



Annual Conference

2020

Bournemouth

Conference Motions

Conference Motions 2020

The motions listed have been submitted by districts and the Executive and have been composited, arranged, classified and approved by the Conference Committee.

Districts are invited to select six motions that they consider to be the most important, regardless of the section or order in which they appear.

Motions from the Sector & Equality Conferences are automatically included on the Agenda and are not part of this process. These motions are included in the Motions Booklet for information purposes only.

The Motions Booklet sets out the structure of the Agenda; there will be at least one motion in every Section. Conference time will be allocated to Sections by the Conference Committee depending on the number of motions in each and the number of priority votes received. The Conference Committee will consider the number of votes counted for each motion and arrange for a maximum of 10 motions receiving the highest number of votes within each of the Sections, to be printed in the Agenda for Conference.

Where motions have been composited this is marked “COMPOSITE”.

The sections under which the motions are listed are as follows:

Assessment, Curriculum and Accountability
Bargaining and Negotiations
Education Policy for Schools and Colleges
Equalities and Social Justice
Equality Conferences
General Purposes
International
Member Defence
Sector Conferences
Union Strength

The voting form for the prioritisation of motions (Form C.05) is included in this mailing and should be returned to Hamilton House by Midnight, 10 February 2020.

Assessment, Curriculum and Accountability:

SEND

Motion 1

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 disability 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.**

Croydon, Redbridge, Birmingham, Bedford, Wakefield, Oxfordshire, Luton, Tameside, Lambeth, Newham

Comprehensive Education

Motion 2

Conference notes the previous policy from the former NUT section with regard to comprehensive education. Conference believes that the union needs to formulate its clear vision around the principles of comprehensive education for all.

Conference further notes that most countries in the world successfully educate pupils together at secondary level; consequently there is no need to test and divide children at eleven years old.

Conference believes in the strength of comprehensive education.

Conference instructs the Executive to engage in meaningful consultation and collaboration with as many political, social and educational partners, as possible, in order to develop national policy that will rid our nation of selection. Conference believes that by so doing, a fairer and more inclusive society can be created for all.

Conference therefore instructs the Executive to establish a clear policy enshrining the following that:

- 1. Every member of a community should have a fair and equal choice of good local schools;**
- 2. No state school should deny entry to a child because they did not score highly in a test and all local schools should have transparent and fair admissions policies;**
- 3. Schools should reflect their communities, with a mix of pupils of all abilities and backgrounds;**
- 4. Children learn through the friendships they make at school, so schools should endeavour to offer a mix of pupils from diverse backgrounds;**
- 5. An end to grammar schools and schools that select pupils using admission tests; and**
- 6. Comprehensive schools can successfully offer challenges to pupils of all abilities in order that they learn and acquire skills pertaining to both academic and technical education in a way which enhances development in both.**

Manchester, East Essex, Haringey, Somerset

Effective Learning in a Creative Curriculum Motion 3

Conference notes that the current high stakes testing regime is detrimental to the education and well-being of our children.

Conference believes the current educational climate results in the narrowing of the curriculum, with emphasis on passing tests rather than nurturing the whole child. In the Early Years Foundation Stage, however, the whole child is nurtured through the key element of Characteristics of Effective Learning (CoEL). The CoEL are:

1. Playing and Exploring;
2. Active Learning; and
3. Creating and Thinking Critically.

Conference instructs the Executive to:

- i. Campaign for the CoEL to be statutory across all Key Stages,**
 - a. By promoting the benefits of creative subjects as part of the core curriculum**
 - b. By working with other unions, parent groups like More Than a Score, MPs, councillors, governors and other interested parties to make CoEL statutory; and**
- ii. Hold a CoEL conference in Autumn 2020 to highlight the positive impact CoEL have on teaching and learning.**

Stockton, Oxfordshire

Alternatives to Ofsted Motion 4

Conference notes that despite the wishes of many in education, Ofsted is still in existence. Its inspections continue to be detrimental since parents are reluctant to send their children to schools that have received negative judgments. Some institutions then enter a downward spiral leading to financial difficulties and all the other problems that come with falling rolls.

Conference believes that a school with a large staff turnover cannot be an outstanding place to work. Conference further believes that our members' working environment is the children's learning environment and it is disingenuous of Ofsted to pretend that an institution which our members are desperate to leave can possibly be an outstanding place for children to learn. Conference believes that a large staff turnover has an adverse effect on children and disproportionately on the most vulnerable - this is not something that Ofsted appears to agree with as it has graded academies as outstanding despite their unusually high staff turnover.

Conference believes that those best fit to judge a school are the professionals who have dedicated their lives to education and not an inspectorate that is politically motivated; whose judgments are based primarily on monetary considerations and which is therefore unable to criticise those academies which are the biggest culprits in overworking and underpaying staff.

Conference believes that the union would be doing a service to its members if we publicised our own grades on schools which in a time of teacher shortage would also give public recognition to good headteachers who try to look after their staff and would be informative to parents who do not want to send their children to schools with a huge staff turnover.

Conference instructs the Executive to approach other unions to look into the feasibility of drawing up a list of measurable non-subjective criteria for judging schools which we can then publicise and which could be used in the future to inform our members if a school they are applying to is really a good or outstanding place to work in.

Brent

RSE and LGBT+ Inclusive Education Motion 5

Conference notes that:

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 its 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.**

Redbridge, Birmingham, Waltham Forest, North Somerset, Lancaster and Morecambe, Derby City

No One Best Way to Teach Motion 6

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.

Redbridge, Lambeth

Boycott High Stakes, Summative Testing in Primary Schools Motion 7

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.

Lewisham, Nottinghamshire

Sanitised Education Programme of the Mayflower 400 Commemorations Motion 8

Conference notes with concern the sanitised education programme of the Mayflower 400 Commemorations that were officially launched on Thanksgiving Day, 28th November 2019.

Conference also notes that, starting with the opening of the Mayflower Museum in Plymouth 2015, both formal education projects and general Commemoration promotions have been centred on the minority Puritan Separatists section of the Mayflower passengers. This has been coupled with firstly, an absence of the crucial historical connection between the New England colonies and British Caribbean slave colonies; and, secondly, the neglect of the establishment of traditions of land grabbing and massacres of Indigenous Nations in North America as part of British colonisation. A sanitised and decontextualised version of the history of events some 400 years ago have been mixed up with the creation some 250 years ago of the “Mayflower Story”.

Conference expresses its concern that the colonial narrative, which is being promoted by Mayflower 400 in UK education establishments and on the internet, risks undermining attempts by the union and others to increase awareness in education circles about the need to greatly improve teaching about colonialism in the UK.

Conference calls upon the Mayflower 400 Commemoration organisers to firstly, withdraw and critically review its current education programme; and, secondly, promote education programmes about British colonialism that include the Mayflower journey, that are drawn from the perspectives and scholarship of American Indigenous Nations, and African American and African Caribbean communities.

Devon, Plymouth

An Assessment Policy Fit for Use Motion 9

Conference notes that:

1. Motions were passed at the 2019 Conference regarding both Primary and Secondary assessment;
2. An indicative ballot of primary school teachers showed overwhelming support for the ending of high stakes testing of children;
3. There was some support to boycott formal assessments during the 2019/20 academic year; and
4. A decision has not yet not been made whether the union should call for an enquiry into the effectiveness and appropriateness of GCSEs or for the union to call for their abolition.

Conference believes that:

- i. The union should be at the forefront of all debates about pedagogy, assessment and other professional issues of concern to teachers. It should debate and promote positive solutions for assessment and avoid focusing exclusively on what does not work; and
- ii. The reason for the lack of support for the boycott of formal assessments across the country is because members are unclear about what would replace current system.

Conference instructs the Executive to:

- a. **Assemble a working party, comprising members, academics, educationalists, parents and other relevant stakeholders, to draft a model policy for assessment across the whole of the education age range; and**
- b. **Campaign for the establishment of a National Council of Curriculum, Pedagogy and Assessment.**

Hammersmith

Abolish Ofsted and League Tables Motion 10

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.**

Lambeth, Executive

Vision for State Education

Motion 11

Conference notes the condition of state education in England:

1. Government rather than education professionals drive the curriculum and pedagogy in schools and colleges;
2. Funding cuts have led to redundancies, fewer resources and less support for those most in need;
3. There is discrimination against already disadvantaged students, including those with SEND and those from poor families;
4. A marketised school system has fragmented provision and increased social inequality;
5. Assessment and qualifications frameworks narrow the curriculum and fail to respond to student needs;
6. Increasing exclusions and unlawful off-rolling deny young people an education and expose vulnerable pupils to exploitation; and
7. High-stakes accountability increases teacher workload and stress, and fuels the recruitment and retention crisis.

Conference further notes the steps taken by Labour to develop its vision for the National Education Service (NES) which is, in many respects, in line with the union policies.

