festivals to local gigs and club nights.

At its pinnacle LMHR ran festivals in Victoria Park, London and Stoke City's Britannia football stadium which tens of thousands of people attended with international artists performing. The campaign was instrumental in discouraging support for far-right groups such as the British National Party (BNP) and so called English Defence League (EDL). The LMHR campaign has a renewed importance in today's atmosphere of racism, distrust of migrants and islamophobia. We want people from across the country to know that Love Music Hate Racism is back and inspire them to get involved by putting on local gigs and publicising the campaign in schools, colleges and workplaces.

Hope Not Hate:

HNH uses research, education and public engagement to challenge mistrust and racism, and helps to build communities that are inclusive, celebrate shared identities and are resilient to hate.

Core Areas:

- Robust research into hate groups
- Engagement with those who are attracted by fear and hate
- Through our political arm, challenge political parties which promote racism and intolerance, as well as engaging with other political parties to help them actively stand up to hate
- Public education about hate groups and constructive ways to challenge those groups
- Working with groups and communities that seek to proactively challenge hate
- Increasing awareness of, and encouraging engagement in, civic matters and the democratic process

HOPE not hate's Structure:

HOPE not hate seeks to challenge and defeat the politics of hate and extremism within local communities, building resilience against the politics of hate and fear, at a national and grassroots level. In order to maximise our contribution to the debate and comply with all UK legislation, HOPE not hate operates via two separate and distinct legal entities, through which we deliver a range of activities and services.

You are currently on the website of HOPE not hate Ltd. HOPE not hate Ltd (HNH Ltd) was originally established as Searchlight Information Services in 1986. HNH Ltd's main role is to investigate, expose and campaign against the activities of the far right and other promoters of hate in Britain and Internationally. HNH Ltd is also the delivery vehicle of the award winning HOPE not hate campaign which has been the driving force in defeating the BNP in communities up and down the country. HNH is a registered third party for the purposes of election campaigning and is not aligned to any political party.

HOPE not hate Charitable Trust (HNH Charitable) is our charitable wing, which is the main vehicle for the development and execution of our community action & engagement plans, training and educational services. HNH Charitable seeks to equip local communities and groups to defeat hate at a grassroots level. We also seek to influence the national debate by providing briefings and training to public policy figures as well as statutory and non-statutory bodies.

HNH Charitable enables us to make direct interventions during and after challenging events. HNH Charitable also publishes regular pamphlets, toolkits, informational literature and analysis about extremists and the politics of hate both in the UK and abroad. Hope not hate Charitable Trust was founded in 1992. The HNH Charitable website can be accessed [here](#).

Palestinian Solidarity Campaign:

1. **Name of Organisation.** The name of the organisation shall be 'Palestine Solidarity Campaign'.
2. **Office location.** The organisation, however registered, shall be in England.
3. **Aims and Objectives.**

The aims and objectives of the Palestine Solidarity Campaign shall be identical with those expressed in the Memorandum of Association of which this constitution is an integral part:

 - a) for the right of self-determination for the Palestinian people;
 - b) for the right of return of the Palestinian people;
 - c) for the immediate withdrawal of the Israeli state from the occupied territories.
 - d) against the oppression and dispossession suffered by the Palestinian people
 - e) in support of the rights of the Palestinian people and their struggle to achieve these rights
 - f) to promote Palestinian civil society in the interests of democratic rights and social justice
 - g) to oppose Israel's occupation and its aggression against neighbouring states
 - h) in opposition to racism, including anti-Jewish prejudice and the apartheid and Zionist nature of the Israeli state.
 - i) in opposition to Islamophobia.
4. **Membership.**
 - 4.1 Full Membership of the PSC shall be open to all those who agree with the aims and objectives of the Campaign and who pay the necessary annual subscription.
 - 4.2 Paid up national members will be entitled to be members of their local branch and their details will be made available to bona fide (ie members of national PSC) branch officers for the purposes of PSC business only.
 - 4.3 A member whose annual subscription is not renewed within six months of the renewal date shall be deemed to have lapsed their membership.
 - 4.4 An honorary member is any person the AGM wishes to honour for services to the PSC or Palestine.
 - 4.5 Admission to, and where necessary termination of, membership - along with the issuing of invitations to sponsors - shall be the responsibility of the Executive Committee, to be ratified at the following AGM.
 - 4.6 The Executive Committee may, by a two-thirds majority, terminate or suspend the membership of an individual member, local branch, or affiliated organisation found to have breached the constitution, subject to appeal at the following AGM or EGM.
 - 4.7 A member may resign from the organisation in writing posted to, or left at, the registered office of the company.
5. **Branches.**
 - 5.1 The Executive Committee shall have the power to grant permission for the formation of local branches.
 - 5.2 All branches shall adopt the PSC name except where there are historical reasons for another name. In these cases the branch constitution should state that the branch is a branch of PSC.

