



# Special Conference Agenda

October 2020



# How to vote

When a vote is called by the Chair, your screen will show you how to vote. You will see how long you have to vote and the three buttons, For, Against, Abstain. When you have made your selection, you will see it's been registered, and you won't be able to change it.

Most votes during Conference will be One Member One Vote (OMOV), but the Chair may decide a weighted vote is necessary. The way you vote is the same regardless of the type of vote.

# Weighted votes – how they work

Members of Conference who are elected to represent their districts are allocated an equal share of the total number of votes the district is entitled to.

On 3 October the allocation of district votes will be done at 9.30am. It won't be possible to change the weighted vote numbers during Conference. If you're a district delegate and you join Conference after this time you will be able to vote, but if the vote is a weighted one, your vote will not count, because your share of your district's votes will have been given to other district delegates who were logged on at 9.30. Please note, this only applies to weighted votes; in a One Member One Vote, your vote will still be counted.

# Speakers

If you wish to speak for or against a motion or amendment you will need to submit a speakers' card electronically. To do this, please use the link to Survey Monkey you've been emailed. All speakers' cards will be randomised and sorted by gender (female and non-female). The list of speakers will be emailed on 2 October.

If you wish to submit a speakers' card during Conference, you will be able to do so. Cards submitted on the day will be randomised, sorted by gender and added to the bottom of the published list.



National Education Union

## Agenda

Special Conference  
3 October 2020  
Online

President: Robin Bevan

## **First Session:**

(9:00am – 10.00 am)

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## **Formal Business:**

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The Chair will be taken at 9.00 am by Robin Bevan (President)

### **Adoption of Standing Orders**

Jerry Glazier (for the Executive) to move,  
Phillipa Kearns (for the Executive) to second:

1. The order of the business on the Agenda will be decided by the Conference Committee.
2. The report of the Conference Committee (CC) on the order of business will be made available to members of the Conference before the commencement of Conference.
3. The mover of an Executive Motion shall be allowed four minutes for his/her speech and the seconder shall be allowed three minutes.
4. The movers of an amendment shall be allowed four minutes for their speech and any subsequent speakers shall be allowed three minutes.
5. No amendment shall be considered which has not been submitted by a District and placed on the Agenda in accordance with the timetable previously circulated.
6. Whenever an amendment is under consideration, no second amendment shall be considered until the vote on the first amendment is declared. Once the decision on the first amendment has been declared, subject to the provisions of Standing Order 5, then a further amendment may be moved but only one amendment shall be submitted for discussion at any one time.
7. 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.
8. 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.

9. 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
10. A List of Speakers who have submitted cards through Survey Monkey, in accordance with the previously circulated timetable, will be circulated on 2 October.
  - a) Cards received on the day of the Conference will be put in a random and female/non-female speaking order at the end of the speakers list in order of receipt in female/non-female order.
  - b) Members of Conference that have spoken twice or more during Conference will be added to the speaking order after cards handed in under Standing Order 10 and 10 a). This shall not apply to movers and seconders of motions and amendments or members exercising the right of reply.
11. The mover of the Executive Motion shall have the right of reply, on the original motion or one amendment.
12. The mover of the Executive Motion who has accepted an amendment shall have the right of reply on the amended motion or one subsequent amendment.
13. The right of reply shall be exercised only after the closure has been applied and subsequently no further debate shall be allowed on the question.
14. 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 mover in reply.
15. The Chairperson, in the interest of orderly debate, shall have the power to seek the approval of Conference to vary the order of discussion and amendments to the Motion.
16. No motion or amendment may be withdrawn, nor mover or seconder replaced, without the consent of the Conference.
17. The decision of the Chairperson on any point shall be final. If any decision is challenged, it shall be done at the next session of Conference as first business.

The following procedure shall be adopted in dealing with any challenge to the decision of the Chairperson:

- a) The Chairperson shall vacate the Chair in favour of the Vice-Chairperson.
- b) The Vice-Chairperson shall read out 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 five minutes to speak to the challenge.
- d) The Chairperson whose decision is being challenged shall be allocated five minutes to answer the challenge.
- e) The motion which will be the Chairperson’s ruling will then be put to Conference without further debate.