Conference instructs the Executive to campaign for a model of state education which:

- i. Puts professional dialogue at the heart of discussion about teaching, learning and assessment;**
- ii. Provides free, lifelong comprehensive education;**
- iii. Invests in free, high-quality Nursery and Early Years provision;**
- iv. Integrates education with social policies which promote equality and inclusion;**
- v. Ends fragmentation and privatisation of the school system;**
- vi. Replaces competition with local planning and collaboration;**
- vii. Ensures that no school enjoys charitable status or tax advantages that privilege it above others;**
- viii. Transforms the qualifications and assessment system;**
- ix. Creates an evaluation and inspection system based on trust in professional judgment as well as public accountability; and**
- x. Is led by a profession which is highly qualified and supported with professional development at all career stages.**

Conference further instructs the Executive to:

- a. Engage closely with development work on the NES;**
- b. Work with other organisations to initiate a movement of teachers and educators in support of the NES; and**
- c. Develop policy led by professionals on a model of pedagogy and curriculum in schools and colleges.**

Executive

Military and Defence Industry Influence in Education Motion 12

Conference notes that:

1. Every year the armed forces make thousands of visits to schools to promote military careers and the armed forces, mainly in secondary schools, but also primary and special schools;
2. The armed forces and the defence industry provide extensive resources and sponsorship, and now sponsor or partner a number of schools and colleges;
3. Since 2012, tens of millions of pounds have funded “military ethos” in schools, particularly in socio-economically disadvantaged areas. The Cadet Expansion Programme and “alternative provision with a military ethos” have also developed significantly;
4. In the same timespan, education and youth services have faced damaging cuts;
5. The National Youth Agency has expressed concerns that military ethos activities in schools are favoured over other youth work which could yield similar benefit; and
6. The UN Committee on the Rights of the Child has advocated that the UK should cease recruitment of young people under 18 years of age into the armed forces. The UN and the UK’s four Children’s Commissioners have also called for military activities in schools, which have a recruitment purpose, to be stopped.

Conference believes that:

- i. These developments raise concerns around marketing and recruitment activities by military interests within education;
- ii. The Ministry for Defence's engagement with young people is designed to influence future decision-makers to support the military and its operations, and to encourage young people to enlist. A growing body of research suggests encouraging recruitment at an early age is not in the best interests of young people;
- iii. There are many reasonable and diverse opinions about the military and arms companies. Promoting military activities, military ethos and allowing arms companies to be involved in education risks marginalising individuals or groups; and
- iv. The significant and growing military influence in schools could be detrimental to the educational imperative of balanced learning which is not unduly influenced by outside agendas.

Conference instructs the Executive to call for:

- a. **Oversight and regulation of military activities in schools, including for careers and curriculum purposes;**
- b. **Military-themed activities or perspectives to be balanced by activities focusing on peace and human rights; and**
- c. **Activities run by arms companies in schools to cease.**

Reading

Well-Being Versus Testing Motion 13

Conference is concerned that the well-being of pupils is being compromised by the constant use of league tables. The narrow curriculum and the testing regime is a constant source of unease for pupils, parents, staff and governors and - by focussing less on the result and more on the process of ensuring that pupils are happy, with access to good well-being strategies - the results would be those of pupils with a clearer mind-set rather than a tension-ridden, "tests are the be-all and end-all" approach to which they are subjected.

Conference believes that providing pupils with a rounded and holistic education will produce fewer young people suffering from mental health issues.

Conference instructs the Executive to urge the Government to relax its culture of testing and tables, and focus more on worth and well-being.

Northern Derbyshire

Setting and Streaming Motion 14

Conference notes that setting and streaming have been promoted by successive Governments and Ofsted over many years and that such practices have become increasingly the norm in most schools.

Conference believes that the accumulating evidence in Britain and internationally is that such practices are not beneficial and do not improve student attainment.

Conference further notes that there is increasing research evidence that such practices also discriminate against girls and Black students – for example the major study funded by the Education Endowment Foundation and led by the Institute of Education which reported last year.

Conference resolves that the union will work with others to support research and gathering of evidence on alternatives to setting and streaming.

Conference instructs the Executive to convene a working party (with a majority membership of classroom teachers) which will lead on this, engage with members, and report to next Annual Conference.

Hackney

Bargaining and Negotiations:

Teacher and Support Staff Pensions Motion 15

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.

Executive

Fair Pay for Teachers and School Staff 2020 Motion 16

Conference instructs the Executive to seek from the Government:

1. A commitment to restore the real terms pay losses suffered by teachers and school staff since 2010 over as short a period as possible, beginning with a rise of at least 8% for all teachers, with a further review conducted under national pay bargaining to establish fair and appropriate longer term pay levels;
2. The restoration of mandatory pay scales and responsibility payments for all teachers and staff in publicly funded employment, including academies, free schools and sixth form colleges;
3. The restoration of national pay bargaining structures for all staff;
4. An end to the current system of the arbitrary “performance related pay” system which is destructive of teacher morale;
5. A combination of a living wage and housing reform that will allow teachers and other school staff to afford reasonable accommodation in London and those other areas that they are now priced out of; and
6. Annual publication of data by establishment on pay, pay progression, and the equality characteristics of those denied progression.

Conference further instructs the Executive to:

- i. Seek support for these proposals from all parties representing England and Wales in Parliament and report to our members on their responses;
- ii. Campaign to convince the public that fair pay for teachers and school staff is essential to good education;
- iii. Prepare for ballots for a national strike action, seeking the involvement of other unions, if no progress is made on agreeing and implementing these proposals;
- iv. Target employers, whether Local Authorities, academy chains or individual schools, who produce unreasonable or unfair pay policies which withhold pay progression from teachers or use their policies in unfair ways, including naming and shaming them where necessary and give full backing, up to and including strike action, to members in schools that are withholding pay progression; and
- v. Develop strategies and tools to prevent and challenge unlawful discrimination in pay matters, in particular that experienced by Black teachers and staff, by part-time and supply teachers and staff, and by women teachers and staff due to pregnancy or maternity leave.

Hammersmith and Fulham, Bradford, Rochdale, Oldham, Fylde and Wyre

Workload Motion 17

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.**

Bradford, Rochdale, Hammersmith and Fulham, Fylde and Wyre, Oxfordshire, Luton, Lancaster and Morecambe, Tameside, Oldham

Agency Worker Regulations and Supply Teachers (Composite) Motion 18

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).**

Lewes Eastbourne and Wealden, Rochdale, Staffordshire, City of Leicester, Oldham, North East Hampshire, Devon, Southend, Cheshire East, Sheffield, Somerset, Norfolk, Tameside

Supply Pool Motion 19

Conference notes that deregulation, privatisation and underfunding of the education system have had a chronic impact on Supply Teachers who can now expect:

1. Low pay and at a pay rate not graduated according to experience;
2. Promised work cancelled at the last minute;
3. To be asked to work as a cover supervisor or teaching assistant;
4. No access to teachers' pension or CPD; and
5. No holiday pay.

Conference notes that since the increasing use of teacher supply agencies, it is becoming even more important that supply teachers have access to fair pensions to sustain retired teachers. Conference believes it is unfair that supply teachers cannot even make voluntary contributions to the Teachers' Pension Scheme (TPS).

In the short-term Conference instructs the Executive to:

- i. Work with head teacher unions to write an open letter to be sent to all head teachers - making clear that a response is expected - asking them to employ supply teachers either directly or through Local Authority supply pools where they exist;**
- ii. Ask branch and district secretaries to identify and negotiate with local multi academy trusts whose HR department could directly engage a pool of in-house teachers, similar to the pool established in the Unity Schools Partnership;**
- iii. Empower the supply teacher officer, to work with councils to establish or maintain local arrangements that could replace use of supply agencies and employ supply teachers on national terms and conditions with access to TPS;**

- iv. **Continue to work with all political parties - particularly the Labour Party, Supply Organising Forum and Socialist Education Association – to develop a national supply teacher register;**
- v. **Present a written progress report to 2020 Supply Teachers Conference and 2021 National Conference explaining the results of the actions (i), (ii) and (iii); and**
- vi. **Lobby the Department for Education in England, and appropriate bodies across the UK, to allow supply teachers to make voluntary contributions to TPS.**

In the long-term Conference instructs Executive to work with all sympathetic organisations to put pressure on the Government and all political parties to develop a strategy to bring all publicly funded schools and central services back into a local democratic framework. This includes the restoration of a publicly run supply pool system.

Leeds, Stockton, Kirklees, Wakefield

A National Contract for Education (Composite)

Motion 20

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.**

Leeds, Lewisham, Greenwich, Worcestershire, Newham, Lancaster and Morecambe

Adult Mental Health in Education Motion 21

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.**

Staffordshire, North Yorkshire, Devon, Cornwall and Isles of Scilly, Somerset, Derby City, Norfolk

Fixed Upper Time Limit on Teacher’s Contracted Hours Motion 22

Conference believes the union works tirelessly to defend teachers’ work/life balance and strives to make workload and working hours manageable and equitable for all qualified classroom teachers.

Conference notes that the current upper limit of 1265 hour when equally divided across 195 contracted working days should mean that teachers are directed to work 6.5 hours per day. Evidence shows that many teachers are working way in excess of these hours.

The School Teachers Pay and Conditions Document (STPCD) includes the clause that teachers work:

“such reasonable hours as may be needed to enable him/her to discharge his/her professional duties.”

Conference believes that this open-ended “limitless” position is open to exploitation and serves as a barrier to achieving genuine and meaningful work/life balance. Every minute worked in excess of 1265 hours diminishes the real terms value of a teacher’s salary.