5.3 All branches should adopt a constitution, which must contain:

- a) The PSC aims and objectives.
- b) A requirement for elected officers to be members of PSC.
- c) A requirement to hold an Annual General Meeting.
- d) Procedures for electing officers.
- e) The requirement to properly account for money received and expended.

6. Regions.

- 6.1 The Executive Committee shall have the power to grant permission for the formation of groupings of branches into regional structures.
- 6.2 Branches are encouraged to organise regional events and, where it does not detract from local activities, create a regional structure.
- 6.3 In consultation with the Executive Committee, regional structures should be created at the request of at least two branches, within a region and after adequate discussion by branches of its usefulness and sustainability. The creation of such regional structures should be ratified at the following AGM.
- 6.4 Once a regional structure is created and sustained, its main purpose should be as contained within points (3 and 6.2). At least one regional meeting per year should be organised to consider how to co-ordinate the implementation of PSC policies and initiatives within the region.
- 6.5 Where a duly-constituted Region exists, the EC member for that region shall be elected by a regional meeting before the AGM. In the absence of such a regional meeting, regional members for the EC shall be elected at the AGM. Voting for such regional representation shall only be undertaken by those members who are from the appropriate region.
- 6.6 Where a formal regional structure exists and has sufficient strength it should, where appropriate and in consultation with the Executive Committee, consider the creation and development of new branches within its region.

7. Affiliations.

- 7.1 Affiliated groups or bodies must accept the aims and objectives of PSC.
- 7.2 Affiliated groups or bodies must pay the appropriate affiliation fee but for all other purposes are autonomous and solely responsible for their conduct.
- 7.3 Such groups must apply for affiliation to the PSC AGM or (in between AGM's) to the Executive Committee.
- 7.4 Affiliated bodies may send an observer to National PSC Forum Meetings and AGM's in accordance with point 8.3.
- 7.5 PSC reserves the right to refuse affiliation or to revoke affiliation of any group or organisation whose aims, objectives or practices conflict in whole or in part with the aims, objectives and practices of PSC. Such a decision must be carried by a 2/3 majority of the AGM or Executive Committee.

Governance.

8.1. Annual General Meetings.

- a) Annual General Meeting (AGM) shall be open to all national members and shall be the policy making body of the PSC.
- b) PSC shall hold an Annual General Meeting once in each calendar year. Not more than 15 months shall elapse between the date of one Annual General Meeting and the next.
- c) The Agenda of the AGM shall include:
 - i) The presentation of an Annual Plan for the coming year;