18. Every motion shall be put to the vote with a digital show of hands using the \*online facility agreed by the Executive. The Chairperson will declare the result. If the Chairperson decides, a full weighted digital vote will be completed through the \*online facility. Accredited members who logged in at the start, but are temporarily absent from the Conference session, may authorise other members of Conference to digitally vote on their behalf. A full digital vote shall not be used for procedural motions, except and unless the declaration of the Chairperson is challenged. The result of a digital vote cannot be challenged.
19. The proposer of an amendment which has been carried shall have the right of reply on the amended motion or one subsequent amendment as they are then in effect the “owner” of the motion.
20. Delegates who wish to raise a point of order must quote the relevant standing order via the online conference chat facility (which is reserved exclusively for this purpose).

\*digital voting system (*Changelab*) - shall be used for delegate voting and full instructions on how to vote will be sent to delegates in advance of the Conference.

#### **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”

#### **Adoption of the Report of Conference 2019**

Amanda Martin (for the Executive) to move,

Daniel Kebede (for the Executive) to second:

“That the Report of Conference 2019 be adopted”

#### **Adoption of Financial Statement & Auditors Report**

Hazel Danson (National Treasurer) to move

“That the Financial Statements & Auditors Report be adopted”

#### **Adoption of the Report of the Executive – Section A**

Daniel Kebede (for the Executive) to move,

Louise Atkinson (for the Executive) to second:

“That Section A of the Report of the Executive be adopted”

<b>10.00 am to 10.15 am BREAK</b>
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## **Second Session:**

(10.15 am – 12.15 pm)

### **Adoption of the Report of the Executive – Section B**

Jerry Glazier (for the Executive) to move,  
Louise Regan (for the Executive) to second:

“That Section B (Rule Changes) of the Report of the Executive be adopted”

<b>12.15 – 1.00 pm BREAK</b>
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## **Third Session:**

(1.00 pm to 4.00 pm)

### **Motion 1**

#### **Covid-19 and Safe Return**

Mover: Niamh Sweeney (Executive)  
Seconder: Robin Head (Executive)

Conference congratulates our community of workplace reps and officers for their tremendous work ensuring schools and colleges remained open for key worker and vulnerable children throughout lockdown and putting safety at the heart of phased wider opening during the summer term and full re-opening in September.

Conference notes that the focus on health and safety during lockdown has increased the number of reps and strengthened the union by giving us bargaining leverage at many more workplaces.

The Union wants schools and colleges to be open for as many pupils as possible but achieving this safely depends on how effectively wider public health measures keep virus infection and reproduction (R) rates low.

Conference calls on the government and public health authorities to:

1. Very carefully consider the closure of, or restrictions on, other activities and services before closing schools;
2. Boost the effectiveness of local Test, Track and Isolate (TTI), including comprehensive sample testing in schools/colleges to ascertain how re-opening impacts on the safety of parents, grandparents and staff, with all findings made public;
3. Prepare more detailed contingency plans for possible local or wider school closures by being clear about the infection/R rate thresholds at which

schools/colleges in an area should close or move to smaller class sizes, including detailed guidance and resources for blended learning provision.

**Conference instructs the Executive to:**

- a. **Establish a members' working group to look at strategies to develop blended learning.**
- b. **Call on workplace reps and officers to regularly review the safety of full opening in their schools and colleges and proactively respond to local outbreaks by:**
  - I. **Discussing safety concerns with members at every opportunity, utilizing digital tools to maximise member engagement**
  - II. **Collectively raising safety concerns with school/college leadership, establishing formal JCNC arrangements wherever possible**
  - III. **Negotiating appropriate control measures that maintain the safety of staff, students, their families, and the wider community**
  - IV. **Sharing experiences and best practice, digitally when necessary, to spread wins and identify a bargaining calendar of wider concerns that can be addressed collectively across the academic year.**

**Amendment 1.1**

Jenny Cooper, Brent (to move)  
Paul Horsewood, Brent (to second)

*After "Conference calls on the government and public health authorities to" add:*

4. *Give detailed guidance to special schools on how to use individual risk assessments to protect pupils with Education Health Care Plans (EHCPs) and underlying health conditions with access to blended learning or remote learning where this is the only safe option for schools. Give detailed guidance to special schools on how to safely run provision for students who access their teaching only through a 1:1 or 2:1 staffing ratio and where these staff are unable to keep the student safe without physical intervention strategies.*

*After "Establish a members' working group" add: "which includes at least one special school representative"*

**Amendment 1.2**

Deirdre Murphy, Bedford (to move)  
Paul McGarr, Tower Hamlets & City (to second)

