

Motion 1

Union Recognition and Teachers Pension Scheme

Covid-19 continues to produce extraordinary challenges for everyone in education. Like our colleagues in the maintained sector, independent sector teachers and support staff have put themselves on the front line to ensure the continuing education of the pupils they teach, working longer hours and increased workload, while school finances come under ever-increasing pressure.

Relatively few Schools in the Independent Sector enjoy Union Recognition and most do not benefit from the Standard Teachers' Pay and Condition which limits the hours and types of tasks that teachers can be asked to do. Teachers in Schools without Union Recognition have little or no input on Pay, Workload and Hours.

Therefore, many Teachers in the Independent Sector are working for lower salaries than in the maintained sector and denied access to the TPS. Since the lockdown in March 2020, some Heads, and Bursars have taken advantage of the disruption to drop out of the TPS without meaningful consultation – in some cases forcing members to agree to new terms and conditions at only a few days' notice and without any opportunity for consultation with each other, their Union Reps, or qualified professionals.

There are an increasing amount of Academies run by private equity groups and there is an imminent danger that if we do not stand together now to establish equal rights among teachers to the TPS that the scheme will continue to be eroded and downgraded to the detriment of all.

Conference instructs the Executive to:

- I. Launch a National and Regional campaign to ensure that all teachers are members of the TPS unless they themselves choose not to be.**
- II. Support and promote Union Recognition within the Independent Sector and in all Academies and private education trusts.**
- III. To support any School under threat of losing TPS status by writing to Heads to ensure there is appropriate consultation and immediately conducting an indicative ballot of members.**
- IV. To fight the Government on any rule changes that might affect the status of the Teachers' Pension Scheme within other educational sectors, for example- Academies.**

Proposer: Shaun Murtagh-Howard, NEU independent sector National Council

Seconder: Rachel Bradley, NEU independent sector National Council

Motion 2

Casework Support for Members in Independent Schools

Conference notes:

1. The vast majority of 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.

4. Encouraging more independent schools to pay into the local facilities pot would be ideal and should be encouraged but it should be noted that the process will be slow and not provide an answer to current issues.

Conference believes specialist local or regional knowledge is needed.

Conference instructs the Executive of the National Education Union to offer regional specialist casework support for members in the independent sector.

Proposer: Brian Metcalf, NEU independent sector National Council

Seconder: Margaret Boyle, NEU independent sector National Council