- ii) Report of the work of the EC since the last AGM;
 - iii) The presentation of accounts;
 - iv) Membership and affiliation report;
 - v) Motions submitted by members, branches affiliates, the EC and any other committees.
 - vi) The election of Chairperson, Vice Chairperson, Secretary, Treasurer, Trade Union Liaison Officer, the Campaign Officer, the Publications Officer, ordinary members of the Executive Committee and any other posts which are approved by the AGM.
 - vii) The Executive Committee may on behalf of the membership invite speakers to attend and address the Annual General Meeting.
- d) The EC shall begin preparing for the AGM at least three months in advance of the scheduled date by inviting resolutions and nominations from branches and affiliates.
 - e) Resolutions and nominations for the AGM must be submitted in writing to PSC office at least eight weeks before the scheduled AGM. Amendments to the resolutions must be received in the PSC office at least seven days before the AGM.
 - f) Resolutions, the Annual Plan and nominations shall be circulated to branches and affiliated organisations at least six weeks before the scheduled date of the AGM.
 - g) All persons voting must be individual members of national PSC
 - h) Delegates from national organisations affiliated to PSC will have 3 votes (if they have over 100,000 members) or one vote if fewer.
 - i) All other affiliated organisations including PSC branches will have one vote.
 - j) All delegates, whether individual members or those duly nominated by their branch or affiliated organisation, must be registered with the PSC national office at least two clear days before the AGM.

8.2. Notice of General Meetings.

- a) An Extraordinary General Meeting or a Special General Meeting may be authorised by the National Executive Committee or an Annual General Meeting, whenever either body considers sufficient reason exists. Notice of why such a meeting is deemed necessary together with the resolution or resolutions to be considered must be given. Such Meetings can be called with no less than 21 days notice given to all members and affiliates. The EC shall convene an Extraordinary General Meeting on receiving a request to that effect signed by at least 5% of the full members having the right to attend and vote at General Meetings. In default those members requesting the Extraordinary meeting may convene one using the facilities and resources of the PSC.
- b) Notice shall be inclusive of the day on which it is served and the day of the meeting.
- c) A notice in writing may be made by email or post.

8.3. Proceedings at Annual General Meetings and Extraordinary General Meetings.

- a) The Chairperson shall preside at every General Meeting. If there is no Chair or Vice Chair or if he or she is not present within 15 minutes of the time appointed or is unwilling to preside, the members present shall elect either a member of the EC, or one of their number, to preside.

- b) No business shall be transacted at any General Meeting unless a quorum of members is present when the meeting is due to commence. A quorum shall consist of 100 members or 10% of the membership having a right to attend and vote at that meeting, whichever is the lowest.
- c) If a quorum is not present within 30 minutes of the time appointed for holding the General Meeting, it shall be dissolved if it was convened on the request of members, or adjourned to such a day, time and place as the EC shall think fit.
- d) The proceedings at properly convened General Meetings will be conducted as laid down in the Standing Orders of the PSC.
- e) Each fully paid up member who has been a member of national PSC for three months before the AGM shall have one vote.
- f) Delegates from national organisations affiliated to PSC will have 3 votes (if they have over 100,000 members) or one vote if fewer.'
- g) All other affiliated organisations including PSC branches will have one vote.

9. Executive Committee

- 9.1 The Executive Committee shall be accountable to the membership for the implementation of the affairs of the PSC.
- 9.2 The EC shall be responsible to the membership for the proper management of the affairs of the PSC.
- 9.3 The EC shall be responsible for decisions made between AGM's. It shall be responsible for strategic decisions which need to be made between AGM's.
- 9.4 The EC shall consist of the Chair, the Vice-Chair, the Secretary, Treasurer, the Trade Union Liaison Officer, 1 representative of the Student and Youth Committee, the Campaign Officer, the Publications Officer, 5 Regional members, 2 representatives of the Trade Union Advisory Committee and 8 other members.
- 9.5. The EC shall have the power to co-opt a further six persons if this is felt necessary to aid its work and deliberations.
- 9.6 The EC shall constitute the Board of Directors.
- 9.7 The EC shall meet not less than 6 times per year.
- 9.8 The EC shall publish the minutes of its meetings and make available on request to all duly constituted PSC branches. In doing so it will ensure that confidentiality will be respected.
- 9.9 Every duly constituted branch of PSC has the right to place an item on the EC agenda and to send an observer to the EC meeting at which it is discussed.
- 9.9 Members attending the EC meetings shall withdraw from any agenda item which causes or may cause a conflict of interest.