*Add new fourth paragraph:*

*Conference condemns the government's systematic failure to deliver the resources needed to open schools in a safe and sustainable manner.*

*Add to Conference calls on the government and public health authorities to:*

4. *Ensure measures are taken to allow schools to remain open safely and sustainably, including:*



- a) *investment in additional school buildings and ‘Nightingale’ schools to create more schools and smaller classes*
- b) *investment to increase teacher numbers, including incentives to re-recruit ex teachers and a major expansion of teacher training*
- c) *Fund local authorities to recruit, and train support staff to support schools and ensure wraparound pre and post school hours, which many families depend on, are available.*
- d) *Ensure all children have computers and internet access to support their learning in the event of the need to move to ‘blended learning’ or any future lockdowns.*
- e) *Much wider mass and regular testing, with results in minutes not days, and weekly testing of school staff.*

*Note: That if accepted, the lettering in “conference instructs the Executive to:” would need to be capital A and B.*

**Add new paragraph at end:**

***Conference further instructs the Executive to put significant union resources into publicising these demands as widely as possible among members, parents, students and the wider public and put building this campaign at the heart of the union’s work in the coming weeks and months.***

### **Amendment 1.3**

Jon Duveen, Cambridgeshire (to move)

Kate Taylor, Birmingham (to second)

*Add new 4th paragraph*

*Conference believes that the Covid-19 crisis has highlighted the problems brought about by the fragmentation of education and local government, through privatisation and outsourcing. Conference believes that this, coupled with the lack of clarity from government, has led to problems developing a coordinated approach where many schools feel they have been left in the dark.*

*After Conference instructs the Executive to:*

**Add new point b and re-letter:**

- b) *press the government to provide necessary funding for staffing and resources to develop coordinated approaches to blended learning;***

**Insert new points at end:**

- V. *Ensure necessary risk assessments are carried out for staff in higher risk groups and that these include consideration of working from home if possible;***
- VI. *Be ready to use the escalation strategy, up to and including support for strike action, in schools where members’ concerns are not being met;***
- VII. *Ensure that Local Authorities are sharing accurate information about local case rates with schools and colleges on a regular basis and***

***developing clear plans for implementation of the tiered approach to local cases and communicating these to staff in schools and colleges.***

**Amendment 1.4**

Jane Nellist, Coventry (to move)

Nigel Yeo, Oldham (to second)

*Insert at end of third paragraph:*

*“It also depends on adopting measures to reduce transmission to, within, and from schools/colleges, particularly in areas where higher infection rates increase risk.”*

*Insert at end of point 2:*

*“as well as immediate testing where outbreaks are reported;”*

*Delete existing point 3 and replace with:*

*“Enforce a maximum class size of fifteen in areas where the infection rate exceeds 20 new cases per 100,000 over seven days, supported through detailed guidance and resources for blended learning; and, when rates exceed 50 per 100,000 over seven days, that only priority pupils should attend classes in person”.*

*Insert at end of 3.:*

*“and to call on government to urgently provide funding for additional staffing and resources to allow it to take place most effectively. To include strategies for the government to provide laptops for use by all students together with support with broadband costs for disadvantaged and vulnerable households.”*

***Insert two additional points V and VI at end of motion:***

***V. Ensure all staff who are medically at risk have their individual risks assessed and all clinically extremely at risk employees have been permitted to work from home if they wish.***

***VI. Support escalation to industrial action where members believe that insufficient measures are in place to provide a safe workplace.***

**Amendment 1.5**

Robert Williams, Wrexham (to move)

Wayne Samuels, Wrexham (to second)

*Insert new paragraph 4 and 5 in section that starts, Conference calls on the government and public health authorities to:*

*4. Make the wearing of face coverings (eg masks or visors) in the classroom mandatory for pupils of secondary age and above, who do not have a medical exemption.*

*5. Cap the number of pupils in any classroom to a maximum of 20.*

### **Amendment 1.6**

Clive Moreno, North West Essex (to move)  
Mark Doyle, North West Essex (to second)

*Insert as final paragraph*

*To achieve the aspirations of this motion Conference further instructs the Executive to:*

- *Conduct a survey of members to establish the impact of covid-19 on their working conditions, own health and well being*
- *draw up a Recovery Framework ensuring that the rights of teachers and the Burgundy Book are preserved.*
- *Present the Framework to Conference 2021.*