Conference instructs the Executive to:

1. **Write to the Secretary of State for Education, demanding that the clause quoted above be removed from the STPCD and that 1265 hours be held as the absolute maximum working time that teachers on main scale and UPS, or with TLR responsibilities are contracted to work; and**
2. **Consider, in the event of the above demand not being fully met and implemented, building a campaign of work to rule in which main scale, UPS and TLR holders refuse to work in excess of 1265 hours.**

North Yorkshire, Sheffield

The Deathly Poison in and Around Our Schools Motion 23

Conference notes, from the recent Joint Union Asbestos Committee (JUAC) report, the rising death toll of teachers and former pupils from mesothelioma, caused by breathing in asbestos fibres inside our schools. Conference also notes the growing concern of our members about the quality of the air we breathe around our schools and in playgrounds caused by diesel fumes and air pollution and made worse by climate change, such as increasing heatwaves. We are representing members, and teaching children, made sick by this air with frequent hospital admissions due to worsening asthma.

Conference believes that the companies running our schools are putting the expansion of their trusts, with ever increasing layers of senior leadership, above safety, in the same way that our Governments are putting their obsession with economic growth above real action on climate change. Our members and pupils have a right to breathe clean and safe air.

Conference therefore instructs the Executive to:

- 1. Continue and strengthen their campaign against climate change and air pollution and to combine all aspects of safe air into one campaign;**
- 2. Promote training and support for health and safety reps and advisers on school asbestos management and air quality monitoring initiatives;**
- 3. Promote training and support for effective involvement of school union health and safety reps and joint union safety committees in asbestos management and campaigning against climate change;**
- 4. Support the JUAC campaign for the development of a planned, phased and costed programme of removal of all asbestos from schools; and**
- 5. Support “Extinction Rebellion’s” trade union group and continue to support the global youth climate strikes up to and including ballots for stoppage of work for short periods.**

Brent

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.

Climate Emergency Motion 24

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 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.**

Redbridge, Islington, Warwickshire, Ynys Mon, Wakefield, Derby City, Lancaster and Morecambe, Lambeth, Newham, North Somerset, Hertfordshire

Collective Bargaining on Pay and Conditions (Composite) Motion 25

Conference notes that pay and conditions for education workers have been eroded and undermined through academisation, outsourcing and the absence of a machinery for collective bargaining.

Conference believes that pay and conditions for all education workers should be the subject of collective bargaining and welcomes the commitment of the TUC to support this as a priority.

Conference also believes that this presents an opportunity, not only re-establish collective bargaining over pay and conditions but to extend it to other professional issues, such as curriculum and assessment.

Conference welcomes the commitment of the shadow Labour minister that a future Labour Government will restore collective bargaining for all workers. Conference believes that this would benefit all education workers.

Conference further believes that the introduction of sector-wide collective bargaining should be accompanied by steps to improve and extend the rights of unions and their members to access and organise in the workplace, to ensure higher union membership and more effective workplace organisation, representation and bargaining.

Conference understands that progress on this will involve uniting all education unions around a demand for of collective bargaining.

Conference instructs the Executive to:

- 1. Work with other education unions to submit pay claims to cover teachers and support staff, taking into account recent announcements on starting salaries for teachers;**
- 2. Develop a campaign plan to win this demand, seeking the maximum possible engagement from members;**
- 3. Include the demand for the introduction of sector-wide collective bargaining as part of our campaign;**
- 4. Establish a bargaining strategy for schools, colleges and local branches – to include such matters as pay implementation, working time, school and college policies and more;**
- 5. Develop a strategy for organising to win collective bargaining and adherence to national pay scales in free schools and academies;**
- 6. Seek talks with the NASUWT with the aim of developing a common approach to collective bargaining in line with recently established TUC policy; and**
- 7. Approach other education unions to seek the maximum possible unity on the question of collective bargaining.**

Norfolk, Camden, Tower Hamlets and the City, Oxfordshire

Action on Air Pollution Motion 26

Conference notes that the alarming perspectives on climate change have inspired thousands of our members and the students we work with to take to the streets and take action.

Conference further notes that:

- 1. The impact of pollution is already taking its toll, particularly on young people in urban areas;**
- 2. Air pollution has been linked to babies being born underweight, reduced lung volume in children, a reduced life expectancy and even increased likelihood of depression; and**
- 3. The family of Ella Kissi-Debrah, a Lewisham School Student who died from chronic asthma, have won the right to a new inquest in her death to establish whether air pollution in London was a major contributing factor in her death.**

Conference welcomes the British Safety Council's development of the Canary App and its availability to trade union reps to use to monitor pollution levels around their workplaces.

Conference believes air pollution is a pressing issue for the union, which should develop its response in the interests of our members and the students we work with.

Conference resolves to campaign for:

- i. It to be a statutory requirement for air pollution readings to be shared with workplace trade union reps and/or health and safety reps;**
- ii. Each school to have a comprehensive air pollution action plan, developed with trade union representatives, which includes actions to be taken on days of high levels of pollution. This could include changing start and end times, providing alternative recreation space for students in cleaner environments, exclusion of vehicles from the vicinity of the school site at particular times and specific actions for pregnant staff and those with respiratory problems;**

- iii. All staff and students to receive free public transport to reduce the use of cars around schools and for transport to be publicly owned with the introduction of carbon neutral buses and trains by 2025;
- iv. Ending the sale of, or building on, school playing fields; and
- v. Every school or college to have outdoor recreation space in a clean environment.

Lewisham

Support Staff Workload Motion 27

Conference congratulates the union on its continued efforts to address workload issues for teachers, however it also notes that workload is an issue for most, if not all, people who work in schools and other education settings.

Conference notes the invaluable contribution support staff make whilst recognising that the union does not have negotiating rights on terms and conditions for support staff, but does have representational rights and commit to supporting all our members.

Conference instructs the Executive to extend the current workload campaign to clearly identify and work to reduce workload for support staff, and in doing so, to ensure that our campaign for reducing workload for teachers does not increase workload for support staff. This does not mean that tasks may not be transferred, but that they must be appropriately valued whenever a transfer occurs and not simply add to either teacher or support staff workload. We believe this would be welcomed by our sister support staff unions and should be promoted positively.

Conference also instructs the Executive to report back to Conference in 2021 and 2022 on the actions, outcomes and impact of the support staff element of the workload campaign.

Cumbria

School and College Funding Motion 28

Conference notes:

1. The Government announced a three-year funding increase in September 2019;
2. The Government only funded 0.75% of the teacher pay rise of 2.75% that came into effect on 1st September 2019 thus adding a further £280 million to school costs;
3. That despite this increase, it remains the case that 4 in 5 schools will still have a funding shortfall in April 2020 compared with April 2015;
4. That even in 2022/23, the total shortfall in school funding will stand at £2 billion compared with 2015/16;
5. That the shortfall in High Needs funding remains at crisis levels;
6. That 16-19 funding has only received a one-year settlement that just keeps pace with costs and does nothing to redress the massive cuts that have been inflicted on the sector since 2010;

7. That schools in areas the Government described as “historically underfunded”, which have received the bulk of the additional monies, are still funded at roughly the same rate as in 2015/16;
8. Primary class sizes are at their highest level for 20 years; and
9. The proportion of secondary pupils being taught in classes of 31 or more pupils is at its highest level since 1981.

Conference believes that:

- i. Government funding for schools and colleges is still not sufficient;
- ii. The Government is misleading parents and teachers with statements such as school funding will be “levelled up” and that there will be an end to “winners and losers”; and
- iii. All pupils deserve to be taught in classes of fewer than 30 led by a qualified teacher.

Conference resolves:

- a. **To continue campaigning through schoolcuts.org.uk and in conjunction with other education unions and other stake holders;**
- b. **To build local community campaigns against education cuts;**
- c. **To organise a national demonstration against cuts to education; and**
- d. **To consider a ballot for national strike action if the Government does not increase education funding further, in particular, if the Government fails to fully fund future pay rises.**

Devon, Wakefield, Enfield, Luton, North Somerset, Tameside

Union Pay Demands

Motion 29

Conference notes that previously our position on pay was for an increase of 5% on all pay spines and that the Secretary of State for Education in his submission to the STRB for 2021 called for a teacher’s starting salary to be at least £30,000 with a “flatter pay scale”.

Conference welcomes this clear indication of a long overdue pay rise for teachers, but believes that in the interests of recruitment and retention there should be a substantial pay rise for all teachers and not just those on M1.

Conference further notes that currently, M1 for England and Wales teachers is £24,373. If this is to go up to £30,000, that is an increase of £5,627.

Conference believes that there should be one London pay scale, as well as a London fringe with a minimum of £36,107, which is equivalent to the current M1 + £5,627, so that London teachers are given, as a minimum, the same pay rise given to those outside London.

Conference further believes that a new pay scale for London teachers should ensure that every point on the scale, as well as on the Upper Pay Scale, awards a raise of at least 5% and that there is a consistency across pay scales to ensure that teachers moving up the scale, across any of the pay spines, will always receive a pay rise.

Conference instructs the Executive to make this argument the basis for the absolute minimum in union policy and submissions to the STRB, or collective bargaining with the Government.