10. Officers Group.

- 10.1 The Officers Group shall be a sub-committee of the EC.
- 10.2 The Officers Group shall consist of the Chair, Secretary, Treasurer, Office Manager and up to two others to be elected by the EC.
- 10.3 The Officers Group shall be responsible for ensuring the implementation and decisions between Executive meetings.
- 10.4 The Officers Group shall be accountable to the EC.
- 10.5 The Officers Group must report its decisions to the EC at every EC meeting.

11. PSC Branch Forum.

- 11.1 The PSC Branch Forum shall be a meeting for the interchange of information, discussion and training.
- 11.2 The PSC Branch Forum shall be open to branches, affiliates and individual members.
- 11.3 The PSC Branch Forum shall meet at least 2 times per year, at least once outside London.
- 11.4 The PSC Branch Forum may make recommendations to the NEC, which must be considered and given due weight.

12. Elections.

- a) The EC shall elect a Returning Officer who will supervise the conduct of elections and who will not be a member of the EC
- b) Each fully paid up member who has been a member of national PSC for three months before the AGM shall have one vote.
- c) Delegates from national organisations affiliated to PSC will have 3 votes (if they have over 100,000 members) or one vote if fewer.
- d) All other affiliated organisations including PSC branches will have one vote.
- e) Nominations shall be open at least three months before the date of the AGM and any member who has been a member for at least six months before nominations open is eligible to stand.
- f) Nominations must have the name of the proposer, seconder and candidate's agreement.
- g) Nominations shall close eight weeks before the date of the AGM.
- h) All candidates may submit a statement of 100 words with their nomination.
- i) The Election regulations shall be made by the EC and shall include advertisement of elections, receipt of nominations, confirmation of eligibility of candidature, candidature publicity, the election and counting of votes; procedure in the event of a disputed election; procedure for electing candidates to posts for which no nominations have been received.
- j) EC members shall serve until the end of the AGM following their election. Retiring EC members are eligible for re-election.

13. Finance.

- a) The PSC is responsible for ensuring that funds provided to it are used only for those activities which are in accordance with its aims and objectives.
- b) The EC is required to:
 - (i) Ensure that accounts and accounting records are kept, and that accounting information, in accordance with normal professional accounting principles is prepared.
 - (ii) Ensure the preparation of annual accounts.
 - (iii) Ensure that a normal system of internal financial management and control is maintained.
 - (iv) Plan and conduct its financial affairs so as to ensure that its total income is at least sufficient, taking one year with another, to meet its total expenditure and that its financial solvency is maintained.
 - (vi) Take responsibility for the determination of the pay, terms and conditions of service of any staff employed by PSC.
 - (vii) Independent examiners or auditors may be appointed by the AGM.

14. Regulations

- a) The EC shall make provision for regulations governing the following PSC activities:

- (i) Terms of reference and Job descriptions for EC members, Disciplinary Procedure and codes of practice for EC members and paid staff.
- (ii) Openness and accountability of the Executive Committees proceedings.
- (iii) Standing Orders for Executive Committee meetings.
- (iv) Procedures for compliance with EU and UK legislation.

Nothing in the regulations shall be contradictory to the meaning and interpretation of the Constitution.

15. Amendments.

- a) This constitution may be amended by resolution of the AGM passed by a two thirds majority of those present and voting in favour.
- b) The regulations may be amended by the EC with a majority present voting in favour.

16. Interpretation.

In the event of any unresolved dispute arising over the interpretation of the Constitution the matter shall be referred to the EC who shall make a ruling, which in turn should be ratified by the following AGM.

17. Winding Up.

Clause 10 of the Memorandum of Association relating to the winding up and dissolution of the PSC shall have effect as if its provisions were repeated in this constitution.