### **Amendment 1.7**

Ian Murch, Bradford (to move)  
James Ellis, Bradford (to second)

*Paragraph 3 insert after "but"*

*"never at the expense of the health and wellbeing of our members, their families and the communities they serve;"*

*Paragraph 4 after "Conference", delete "calls on"; replace with "instructs the Executive to conduct a vigorous and, where necessary, critical public campaign to ensure that they" then delete "to"*

*Point 2 add after "staff,"*

*"and immediate testing where outbreaks are reported"*

*Replace existing point 3 with: "Enforce maximum class sizes of fifteen in Public Health 'areas of concern', supported through detailed guidance and resources for blended learning; in 'areas of intervention' only priority pupils should be in school."*

*Add point 4:*

*"Provide funding to support blended learning, cover for shielding staff, PPE and other extraordinary costs"*

*Add point 5:*

*"Reinstate shielding for at risk individuals"*

*In the final paragraph instruction (b) replace "call on" with "support"*

*Add new instruction:*

*(c) Have our own National Action Plan for what we do when unsafe levels of Covid-19 transmission are reached*

*New point V:*

*“Ensure that all staff with medical conditions are risk assessed and appropriately supported, including allowing home working”*

*New instruction (d)*

***“Ballot for industrial action where that is appropriate and necessary to ensure the safety of our members”.***

## **Motion 2**

### **Winning in the Workplace after Covid-19**

Mover: Heather McKenzie (Executive)

Seconder: Phil Clarke (Executive)

Conference affirms that the COVID-19 crisis demonstrates the importance and commitment of education staff. It has also highlighted problems caused by fragmentation of local strategic oversight, privatisation of services and supply staffing, imposition of PRP and a recruitment and retention crisis fuelled by unsustainable workload and poor pay.

Conference believes that the legacy of the COVID-19 crisis must be that conditions in schools and colleges become better not worse for all our members, from NQTs, classroom teachers, support staff and supply staff to school and college leaders.

Conference notes the huge success of Districts in recruiting workplace reps throughout the crisis. Conference reaffirms its desire for ‘a rep in every school’ and encourages all Districts and Regions to develop plans to maximise rep recruitment.

Conference reaffirms that winning at the workplace is fundamental to the Union’s strategy, endorses the work to embed a bargaining calendar and reaffirms its commitment to developing means of supporting workplace reps, members and local officers to win victories at school and college level on matters of pay, workload and working conditions.

Conference further notes the success in achieving new advisory pay scales for schoolteachers as a step towards mandatory national pay scales without PRP and agrees work must continue in pursuit of our policies on pay, workload, privatisation and education funding.

**Conference instructs the Executive to:**

- 1. Build on recent success to help secure implementation of national pay increases and pay scales in all workplaces, ensuring all school teachers are paid at least on the new national advisory scales, secure pay**

**progression for all eligible staff this year, and continue to work to remove PRP including through agreements with MATs and a new non-PRP progression system in Wales;**

- 2. Campaign to secure reviews of workload by all employers ensuring that already excessive workload does not increase;**
- 3. Analyse successes in rep recruitment and develop, collate, and publicise strategies to support Districts in prioritising rep recruitment and building union strength.**

These key priorities, including developing greater professional unity, should be incorporated into an overall strategic plan, reviewed annually.

### **Amendment 2.1**

Kiri Tunks, Tower Hamlets & City (to move)  
Mehreen Begg, Croydon (to second)

*Insert at end of first paragraph:*

*“Covid-19 has had a particularly devastating impact on women’s lives, and this is likely to worsen. Black and disabled women are disproportionately affected.”*

*Add new paragraph 2*

*“Conference notes women were already more likely to be in precarious and low paid work within education and therefore are at risk of job loss and less able to access statutory sick pay and viable pensions. Women have also been subject to pregnancy and maternity discrimination and have lost out on pay and promotion.”*

*After, “Conference instructs the Executive to”: Add new points and renumber accordingly.*

- 2. Campaign for gender impact assessments on all staffing restructures;**
- 3. Complete an audit of those leaving the profession and membership to analyse the impact of lockdown on specific groups of members;**
- 4. Support the Pregnancy & Maternity (Redundancy Protection) Bill;**
- 5. Develop and share good practice on strategies to address gender inequalities at work.**

### **Amendment 2.2**

Ann Seuret, West Sussex (to move)  
Gawain Little, Norfolk (to second)