Waltham Forest

Workload and Directed Time Motion 30

Conference notes that:

1. Workload continues to be an issue in schools, with significant numbers of teachers working 60 hours a week or more;
2. The statutory maximum directed time for MPS teachers is 1265 hours per year;
3. Communication on directed time for the coming year is essential before the start of the school year, in order to negotiate on directed time and for staff to plan their own time;
4. An essential tool for constructive discussions on directed time is the school's directed time calendar (or budget). Publication of a directed time calendar in the summer term is best practice for planning and communication on workload;
5. Publication of a directed time calendar in June is a cost-free way for an employer to assist in tackling workload and work-life balance;
6. In particular, a directed time calendar published in advance enables all members of staff to understand the expectations of their time, and is particularly important for those members of staff who have commitments outside work, such as caring responsibilities;
7. Negotiation of the directed time calendar for September was in the STPCD until 2014. The statutory status gave weight to staff demands to see a directed time calendar and negotiate in the summer term to tackle potential workload issues; and
8. Whilst many schools publish a directed time calendar each summer, many do not or publish it late: this presents an impediment to tackling workload and a real difficulty for those members of staff who need to plan out-of-work commitments in advance.

Conference therefore instructs the Executive to campaign to include publication and negotiation of a directed time calendar in the summer term as a statutory requirement in the School Teachers Pay and Conditions Document.

Reading

Protect Our Pensions Motion 31

Conference notes that around 10% of schools in the Independent sector currently within the Teachers' Pension Scheme (TPS) have given notice to withdraw. Strike action has ensued in Oxfordshire to protect the right for members to remain in the TPS.

Conference calls upon the Executive to:

1. **Produce and advertise a list of those schools who have applied to withdraw from the TPS;**
2. **Raise awareness in schools with schools status of the benefits of staying in the TPS and of the dangers of leaving it; and**
3. **Support all members who make a stand to fight for their right to remain in the TPS.**

Oxfordshire

Asbestos in Schools (Composite)

Motion 32

Conference notes that:

1. 81% of school buildings are known to contain asbestos;
2. As asbestos deteriorates, it leaves a dust that if you are exposed to can cause a disease called Mesothelioma which is a thickening of the Pleura, a membrane around the lungs. This terminal disease can lay dormant for up to 60 years;
3. 88% of schools responded to a Government review, after an extended deadline. Many gave incomplete information;
4. 49.7% of schools responding had not had an asbestos survey in the last three years;
5. There has been no mandatory reporting, no accurate or public record of the location or status of asbestos in schools;
6. Many schools are not compliant with current law on asbestos management, and there is insufficient proactive scrutiny of this by HSE or any other body;
7. A union survey in 2017 found that half of teachers were not informed of asbestos in their schools. Often parents are not informed;
8. In 2016, there were 40 recorded deaths of education sector workers from mesothelioma, the cancer associated with exposure to asbestos. The true figure will be higher. This is a third higher than the previous year;
9. Official figures show that at least 305 educators have died due to asbestos exposure since 2001;
10. An estimated 200-300 adults die each year due to exposure as children. Children who are exposed to asbestos are much more susceptible to disease than adults;
11. People in their 30's are now presenting themselves with symptoms of Mesothelioma where the only known exposure to asbestos was as a pupil in one of our schools;
12. There is no cure for mesothelioma;
13. Recent trials of a treatment called Immunotherapy have shown that sufferers of aggressive forms of cancer that includes Mesothelioma, have responded to this treatment and exceeded their life expectancy from diagnosis. However, this treatment is not recognised by NICE;
14. Not everyone is suitable for Immunotherapy and you have to be referred by an Oncologist. If you are referred, you have to be accepted on a trial, be the recipient of an insurance claim or in a position to self-finance;
15. This is not acceptable as people should not be denied the opportunity to live because they are poor;
16. Our members, and others are suffering due to successive Governments failure to completely remove asbestos from our schools; and
17. Employers have a duty to protect the health of their staff.

Conference further notes:

- i. The excellent work done by this union and bodies such as the Joint Union Asbestos Committee;
- ii. It is unacceptable that people continue to be exposed to asbestos in their place of work or education; and
- iii. National Audit Office figures show a £6.7 billion shortfall in the funds needed to safely remove asbestos from schools.

Conference instructs the Executive to:

- a. Continue its work on asbestos in schools;**
- b. Continue to press for the planned safe removal of all asbestos from schools and a commitment to make funds available for this;**
- c. Include asbestos in schools as a key area of concern in the underfunding of education;**
- d. Press for statutory information sharing on asbestos, including requiring schools to publish their asbestos report on their website; and**
- e. Lobby parliament and campaign to have Immunotherapy made available to the sufferers of Mesothelioma on the NHS, where it can be proved that the cause was due to exposure during their career in a school either as a member of staff or as a pupil.**

Norfolk, Derby City

Mindfulness in Education Motion 33

Conference notes, with increasing concern that austerity is having an adverse effect on school funding, early intervention services, family counselling, along with child and adolescent mental health services (CAMHS) – this leaves students struggling in education; behaviour and academic achievement declining; and the stress levels of education professionals rising as consequence.

Conference further notes that funding in education needs to be significantly increased and urges the Executive to continue campaigning in England and Wales and lobbying Governments.

Conference urges the Executive to explore new ways to support students and staff since academic studies have highlighted how teaching and practising mindfulness techniques with children, adolescents and staff can have a positive impact on their social and emotional development and that techniques learnt can help support mental health throughout life; conference additionally urges the Executive to explore new ways to support students and staff by promoting healthy mental health.

Conference therefore instructs the Executive to:

- 1. Continue to campaign for funding for education establishments and support agencies in Wales and England;**
- 2. Issue guidance to schools to promote the benefits of mindfulness to both students and staff;**
- 3. Campaign for trainee and qualified education professionals to understand mental health and its impact, and to promote training opportunities in mindfulness and trauma informed practice which will support and promote positive mental health;**
- 4. Investigate into the scale of mental health crisis in education establishments in Wales and England; and**
- 5. Explore the impact on mental health when mindfulness is practised by staff, taught to students and embedded into their everyday practice in all sectors of education.**

Blaenau Gwent

Bad Air and Hot Summers Motion 34

Conference notes:

1. Though it is illegal to transport live cattle in temperatures above 30C, there is no maximum legal temperature to work in;
2. Current union policy is that a temperature of 26C is a trigger point for ameliorative measures; and
3. Global heating being real, heat waves are becoming more frequent and intense, frequently making badly designed classroom conditions unbearable.

Conference further notes:

- i. The significant health impacts of polluted air along with the contribution of the transport sector to carbon emissions;
- ii. The need for significant investment in clean efficient properly regulated public transport and genuinely affordable housing so people can live within walking or cycling distance of work; and
- iii. That traffic-reducing measures in residential areas reduce traffic overall – there is no displacement effect.

Conference instructs the Executive to support:

- a. **Support traffic calming and elimination measures around schools including the School Streets initiative and to promote this with local authorities; and**
- b. **Promote where possible and feasible: the reduction in school car parking spaces, the introduction of car pools, and other measures including public transport subsidies.**

Tower Hamlets and the City, Islington, Hackney

Education Policy for Schools and Colleges:

Funding for Nursery Schools Motion 35

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.**

Manchester, East Essex, Staffordshire, Lincolnshire, Southend, Somerset, Portsmouth, Haringey

De-academisation

Motion 36

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.**

Birmingham, Kirklees, Warwickshire, Oxfordshire, Greenwich, Waltham Forest, Lancaster and Morecambe, Bradford, Redbridge, Lewes Eastbourne and Wealden, Bedford, Sheffield, Wakefield, Enfield, North Somerset, Derby City

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.

Combatting the SEND and Exclusions Crisis Motion 37

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.**

Manchester, East Essex, Staffordshire, North Yorkshire, Lincolnshire, Southend, Somerset, Portsmouth, Haringey

The Integration of Private Schools into the State School Sector Motion 38

Conference notes:

- 1. A 2019 Sutton Trust report revealed that 65% of senior judges, 52% of junior ministers, 44% of news columnists and 16% of university vice-chancellors were educated in private schools;**
- 2. Children in private schools have 300% more spent on their education than children in state schools;**
- 3. Participation in private school is concentrated at the very top of the family income distribution; and**
- 4. 63% of the general public agree with the statement, "It is unfair that some people with a lot of money get a better education and life chances for their children by paying for a private school".**

Conference believes:

- i. The elite privilege of private schools and the establishment networks they inhabit dominate the top professions and must be challenged to ensure equality of opportunity for all young people in England, Wales and Northern Ireland;**
- ii. The on-going existence of private schools is incompatible with the union's pledge to promote equality of opportunity in education;**
- iii. That hierarchy, elitism and selection have no place in our education systems; and**
- iv. Private schools reflect and reinforce class inequality in wider society.**

Conference instructs the Executive to:

Develop a policy that advocates the integration of private schools into universal, state funded education sectors in England, Wales and Northern Ireland. This would include, but is not limited to ensuring:

- a. All private school employees transferred to the state sector with the same terms and conditions enjoyed in the private sector, or better if the state sector's are superior;**
- b. Any private school teacher not in the Teacher Pension Scheme is automatically enrolled in it on transition to the state sector;**
- c. That on transition to the state sector, school buildings and grounds continue to function as schools, operated within the state system;**

- d. **The withdrawal of charitable status and all their other public subsidies and tax privileges, including business rate exemption;**
- e. **Universities admit the same proportion of private school students as in the wider population (currently 18% of 16-18yr olds); and**
- f. **Endowments, investments and properties held by private schools are redistributed democratically across the country's educational institutions.**

Manchester, Devon, Newham

Abolish the Anti Trade Union Laws Motion 39

Conference notes:

1. The legislation from 1980 to 2016, aimed at restricting legitimate trade union action;
2. Solidarity strikes are illegal and this prevents unions taking secondary industrial action – for example to defend education or the NHS;
3. The 2016 Trade Union Act stipulates high thresholds for turn-outs and “Yes” votes in strike ballots giving the state new powers to interfere in internal union affairs;
4. These anti-union laws prevent effective picketing;
5. These laws further prevent unions taking prompt action involving the union in long-drawn out, cumbersome balloting procedures which are designed to thwart strike action;
6. The pressures the Labour leadership has come under to retain some/all elements of the anti-trade union laws;
7. Blair's New Labour Government retained the anti-union laws;
8. Labour's 2019 Conference once again passed policy to abolish the Act of 2016 but not all of the anti-trade union laws; and
9. Union members urgently need to see all of the Conservative anti-union laws not only abolished but also replaced with a positive set of rights for workers including the right to join an effective trade union, the rights to picket and to strike.