No More Exclusions - CONSTITUTION

- a. The name of this organisation be called No More Exclusions (NME).
- b. The overarching function of the organisation shall be to campaign against the disproportionate, persistent, institutionally racist exclusion of Black and other minoritised school students; against the disproportionate exclusion from education of other disadvantaged groups; for free quality inclusive education for all.
- c. To carry out all appropriate activities including campaigning and educating to reduce and ultimately end school exclusions, and to campaign for an inclusive education system
- d. Meetings will be held when necessary in order to conduct its business and to agree any policy changes
- e. Voting in meetings will be by show of hands of the majority
- f. NME activities will be overseen by a committee elected by its members which will include a Chairman, Secretary, Treasurer and such other officers as the committee decides are necessary
- g. Membership application will be open to anyone who agrees with the overarching function of NME, its aims, objectives and values and if there is any dispute over membership the decision of the committee will be final.
- h. Affiliation will be encouraged from any organisation which agrees with the aims and objectives of NME, subject to the agreement of the committee to that affiliation.
- i. The committee may decide whether a membership or affiliation subscription is required and may set the subscription level at their discretion
- j. The committee shall decide how to conduct its affairs and will if minded to do so co-opt further members to the committee
- k. Funds shall be raised by seeking donations, affiliations, membership fees, and also through other fundraising activities in order to contribute to any expenses of NME.

l. To make payments for the expenses of any activity which is in accord with the aims and objectives of NME.

m. A bank account / bank accounts / will be opened, and one or more accounts will be opened in order to facilitate the receipt of donations by standing order, cheque or reimbursements and payment of expenses – the bank account to be named No More Exclusions

n. The committee will decide at their discretion if the organisation is to be disbanded, and if at that time there are any funds left after payment of all outstanding expenses the committee shall be authorised to make a donation of those funds to any organisation that is in accord with, has related and similar aims to those of NME or is a successor organisation to NME and if appropriate shall decide whether to close any bank account or funds receiving accounts.

Friends of Bolivia

Rules: Aims and Constitution

1) Name and objects

- a) The name of the organisation shall be Friends of Bolivia.
- b) The aims and objects of the organisations shall be:
 - i) To act in the interests of solidarity with the Bolivian people;
 - ii) To oppose the coup in Bolivia and support the restoration of democracy;
 - iii) To initiate and support such campaigns and activities as are necessary, within Britain and internationally, to support the rights of the Bolivian people;
 - iv) To take positions, initiate and support campaigns and activities as appropriate, relating to Bolivia to further the above aims.

2) Reference Group

- a) The work of Friends of Bolivia shall be directed by a Reference Group, who shall have responsibility for developing policy within the parameters set by these rules, planning and conducting campaigns and activities, and managing the finances of the organisation.
- b) The Reference shall be made up of the current editorial board of the Friends of Bolivia website, five members nominated by Labour Friends of Progressive Latin America, plus one representative of each national trade union affiliate. Other members may be co-opted by consensus, for example supportive national Latin America Solidarity Organisations as agreed by the Committee.
- c) The Reference Group shall elect from amongst its membership a steering group to oversee work between meetings.
- d) The Reference Group shall meet regularly, as necessary, to be determined at its first meeting of the year.

3) Affiliations

- a) Friends of Bolivia shall seek support and affiliations from trade unions and other mass organisations based in whole or in part within Britain.
- b) National Affiliates will pay an affiliation fee according to their membership size:
 - i) less than 50,000 members: £100;
 - ii) 50,000-500,000 members: £200;
 - iii) more than 500,000 members: £400.
- c) Regional Affiliates will pay an affiliation fee of £50.
- d) Local Affiliates will pay an affiliation fee of £40.
- e) Affiliates will receive regular updates from Friends of Bolivia on current campaigns.

4) Winding Up

- a) In the event that a decision is taken by a Special Meeting of the Reference Group to wind up the organisation, such funds as are held will be donated to an organisation whose aims and objects are compatible with those of Friends of Bolivia, as decided by the Special Meeting of the Reference Group.
- b) The date, time and venue of such a Special Meeting of the Steering Committee will be publicised 3 months in advance of the meeting to all Affiliates. Affiliates have the right to attend this meeting and to speak, though only members of the Reference Group shall have the right to vote.