*Insert new paragraph 4:*

*Conference notes the growth in the number of NEU reps alongside the impact they had in the workplace. In organising an assertive collective voice, positive gains were negotiated for members. This workplace strength was greatly facilitated by clear, coherent national campaigning that let members feel a vital part of a confident national union.*

*In 3 after 'Districts in' insert:*

***developing a rep recruitment plan focusing on no rep schools with the largest memberships,***

Add new points at end:

- 4. Support Districts to facilitate active rep networks that seek to develop coordinated activity across all employers as a key component of our aspiration for common national conditions.***
- 5. Review how digital meeting tools could be used in large rural areas to counter travel time and geography being a challenge when organising.***
- 6. Campaign for a fairer deal for supply teachers by appraising and updating all supply members of their rights under the Agency Workers Regulations and to provide training to Regions, Branches, Districts and Advice on assessing and handling AWR claims.***
- 7. Build on recent success to help secure implementation of national pay increases and pay scales in all workplaces, ensuring all school teachers, including supply staff, are paid at least on the new national advisory scales, secure pay progression for all eligible staff this year, and continue to work to remove PRP including through agreements with MATs and a new non-PRP progression system in Wales;”***
- 8. Campaign and negotiate at national and local level for alternatives to agencies to bring supply teaching back in house and aim to achieve pay parity with directly employed staff and have access to TPS.***
- 9. Recognise the ongoing commitment of support staff, particularly evident during the COVID crisis, and campaign to end term-time only contracts for support staff.”***

### **Amendment 2.3**

Anne Swift, North Yorkshire (to move)

Alyson Dermody-Palmer, Camden (to second)

*Add new point 3.*

- 3. Provide support and specific advice to school and college leaders to reduce their own workload which has grown during the COVID -19 crisis to unsustainable levels. Use this bespoke support as a means of retaining members as they move into leadership posts.***

*And renumber accordingly*

### **Amendment 2.4**

Toby Mallinson, Sheffield (to move)

Alison McNamara, Reading (to second)

*Under, “Conference instructs the Executive to:” insert new numbered point 3 and 4 and renumber accordingly:*

3. ***Issue immediate guidance to members and reps on countering additional workload caused by any direction to provide work and learning experiences for students at home whilst continuing to cater for classes in school. The guidance should include escalation strategies should the employer not respond adequately. The guidance should be promoted via social media, email and prominently on the website.***
4. ***Campaign to include publication of and consultation on a directed time calendar in the summer term as a statutory requirement in the School Teachers Pay and Conditions Document.***

### **Amendment 2.5**

David Anderson, Hammersmith & Fulham (to move)  
Mark Hopper, Hammersmith & Fulham (to second)

*Insert new paragraph 4*

*Conference notes that the expansion of standalone Academies, MATs and Free Schools has eroded the link between schools and Local Educational Authorities. This in turn has put pressure on local facilities funding. Consequently, the amount of release local officers receives to carry out union duties on behalf of the state education Branch and local District has decreased. This means that implementing a meaningful plan to maximise rep recruitment is threatened.*

*After "Conference instructs the Executive to"*

*Add new point 1.*

1. ***To put in place support for local state education Branches and Districts to that de-delegated facilities pots are established.***

*Add new point 2.*

2. ***To develop online tools and have local officials available to support local officers to work in schools that refuse to contribute to the de-delegated facilities pot.***

*Renumber accordingly.*

## **Motion 3**

### **Building a Fair Education System After Covid-19**

Mover: Alex Kenny (Executive)

Seconder: Jess Edwards (Executive)

Conference notes:

1. The effects of Covid-19 on education, public health, employment and social well-being are profound and uneven;
2. The impact of the pandemic is most strongly felt in working-class and black communities.

Conference congratulates school and college staff across the UK, for their work to support families, and young people's education, during the pandemic.

Conference believes that:

- i. The crisis exposed weaknesses in our systems of assessment and accountability;
- ii. The government's response demonstrated that policy-making is based on data not pupil need, and highlighted its distrust of teachers and leaders.
- iii. The exams grading fiasco exposed the fragility of a qualifications system assessed solely through timed exams and revealed systemic faults in the awarding process;
- iv. The government's intention of restoring SATs and a largely unmodified examination system in 2021 will:
  - a. Prevent schools from meeting students' needs, following the long period of closure;
  - b. Further disadvantage social groups whose access to educational resources means that they will be less well prepared for statutory tests and examinations.