Conference instructs the Executive to:

- i. **Work closely with all political parties to abolish all anti-union laws; and**
- ii. **Organise and lead vocal and active campaigning on this issue, explaining to our members, the wider movement and all workers why this is such a crucial demand; encouraging our local organisations to campaign with other unions.**

Southwark

Academies: Organise Workers Within Them and Fight to Get Them Returned to Local Democratic Control Under the Framework of a New National Education Service (NES) Motion 40

Conference welcomes:

1. The efforts the union is making to adapt its structures to organise across Multi Academy Trusts (MATs);

2. The policy passed at Labour Party Conference which stated “that in Government, the Labour Party will bring all schools back under local democratic control, including academy and MATs. Therefore proposals to wind up MATs and turn over control and management of schools to local democratically controlled structures should be developed urgently”; and
3. The continued campaigning by our union and parents’ groups to stop further academisations.

Conference believes that:

- i. Organising workers in academies is not counter posed to fighting to get them returned to local democratic control;
- ii. Organising workers in academies is best done by lay reps, ideally with facility time, in those academies; and
- iii. There is an opportunity to create a National Education Service to end the fragmentation and privatisation of education.

Conference instructs the Executive to ensure that the union:

- a. **Gives maximum support to set up lay led structures within MATs and academies;**
- b. **Continues to prioritise the fight against further academisations; and**
- c. **Campaigns and lobbies for the end of academisation and the return of all schools to local democratic control under the framework of the NES.**

Southwark

Deficiencies in the Provision of SEND Motion 41

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).

Isle of Wight, Stockton

Reversing Privatisation Motion 42

Conference notes that there is a wealth of education funding which is diverted into the wrong hands. This funding is lining the pockets of CEOs of multi-academy trusts and it is also funding small classes and privileged opportunities for families lucky enough to afford private school fees. These academies, free schools and private schools distort the projection of place planning in Local Authorities, placing our members at risk of redundancy in Local Authority schools.

Conference instructs the Executive to continue to campaign for academies and free schools to be brought back into Local Authority control and, alongside this, to campaign for a phased programme of private schools being brought into Local Authority control, and in so doing, ensuring that there is a levelling up of quality and resources.

Conference further instructs the Executive to fight to protect all jobs in these sectors so that a dismantling of these schools does not place our members’ jobs, pay or conditions at risk.

Brent

Class Size and TAs – Education and Workload/Stress Motion 43

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.**

Birmingham, Oldham, Devon, Tower Hamlets and the City, Bedford, Wakefield, Enfield, North Somerset, Thameside

Defend Digital Data Motion 44

Conference notes that:

1. The Information Commissioner's Office has recently agreed, saying after initial investigation of school census use, that:

“Many parents and pupils are either entirely unaware of the school census and the inclusion of that information in the National Pupil Database or are not aware of the nuances within the data collection, such as which data is compulsory and which is optional.”

2. From breakfast to bedtime a pupil's personal data is collected and transferred to hundreds of third parties in a day. There is no way a child can understand or track their digital footprint by the time they are 18;
3. Once commodified the data is used by an ever increasing number of organisations, partially for research partially for profit. When asked “Where does this data go when it is shared? Do we know what third parties do with the data they collect and who it is in turn shared with? Do we know how it is being used? Do we know where it is being stored?”, the answers from the DfE and the Home Office to these questions on many occasions has been “we don't know”;

4. The campaigning group DefendDigitalMe has been asking these questions and has discovered a negligent attitude to our children's data. There is not enough transparency or accountability; - for example, repeated Freedom of Information requests have revealed student data stored on servers in Bahrain and USA. Private companies are entering schools and harvesting data on information as private as gender or sexuality with little or no accountability; and
5. Artificial Intelligence (AI) is being developed using data from sources such as the national student database and the Prevent strategy. Rather than removing discrimination, AI has been found to mimic discrimination reflected in the underlying statistics fed into the programme. There is the threat of undermining civil liberties without public scrutiny.

Conference instructs the Executive to:

1. **Work with DefendDigitalMe to evaluate the consequences of the collection and use of data;**
2. **Work with DefendDigitalMe in the development of their digital data manifesto; and**
3. **Lobby Government for the adoption of an effective regulatory system.**

West Berkshire

Recognising and Valuing the Role of Support Staff and Their Positive Impact on Teachers' Workload

Motion 45

Conference acknowledges the increasingly vital role played by the support staff in schools and colleges, as class sizes and the many complex needs of students increase.

Conference believes support staff rarely have the same protections and respect as teaching staff. This needs to be addressed as a matter of urgency as there is a crisis in recruitment and retention. The extent to which this has impacted on the workload of teaching staff has been grossly underestimated and also needs to be considered.

Conference instructs the Executive to develop:

1. **A strategy to encourage schools to value the increasingly important role played by support staff in the classroom and to look more closely at the correlation between lack of support staff in the classrooms and the impact on teachers' workloads;**
2. **A strategy that encourages support staff to be more active in the union: encouraging support staff to contribute to the union's SEND policy development; and**
3. **A campaign that encourages the input of support workers to help shape the future of education at secondary level for students with SEND and other students who require support during their school life.**

Buckinghamshire

The Increasing Responsibility of the Special/Additional Educational Needs Co-ordinator

Motion 46

Conference notes with alarm the ever-increasing responsibilities placed upon Special Educational Needs Co-ordinators (SENCoS). In Wales, the new Additional Learning Needs Education Tribunal Act also makes the role of these members of staff (usually termed Additional Learning Needs Co-ordinators or ALNCoS) fraught with legal accountability, beyond what one would reasonably expect of a professional.

Conference further notes that in some schools, members of staff placed in these positions do so with little extra remuneration and a very real paucity of additional time to carry out their duties. Other schools insist that the SENCo/ALNCo is a key part of the Senior Leadership Team. In smaller areas, the SENCo/ALNCo is shared across a number of different schools, bringing with it questions of accountability and of access to support.

Conference calls upon the Executive to:

- 1. Conduct a workload survey of SENCoS/ALNCoS to ascertain the demands of their role;**
- 2. Lobby Government in all regions to produce consistency with pay and release time of ALNCoS and SENCoS to ensure fairness in the role;**
- 3. Produce guidance for members to help them navigate this increasingly prominent role; and**
- 4. Lobby Government in all regions to produce clear frameworks in order to avoid schools devising disparate expectations of the role of SENCo/ALNCo and to ensure there is no unreasonable legal accountability residing with their role.**

Merthyr Tydfil, Blaenau Gwent

Insecure Employment and In Work Poverty

Motion 47

Conference notes that millions of working people either have insecure contracts, experience stress, feel unsafe, experience discrimination, don't know their rights, are underpaid, have reduced pensions, are in poverty or don't feel like they have a voice at work.

Conference believes we must mobilise to challenge unacceptable insecurity, in-work poverty and the growing pressure workers are under.

Conference instructs the Executive to:

- 1. Press ahead with organising and supporting with other TUC affiliates a high-profile national day of action on Friday 1 May 2020, with a range of options on action;**
- 2. Engage union members through social media and workplace meetings in the run-up to a day of action;**
- 3. Continue to campaign and support a 10 per cent pay claim for Local Government workers, including school support staff covered by the National Joint Council for Local Government Services; and**
- 4. Continue to shape educational policy that improves members pay, conditions of service and pensions.**

Nottingham City

Equalities and Social Justice:

EU Migrants and the Hostile Environment Motion 48

Conference condemns the so called “hostile environment” create 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. **Call upon districts to support members and the children they teach who are threatened by the hostile environment.**

Bradford, Tower Hamlets and the City, Warwickshire, Ynys Mon, Sheffield, Lambeth, Newham

Exclusions Motion 49

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 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.**

Birmingham, Waltham Forest, Warwickshire, Luton, Derby City, Lancaster and Morecambe, Leeds, Redbridge, City of Leicester, Bedford, Islington, Hackney, Greenwich

Poverty, Disadvantage and Education in Coastal Areas

Motion 50

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 pupil in non-coastal areas;
3. The impoverishment 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.