5) Amending the Rules

These rules may only be amended by a meeting of the Reference Group, the date, time and venue of which will be publicised 3 months in advance of the meeting to all Affiliates. Affiliates have the right to attend this meeting and to speak, though only members of the Reference Group shall have the right to vote.

Glossary



AAA	Anti-Academies Alliance
ACAS	Advisory, Conciliation and Arbitration Service
AGBIS	The Association of Governing Bodies of Independent Schools
ALIS	Advanced Level Information System
ALPS	A Level Prediction Service
AMiE	Association of Managers in Education
AQA	Assessment and Qualifications Alliance
ATL	Association of Teachers and Lecturers
BFAWU	Bakers Food and Allied Workers Union
BME	Black and Minority Ethnic
CAMHS	Child and Adolescent Mental Health Services
CASE	Campaign for Advancement of State Education
CCEA	Council for the Curriculum, Examinations and Assessment
CCG	Clinical Commissioning Group
CPD	Continuing Professional Development
CWU	Communication Workers Union
DfE	Department for Education
EAL	English as an Additional Language
Ebacc	English Baccalaureate
EDL	English Defence League
EHC	Education, Health and Care
EI	Education International
EMA	Education Maintenance Allowance
Estyn	The Education and Training Inspectorate for Wales
ET	Employment Tribunal
ERW	Education Through Regional Working
FARC	Revolutionary Armed Forces of Colombia
FBU	Fire Brigades Union
FENSUAGRO	La Federación Nacional Sindical Unitaria Agropecuaria
FFT	Fisher Family Trust
GAIN	Getting Active In NUT
GERM	Global Education Reform Movement
HLTA	Higher Level Teaching Assistant
HMC	Headmasters' and Headmistresses' Conference
HSE	Health and Safety Executive
INSET	In-Service Training
ISBA	The Independent Schools' Bursars Association
ISC	Independent Schools Council
ITE	Initial Teacher Education
ITT	Initial Teacher Training

JCQ	Joint Council for Qualifications
LA	Local Authority
LGBT+	Lesbian, Gay, Bisexual and Transgender
LSN	Local Schools Network
MPS	Main Pay Scale
NAHT	National Association of Head Teachers
NASUWT	National Association of Schoolmasters Union of Women Teachers
NGO	Non-Governmental Organisation
NQT	Newly Qualified Teacher
NUS	National Union of Students
Ofsted	Office for Standards in Education
PCS	Public and Commercial Services Union
PISA	Programme for International Student Assessment
PPA	Planning, Preparation and Assessment Time
OCR	Oxford, Cambridge and RSA Examinations
OECD	Organisation for Economic Co-operation and Development
OFQUAL	Office of Qualifications and Examinations Regulation
QTS	Qualified Teacher Status
RECT	Regional Early Career Teachers
RIDDOR	Reportable Injuries, Diseases and Dangerous Occurrences
RMT	National Union of Rail, Maritime and Transport Workers
SATS	Standard Assessment Tests
SEND	Special Educational Needs and Disabilities
SENCO	Special Educational Needs Co-ordinator
SRE	Sex and Relationship Education
STPCD	School Teachers' Pay and Conditions
STRB	School Teachers' Review Body
TA	Teaching Assistants
TLR	Teaching and Learning Responsibility
TSSA	Transport Salaried Staffs' Association
TUC	Trades Union Congress
TULRCA	Trade Union and labour Relations (Consolidation) Act
TUPE	Transfer of Undertakings (Protection of Employment) Regulations
UCU	University and College Union
UK	United Kingdom of Great Britain and Northern Ireland
UNCRPD	United Nations Convention on the Rights of Persons with Disabilities
UNICEF	United Nations Children's Fund
UPS	Upper Pay Scale
WJEC	Welsh Joint Education Committee