Conference welcomes the Union's campaigning alongside More Than A Score (MTAS) against Baseline, SATs and the phonics and times tables tests.

Conference instructs the Executive to:

- I. Continue working with MTAS in its campaign on primary assessment;**
- II. Campaign for:**
  - A. The replacement of SATs in 2021 by a system of moderated teacher assessment;**
  - B. A mixed model for GCSE and A levels for 2021 including reduced content and moderated teacher assessment;**
- III. Call on headteachers and governors to refuse to require preparation for SATs, instead concentrating all resources on recovery;**
- IV. Call for a suspension of Ofsted inspections and performance tables for 2020/21 and develop a long-term alternative;**
- V. Establish a high-level commission into exams drawing on research and international evidence to make proposals for a fairer, more inclusive,**



**national process which validates pupil achievement, supports teacher professionalism and raises education standards;**

**VI. Seek to work with other education unions;**

**VII. Seek the support of opposition parties for these demands;**

**VIII. Develop further campaigning steps with members.**

### **Amendment 3.1**

Deirdre Murphy, Bedford (to move)

Jennifer Osodo, Wandsworth (to second)

*Add to Conference believes that:*

- v) there are demographic groups of children, including Black, Gypsy, Roma, Traveller and other groups who sometimes attain less than their white and/or middle-class peers from Teacher Assessment.*
- vi) the government was right to take Centre-Assessed Grades (CAG) for GCSE and A-level Grades, but that they should carry out an analysis of how different demographics of students benefitted or were disadvantaged by this.*
- vii) the temporary changes made to EHC plans for SEND children to make them more 'flexible' during the Covid-19 crisis have had a huge impact on these children and on the rights of disabled people and that there should not be any extension of this.*

**Add new Instruction V and re-number:**

**V. Call on Ofqual to carry out and publish research on the difference between CAG and the scaled GCSE and A-level grades for Black children, Girls vs Boys and Disabled children.**

### **Amendment 3.2**

Nalini Amichund, Croydon (to move)

Phil Clark, Lewes, Eastbourne & Wealden (to second)

*Add after sentence beginning, "Conference welcomes the Union's campaigning..."*

*Conference believes it would be wrong to reintroduce these tests and commits the union to seeking to prevent this happening.*

*After, "Conference instructs the Executive to"*

*Delete VIII and replace with*

*VIII Develop our campaign to stop SATS along the following lines:*

- a) Producing materials including postcards, posters, pamphlets and videos to build the campaign, among members, parents and the wider public.*
- b) Declaring our ambition to ballot primary members, if necessary, on a SATS boycott if government seeks to impose them next year.*

- c) *Investigating industrial action ballots around workload and other impacts of SATS preparation on members to reinforce this campaign.*
- d) *Seeking others' experience on winning ballots despite government-imposed thresholds.*
- e) *Building the basis for successful ballots by:*
  - (i) *Organising to build primary school organisation following the success in these areas during lockdown*
  - (ii) *Urging districts to call members meetings and parent facing public meetings to build the campaign (virtually if needed)*
  - (iii) *Calling a series of national meetings along these lines*
  - (iv) *reviewing progress early in 2021 and deciding if we can call a successful ballot to stop SATs - including calling a virtual special conference if needed*

### **Amendment 3.3**

Emma Mort, Warwick (to move)

Christopher Denson, Coventry (to second)

*Add to Conference believes that:*

- (v) *GCSEs, A Levels and BTECs are clearly unfit for purpose in assessing in any meaningful and fair way student learning and that an alternative urgently needs to be developed and established*

*Add to Conference instructs the Executive to:*

- (vii) *commission and produce a series of articles, pamphlets and other materials putting the case for an end to norm referenced GCSEs and their replacement by criteria-based assessment and an alternative to A Levels and BTECs and to organise meetings*

### **Amendment 3.4**

Leigh Seedhouse, Oxfordshire (to move)

Emma Parker, Durham (to second)

*Add point 3 to Conference notes:*

*Children with SEND who have certain medical conditions or behavioural difficulties are struggling to access education.*

*Add bullet v, vi and vii after 'Conference believes that'*

- v. *The crisis has exposed serious weaknesses in supporting the most vulnerable students, especially those with an EHCP and Special Educational Needs through:*