East Essex, North Yorkshire, Southend, Isle of Wight, Somerset, Portsmouth

Supporting Youth Services – Registration Motion 51

Conference recognises the disestablishment of Youth Services across the country and the effect on Youth Work as an educational profession and its relationship to Teaching in particular.

Conference calls for the re-establishment of the Probationary Year for Youth Work Qualification and for the Register of Joint Negotiation Committee Qualified Youth and Community Workers to be held by and returned to the Department for Education.

Lincolnshire

Behaviour Motion 52

Conference affirms that students and educators in schools and colleges are entitled to work and learn in a safe environment, free from the threat of violence or harassment and to have their background, cultures, and beliefs respected.

Conference notes that some students struggle to adapt to the expectations of schools, and that the continuing failure by the Government to fund schools properly has led to a drop in support for students with challenging behaviour, with the loss of support staff and networks that can support students and their parents.

Conference further notes that increasing numbers of students are being excluded or off-rolled from schools on both a short-term and permanent basis, following minor infractions of behaviour and other school policies, such as supposedly inappropriate hairstyles or breaches of the uniform code, and that SEND, African-Caribbean and other minority ethnic and students on free school meals are disproportionately affected.

Conference expresses its concern over the promotion of so-called “zero-tolerance” behaviour strategies and believes:

1. “Zero tolerance” approaches are inhumane, ignoring the key idea that all behaviour is communication. They promote surface level compliance without addressing the needs underlying challenging behaviour;
2. “Zero tolerance” approaches are leading to students being informally excluded through isolation within school; and
3. Policies that aim to control students’ behaviour, rather than helping them control it themselves, undermine the very elements that are essential for motivation: autonomy, a sense of competence, and a capacity to relate to others.

Conference calls on the Executive to:

- i. Campaign for behaviour polices that are clear, humane and inclusive and to disseminate research to members on approaches to behaviour management that are humane and respect the rights of the child;**
- ii. Publicise the discriminatory and harmful effects of zero-tolerance behaviour policies, and to work with educators, parents, schools and colleges and Local Authorities to challenge them; and**
- iii. Highlight as part of the union’s campaign for school funding, the need for funding to support students in an inclusive and safe education system.**

Camden, Bedford, Warwickshire, Sheffield, Hackney, Tameside

No Child Should Go Hungry in Our Schools Motion 53

Conference notes:

1. Children in years 3 and above cannot receive free school meals (FSMs) if their parents are migrants with leave to remain subject to a “no recourse to public fund” (NRPF) condition or are undocumented;
2. These are often some of the poorest and most vulnerable children in our schools. Many report going hungry; where meals are provided, parents receive bills they cannot afford to pay;
3. A few schools and Local Authorities use their discretion to provide them FSMs, but have to find extra funds to do so;
4. North East London Migrant Action (NELMA), with the support in the labour and trade union movements of Labour Campaign for Free Movement (LCFM), are campaigning for all children who need them to receive FSMs and to end NRPF policies, and until this is secured, for Local Authorities to supply FSMs unilaterally;
5. The Labour Party has committed to end NRPF status; and
6. That on 2nd October 2019, Lewisham Council influenced by this campaign, supported by the Lewisham district, has committed to free school meals for all who need them, regardless of immigration status.

Conference believes:

- i. No child should go hungry in our schools because of who their parents are;
- ii. The union should oppose the inhumanity and racism of such “hostile environment” policies;
- iii. Denial of FSMs stops children reaching their potential – malnourished children cannot learn to the best of their abilities; and
- iv. NRPF policies undermine all workers: when migrant workers are afraid that losing their job means their children will go hungry they are more vulnerable to mistreatment by exploitative employers, undermining pay and conditions for all of us.

Conference instructs the Executive to:

- a. Send our support to NELMA and LCFM for the campaign to repeal all the discriminatory NRPF-related policies, and for Local Authorities to meet the need for FSMs in the interim;**
- b. Lobby Government and political parties to this end; and**
- c. Send briefing information and campaign materials to branches and encourage our members to join in campaigning activities with local families, communities and migrant support groups.**

City of Leicester, Lewisham

Education’s Missing Children Motion 54

Conference notes the Education Policy Institute published a report in April 2019 titled “Unexplained pupil exits from schools: a growing problem?”

Conference is deeply concerned by the report’s finding that in 2017 there were 61,000 unexplained exits in the GCSE cohort – this is estimated to be 8% of the schools population.

Conference is particularly concerned that the children who are most likely to be affected are:

1. Pupils with a high number of authorised absences;
2. Pupils in contact with the social care system;
3. Those ever eligible for free school meals;
4. Those from Black ethnic backgrounds; and
5. Those in the lowest prior attainment quartile.

Conference further notes, in April 2019 Ofsted published detailed figures revealing the scale of the national problem with suspected illegal schools in England. Ofsted stated that they have investigated 521 settings, and inspected 259 since January 2016. The data shows that as many as 6,000 children are being educated in the unregistered settings it has inspected to date. These children are potentially at risk because there is no formal external oversight of safeguarding, health and safety or the quality of education provided. It is further noted that of the 259 schools inspected 75% of them were non-faith schools and many of them were understood by local systems to be “alternative provision”.

Conference condemns the fact that thousands of children and young people in the UK are currently receiving a sub-standard education in appalling and unsafe settings. Conference believes that it is totally unacceptable for these children, who are often some of the most vulnerable, to attend provisions that currently have no external oversight of the quality of education, safeguarding or health and safety.

Conference instructs the Executive to:

- i. **Carry out an immediate internal assessment of the new information provided by Ofsted and the Education Policy Institute and seek to adopt a clear policy position that denounces off rolling of pupils and illegal, unregistered and dangerous schools; and**
- ii. **Lobby Government to strengthen the legislation related to identifying and tackling unregistered schools to protect the most vulnerable children in our society from being lost to education.**

Cumbria

Domestic Violence and Employers in the Workplace Motion 55

Conference notes national research suggests that 2 million women and 695,000 men between 2017-18 experienced domestic abuse and sadly, since the reality is that often this crime goes unreported due to fear that individuals feel, the true picture would be significantly higher. The Chief Executive of Women’s Aid suggests we, “Make ending domestic abuse everybody’s business by bringing change in attitudes across housing, health, family courts and education.”

Conference believes that:

1. Awareness of domestic abuse – psychological, emotional, mental, physical, sexual or financial – needs to be raised amongst educators. A policy will ensure the appropriate and sensitive management of the member of staff and similar application of policies and procedures;
2. A policy will not only support employers who are in this vulnerable and frequently new situation but also enable the development of support and training for line managers such as through sign posting, procedures and an understanding of the need for sensitivity and confidentiality. A line manager's response and action is often vital in such situations; and
3. Specifically, in teaching, our focus is often placed on the students, but it's time to recognise that the teachers health and welfare is just as important. We cannot ignore any form of abuse of a child at school, nor should we accept this for employees.

Conference instructs the Executive to:

- i. Produce domestic abuse guidance for all educators;**
- ii. Provide support to enable line managers to address the issue sensitively and to ensure that the relevant support is available to all those involved;**
- iii. Raise awareness of the forms domestic abuse can take and the signs and signals;**
- iv. Develop confidentiality procedures incorporating the right to privacy;**
- v. Review sickness absence procedures and Human Resource support; and**
- vi. Promote the Health and Safety at Work Act and other relevant regulations.**

City of Leicester

For a Socialist Green New Deal Motion 56

Conference notes:

1. The inspiring struggle of students in the UK and internationally through the global climate strike movement;
2. The outrageous disciplinary procedures taken by some schools against the student climate strikers, including detentions, isolation and the case of three students at Albany Academy in Chorley who were banned from attending an end-of-year prom;
3. To prevent the worst effects of climate change, we must keep the global temperature increase below 1.5°C;
4. Over 1°C has already occurred, causing floods, droughts, heatwaves, pollution, and hundreds of thousands of deaths;
5. 100 corporations are responsible for the majority of carbon emissions;
6. The Conservatives and Unionist Party are deregulating fossil-fuel industry while cutting support for renewables; and
7. The Labour Party's Green New Deal policy, which pledges "net zero carbon emissions by 2030", "a complete ban on fracking" and "a just transition, increasing the number of well-paid, unionised green jobs in the UK".

Conference believes:

- i. Tackling climate change is indivisible from social, racial and economic justice;
- ii. The union should continue to support the student climate strikes and the UK Student Climate Network and vocally oppose disciplinary action taken against climate strikers; and
- iii. A worker-led just transition can take on the corporations which profit from ecologically dangerous technology.

Conference resolves:

- a. **To echo the demands of the student climate strikers for:**
 - I. **A Government commissioned review into how the whole of the English formal education system is preparing students for the climate emergency and ecological crisis;**
 - II. **Inclusion of the climate emergency and ecological crisis in Teacher Standards in England.**
 - III. **An English Climate Emergency Education Act;**
 - IV. **A national climate emergency youth voice grant fund;**
 - V. **A national Youth Climate Endowment Fund;**
 - VI. **All new state-funded educational buildings should be net-zero; all existing state-funded educational buildings net-zero by 2030;**
- b. **To aim for a Green rep in every school; and**
- c. **To demand and campaign for powers for Green reps to call industrial action over environmental concerns.**

City of Leicester

Children Who Are Looked After and the Crisis in Social Care Motion 57

Conference is alarmed that the number of children in Local Authority care has increased substantially in the last decade and notes:

1. There are now over 75,000 children who are looked after (LAC); an increase of more than 10,000 since 2010;
2. Over 40% of LAC are placed outside of their Local Authority boundary and nearly a fifth are placed over 20 miles from home;
3. LAC are five times more likely to be part of the criminal justice system than their peers and are three times more likely to be NEET (Not in Education, Employment or Training) by the age of 21; and
4. Over ten percent of LAC are classed as persistently absent from school.