- a. *lack of specialised support and access to agencies during and post-lockdown*
  - b. *lack of strategic planning to ensure phased returns and bespoke education packages, to support the reintegration of pupils back into full-time education*
  - c. *lack of equipment for families to use when home schooling students when needed*
- vi. *Every child should have access to a suitable education provision which can support their social, emotional and academic development.*
- vii. *Young people who are completing vocational qualifications could be penalised due to lack of placements or availability of hours should local lockdowns occur.*

*Add bullet after 'Conference instructs the Executive to:*

***IX. Undertake a comprehensive and rigorous review into SEN & AP provision to seek views and expertise on how to support the most vulnerable students during, and post, lockdown***

***X. Work with headteachers, SENDCos, staff and parents to build a comprehensive support model and plan which would adequately support the most vulnerable students, which can be implemented and followed if a lockdown situation arises in the future.***

***XI. Continue to campaign for increased SEND funding and the availability of suitable provisions so no child is left behind.***

***XII. To look at alternative means to assess young people to ensure no student who is completing a vocational qualification will be penalised due to Covid-19.***

### **Amendment 3.5**

Jon Duveen, Cambridgeshire (to move)  
Sarita Healey, Birmingham (to second)

*Add at end of title...Fit to face the Challenges of our Times.*

*Add at end of point 2)*

*"here and across the world, leading to black communities taking a lead in resistance and demanding social change - including decolonising the curriculum."*

*Add new point 3)*

*"That the COVID crisis is one manifestation of the environmental blowback and climate breakdown, which are hitting us with increasing frequency and intensity."*

*Add at end of i) "and curriculum"*

*In point iv) insert between “2021” and “will” “and rejection by the DFE of the need to review the curriculum to root out racism and give adequate profile to understanding, skilling up and creating the necessary agency to combat climate breakdown.”*

*Add after b) “let alone equip them to play the role they need to stop climate breakdown and achieve social justice.”*

*Add at end of V)*

**“and a full curriculum and teacher training review to rise to the challenge of overcoming climate breakdown and continuing racial injustice; “**

*Add at end of VI) **and all relevant campaigns.***

### **Amendment 3.6**

Duncan Morrison, Lewisham (to move)

Samantha Nicholson-Hickling, Oldham (to second)

*Add to Conference notes:*

*3. Notes that even the CBI and Kenneth Baker are calling for the abolition of GCSEs.*

*In Conference instructs the Executive to:*

***Insert in point II (A), after “SATs” and before “in 2021”:***

***“, Reception baseline tests, Year One phonics screening, times tables checks, GCSEs and A-Levels “***

***Remove point II (B)***

***Add new points:***

***V. Ballot our primary members in January to boycott all high-stakes tests in 2021***

***VI. To launch a vigorous campaign to abolish GCSEs trying to involve other education unions, the Labour Party and educationalists.***

***Renumber points V-VIII appropriately.***

***Add new point XI***

***XI. Support the A-Level 21 Strike movement of pupils boycotting tests to fight for reform of the examination and education system.***

### **Amendment 3.7**

Paul Phillips, Waltham Forest (to move)

Chris Hamilton, Waltham Forest (to second)

*Add to Conference notes:*

- 3. The impact of Covid on the mental health and well-being of many students, particularly the most vulnerable and those in danger of exclusion*
- 4. The likelihood of schools imposing draconian behaviour policies including exclusion on students, leading to further isolation and loss of education*

*Add to instructs the Executive to:*

***ix. Campaign for more resources so as to support schools in working with vulnerable students***

***x Campaign for a moratorium on school exclusions***

### **Amendment 3.8**

Hank Roberts, Brent (to move)

Ian Watkinson, City of Preston (to second)

*Add, at end:*

***Conference instructs the Executive to***

- 1) Reinstate the NEU Executive Professional Unity subcommittee meetings***
- 2) Take action/s to prioritise the production of a new pamphlet on Professional Unity and an accompanying leaflet. The text to include an analysis of all the education unions' Annual Returns financial information to facilitate the production of the pamphlet as soon as possible***
- 3) Seek joint union positions and statements regarding exams, Ofsted, pay, etc and how we will ensure we build back better.***
- 4) Seek to organise a national joint unions zoom conference entitled Post Pandemic and the Climate Emergency: What future for education?***

*Conference asks the Executive to ensure the actions under 2,3 and 4 are widely publicised in the education sector.*