Conference believes that cuts to welfare and social care budgets have contributed to an increase in LAC. Families are under increased pressure and financial hardships, but councils have had to cut spending on early intervention programmes, including Sure Start centres and family support workers. This has meant that the threshold for access to social services support is much higher. Families are reaching crisis point before they are able to access support and as a result, social workers' caseloads are unmanageable.

Conference notes that:

- i. School should be a safe place for all children, but LAC are five times more likely to be fixed term excluded than their peers;
- ii. LAC lose stability and access to education when moved away; and
- iii. Many schools do not have adequate resources to meet the emotional and social needs of LAC.

Conference instructs the Executive to:

- a. **Launch a campaign highlighting the increasing number of LAC and how they are being failed by the system;**
- b. **Lobby the Government to increase Local Authority budgets and social care funding;**
- c. **Campaign for the restoration of early intervention programmes, including Sure Start;**
- d. **Work with relevant professionals to develop a comprehensive programme of CPD to support educators working with LAC; and**
- e. **Work with trade unions who represent social workers to develop a campaign to publicise the lack of suitable placements for LAC.**

Oldham, Bedford, Ynys Mon, North Somerset

Oppose Brexit, Defend and Extend Free Movement Motion 58

Conference notes:

1. An estimated 2.37 million EU nationals and an estimated 1.29 million non-EU nationals work in the UK;
2. EU and non-EU workers work in schools and are members of the union. School workers teach their children;
3. The Government's settled status scheme is a marked failure. By July 2019 42% of applicants were denied settled status and many stories have emerged of shortcomings in the application process;
4. Some non-EU nationals living and working in the UK rely on leave to remain gained in other EU countries. There is currently no plan to secure the rights of these people;
5. As a result of the 2016 Brexit referendum, migrant workers and European workers have faced increasing levels of xenophobia, racism and bigotry;
6. Many rights that workers rely on in the UK derive from EU law, including protections under the Working Time Regulations, health and safety legislation and TUPE regulations.
7. The decision of Labour Party Conference 2019 to "campaign for free movement, equality and rights for migrants"; and
8. The work of the Labour Campaign for Free Movement, Labour for a Socialist Europe and Another Europe is Possible in fighting, as labour movement campaigns, against Brexit and for free movement and a remain and reform position on Europe.

Conference believes:

- i. Brexit is a far-right policy which seeks to attack workers' and migrants' rights and turn native-born workers against migrant workers;
- ii. Brexit will erect serious barriers between the labour movement in the UK and the rest of Europe; and
- iii. A system of free movement for all will best serve the working class internationally and will be harder to win if the already existing system of free movement in Europe is broken up.

Conference resolves to:

- a. **Oppose Brexit;**
- b. **Campaign to remain and reform in any future referendum; and**
- c. **Defend the rights of our members and students who are EU and non-EU nationals.**

Nottinghamshire

Climate Change Motion 59

Conference recognises and reaffirms the motion “Climate Change” as agreed at the 2019 Liverpool Conference.

Conference notes that:

1. Insufficient progress has been made by Government to meet their obligations under the Paris Agreement; and
2. Every year which passes without meaningful progress in taking action to reduce carbon emissions and become carbon neutral will have a detrimental effect on future generations.

Conference instructs the Executive to:

- i. **Set an example as an organisation in setting and meeting its own targets to become carbon neutral at both national and regional level; and**
- ii. **Publish and promote resources and curriculum initiatives across all sectors of education to provide further support to members.**

Buckinghamshire

Air Pollution Motion 60

Conference notes that levels of air pollution across the UK are unsafe in many of our urban environments. Dirty air causes 40,000 early deaths a year in this country. Air pollution is a major problem for occupational health with over 2,000 schools and nurseries in England and Wales located in areas with illegal levels of pollution.

In order to better protect workers and children in our schools and colleges, Conference instructs the Executive to campaign to:

1. **Campaign to raise awareness amongst all education workers in England and Wales of the dangers associated with air pollution;**
2. **Lobby Governments in England and Wales to legislate to oblige all school and college employees to:**
 - i. **Regularly monitor the levels of air pollution in the internal and external environs of school and colleges;**
 - ii. **Provide all schools and colleges with air pollution monitors;**
 - iii. **Require school and college leaders to include the results of this monitoring in their annual report to parents and governors; the report to show year on year levels of pollution; and**
 - iv. **Require all school and college leaders to develop an action plan to reduce air pollution within and outside their educational establishment.**

Tawe Afan Nedd

Equality Conferences:

Please Note – These motions will automatically be included in the agenda and do not need to be voted for during the prioritisation process.

Disability Equality in the Education Service Support Motion 61

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.**

DEC

Casework Motion 62

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.**

BEC

Pride in our Union: The Trans and Non-Binary Educators Network Motion 63

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.**

LGBT+EC

General Purposes:

Political Engagement (Composite) Motion 64

Conference notes:

1. That the differences in education policies put forward by the major political parties have grown with some offering an end to the GERM while others wish to accelerate neo-liberal policy;
2. That the union’s success in changing 750,000 people’s votes in the 2017 general election, through the School Cuts campaign shows that our intervention can make a big difference to election outcomes; and
3. That there are both supporters and opponents of union policy in a range of political parties; however, those backing regressive neo-liberal education policies are disproportionately well-funded by big private donors.

Conference believes that:

- i. The union must fight for our members and our vision for education in the workplace, in the communities and in the political sphere;
- ii. Internal party matters can have as great an impact on education as public elections;
- iii. A large majority of trade union members are in unions that are politically affiliated or have political funds allowing them to back candidates on a case by case basis; and
- iv. Our union could have a greater impact in campaigning if it were to organise its political interventions in a more overt way and this will need changes to the political fund.

Conference resolves to:

- a. **Empower the Executive to start an all party parliamentary group of MPs who sign up to support union policies and actions;**
- b. **Empower the Executive to criticise and endorse policies and manifestos from political parties;**
- c. **Empower districts, with Executive approval, to support candidates in internal and public elections on a case by case basis – judged by their commitment to enacting union policy; and**
- d. **Go through the required process to make the necessary changes to the union’s political fund to allow the above to take place.**

Lewes Eastbourne and Wealden, Bromley, Croydon

Local Subscriptions

Motion 65

Conference notes that the formation of the NEU involved staff who had previously been employed directly by NUT Divisions being transferred under TUPE to the NEU centrally.

Conference also notes that this has placed a financial strain on some districts, exacerbated by the 15% then 20% limit placed on local subscription rates. This has the potential to put districts at odds with the union, particularly in relation to employees based in districts. It has also caused some districts to scale back activities dramatically in relation to organising, recruitment, local training, and funding delegates to conferences.

Therefore, Conference instructs the Executive to pay a one-off grant to districts pushed into deficit by the factors noted above. Districts will provide accounting evidence to show detriment.

East Essex, Portsmouth, Waltham Forest, Haringey

Funding for Equality Conferences

Motion 66

“Equality is a key priority, to ensure our members have a voice in the union, in the classroom and in broader society, and do not face barriers to promotion, representation or participation”
NEU website 2019.

Conference welcomes the increase in participation at Equality Conferences year on year and the continued success these conferences have.

Conference believes that Equality Conferences have helped and promoted the engagement of new activists both locally and regionally. Member involvement is vital to the future of this union. These conferences enable members to access support and provide a safe space for members in an increasing hostile environment.

Conference believes that district funds should not be a barrier to members attending these events and that more needs to be done to support and engage our members. An individual district supporting three delegates could be faced with a cost in excess of £1000.

Conference instructs the Executive to:

- 1. Decrease the cost for districts to £100 or less;**
- 2. Increase centralised funds for delegate spaces;**
- 3. Review the application procedure; and**
- 4. Continue to support conferences and increase the size of the events to cater for the increasing number of members’ keen to attend.**

Birmingham, City of Leicester, Oldham

Funding for Equality Conferences

Motion 67

“Equality is a key priority, to ensure our members have a voice in the union, in the classroom and in broader society, and do not face barriers to promotion, representation or participation” NEU website 2019.

Conference welcomes the increase in participation at Equality Conferences year on year and the continued success these conferences have.

Conference believes that Equality Conferences have helped and promoted the engagement of new activists both locally and regionally. Member involvement is vital to the future of this union. Importantly these conferences enable members to access support and provide a safe space for members in an increasingly hostile environment.

Conference also recognises the value of other centrally-organised union conferences such as the sector conferences, which often provide an initial route into union activity.

Conference believes that district funds should not be a barrier to members attending these events and that more needs to be done to support and engage our members. An individual district supporting three delegates could be faced with a cost in excess of £1000.

Conference instructs the Executive conduct a comprehensive review of the organisation of these events, including clear plans to:

- 1. Decrease the cost for districts to £100 or less per conference delegate;**
- 2. Increase centralised funds for delegate spaces, including exploring top slicing district funds at a standard rate per member to ensure there is no incentive not to send delegates;**
- 3. Review the application procedure for all conferences; and**
- 4. Continue to support conferences and increase the size of the events to cater for the increasing number of members keen to attend.**

Norfolk, Stockton

Role Sharing of Executive Posts

Motion 68

Conference believes that the membership of the national Executive Committee (NEC) should be diverse and inclusive so that it is fully representative of the membership of the union.

Conference notes:

1. The resolution of Conference 2019 which instituted the role sharing of national Executive posts for disabled members; and
2. That there are, also, obstacles for other groups of members taking on the full role of a national Executive member, such as parents and carers (predominantly women) and young members who are focusing on securing their careers in education.

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

- i. Candidates can stand on a joint platform and be voted for by members as a combined candidate;**
- ii. The proportional gender balance across the regions is maintained;**
- iii. If one member of the role-share resigns or becomes ineligible to continue in post, the other member will have to take on the full role or resign and new elections to the post be called, where they could stand again with a new role share partner; and**
- iv. NEC meetings can only be attended by one member of the role share.**

Lincolnshire, Cumbria, West Sussex

Retired Members Voting Rights Motion 69

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;
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.**

Cumbria

Financing of Internal Conferences Motion 70

Conference notes with great pleasure an increase in numbers of members applying to attend national conferences. Conference recognises that increasing attendance at such conferences is crucial to growing and renewing our union as well as informing and empowering our members around vitally important issues.

Conference further notes, with some concern, that since the creation of the NEU, the cost for sending delegates to our national conferences has fallen to individual districts.

Conference believes that, in some cases, this has put unacceptable financial burdens on districts.

Conference instructs the Executive to:

- 1. Provide clarity and guidance to districts around the processes and expectations for approving and financing members' attendance at union conferences with an aim to creating consistency and fairness across districts; and**

2. Investigate and consider all options for funding, including centrally funding delegates places, at conferences from September 2021.

Cumbria

Equality at Regional Offices

Motion 71

Conference notes that 3 out of 4 teachers in the UK are women, and the amazing work that has been done to ensure that participation at Conference and election to posts in the union reflects the make-up of the membership.

Conference instructs the Executive to investigate the diversity profile of union employees in regional offices including the roles they fulfill. Then if necessary, put in place best practices to ensure they attract applicants to the union, such that our employees reflect the membership they are working with and representing.

Bolton

Funding of Equalities Conferences (Composite)

Motion 72

Conference notes with pleasure the increasing attendance and popularity of the Education Equalities Conferences, which are crucial at a time when hate crime reporting is increasing and the rise in right wing extremism is so great it is now Britain's greatest terrorist threat. Conference is further pleased to note that the conferences last two days and even a complete weekend in some cases, with thought provoking expert speakers and lots of opportunities to discuss and debate. These conferences also need to give time to decide which motions they are going to send to National Conference. Conference also welcomes the recruitment for these conferences by central office, ensuring an increased reach to our LGBT+, Disabled and Black members.

Conference is concerned, however, that the increasing cost of holding these conferences is becoming too much for smaller districts to bear if a significant number of its members wish to attend. The attendance fees including meals and accommodation, travel costs, and subsistence can bring the cost for each member to £500 and beyond. Conference is anxious that this will lead (and already has led) to some districts having to put caps on the numbers of attendees and have ballots if these numbers are exceeded. Conference believes that this is not in the spirit of ensuring that all our members are properly and fairly represented.

Conference therefore instructs the Executive to ensure that all delegates to equalities conferences have their fees and expenses paid centrally from September 2020 so that local subscriptions are no longer used to fund equalities conferences in any way.

Enfield, Worcestershire, Luton

A Lay-led Union

Motion 73

Conference celebrates the establishment of the new and largest education union, the National Education union, and recognises the dedicated handiwork of all those who have brought the new union into being. If the union is to be a lay-led, with active involvement of districts supporting local members and actively promoting and developing the policies of the union, then it is imperative that districts have democratic control of quorums for meetings. Conference considers that it is not democratic for the Executive to decide quorums for meetings, based on an arbitrary percentage of members in the branch/district.

Conference therefore instructs the Executive to review the rules which already govern the establishment of quorums and conduct a survey of local secretaries to ascertain how many meetings have been held over a twelve month period, to what extent these meetings have been quorate under the union's present stipulation that a quorum must be ten members or more, and to bring these findings to Conference 2021.

Thurrock

Accountability and Transparency of the Executive

Motion 74

Conference notes that a primary function of the Executive is to enact the decisions taken by Annual Conference. However, during the year, members do not know what decisions are taken by the Executive or how elected members vote in debates. Whilst the Executive can request a recorded vote this is rarely used and there is no information about the contributions individual Executive members make to debates.

Conference believes that as a democratic, lay-led organisation, a record of Executive meetings should be available to members of the union and decisions of the Executive should be transparent between Annual Conferences, so that elected members can be held to account for their record.

Conference believes using digital voting on the Executive would allow this to be done simply and quickly as Annual Conference has proven.

Conference therefore instructs the Executive to make available within the members section of the website:

- 1. Minutes of Executive meetings and standing committees and the key business covered (excluding information which is confidential);**
- 2. Any embargoed information once it is released;**
- 3. The text of any objections or general motions (with amendments) taken by the Executive, the skeleton arguments presented and the voting record of Executive members; and**
- 4. Introduce digital voting to Executive meetings to allow votes to be easily recorded.**

Nottinghamshire

National Rules for the National Education Union: Rule Change Motion 75

Conference believes that the present rule on the right of representatives at Annual Conference to vote in a division is undemocratic. Democracy is distinguished by allowing votes to be cast on the basis of one vote per person present at the time of voting. Bulk voting on behalf of members who are not present at Annual Conference is undemocratic.

Conference therefore agrees that rule 14.2.4 be amended with the deletion of “the votes of an equal share such members,” and replace with, “one vote only.” The rule to come into force for Annual Conference 2021.

Tawe Afan Nedd

Rules for Local Districts: Rule Change Motion 76

Conference notes that for many local districts the requirement of a minimum of ten for a meeting to be quorate is unrealistic and will prevent the effective functioning of the district. Conference therefore requires that the following rule change should be made.

Rule 6.8. for the sentence beginning “The quorum....” Delete all after the words “shall be,” and insert “decided at a quorate annual general”.

Tawe Afan Nedd

Adoption the IHRA Definition of Anti-Semitism Motion 77

Conference notes that the union deplores all forms of racism including antisemitism (anti-Jewish racism) and Islamophobia.

Conference further notes, with concern, the rise in antisemitism in recent years across the UK. This includes incidents when criticism of Israel has been expressed using anti-Semitic tropes. Criticism of Israel can be legitimate, but not if it employs the tropes and imagery of antisemitism.

Conference affirms its commitment to ensure the wellbeing of all its members creating a safe and equal space for all.

Conference welcomes the Government, European Commission and the Labour Party amongst other institutions, signing up to adopt the internationally recognised International Holocaust Remembrance Alliance (IHRA) guidelines on antisemitism which define antisemitism thus:

“Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.”

Conference instructs the Executive to follow the example of the Government and Labour party by adopting the IHRA definition of anti-Semitism.

Brent, Barnet

International:

Venezuela Motion 78

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.**

Norfolk, Croydon, Camden, Ynys Mon

Support for Rohingyas Motion 79

Conference condemns the ethnic cleansing and genocide of the Rohingya people carried out by the Government of Myanmar/Burma and supports their right to return to their homeland as full citizens.

Conference supports the self-organisation of Rohingyas in Burma, in the camps, in the rest of the world, and in particular in Britain, to seek international support for their return and to campaign for proper conditions of civilisation in the camps in Bangladesh.

Conference congratulates the Executive of the union on its organisation of a delegation to the camps in order to produce, publicise and act upon a report on the educational needs of the hundreds of thousands of young people currently denied proper education.

Conference instructs the Executive to work with the British Rohingya Community and other appropriate organisations to:

- 1. Lobby our Government, our MPs and international organisations to work for the rights of all Rohingyas to return to their country as citizens free from persecution and with full civil rights;**
- 2. Promote practical support for those Rohingyas trapped in the refugee camps;**
- 3. Continue to campaign for children in the camps to have access to good quality education;**
- 4. Support and advocate a boycott of goods sold by many retailers in Britain that are produced in inhuman conditions in Myanmar;**
- 5. Organise meetings at which the voice of our Rohingya community can be heard; and**
- 6. Provide financial support for such activities.**

Bradford, Rochdale, Hammersmith and Fulham, Kirklees, Fylde and Wyre

Uyghur people/East Turkestan Motion 80

Conference notes that the Chinese state has been systematically denying the rights of the Uyghur people – a nation of Muslim and Turkic heritage – in “Xinjiang Uyghur Autonomous Region”, northwest China (known to the Uyghurs as East Turkestan) for decades and that the level of repression has increased substantially since 2016.

Conference condemns the litany of human rights abuses perpetrated by China on the Uyghur people and other Muslim/Turkic heritage minorities including:

1. Mass internment of more than a million people in concentration camps, including the use of torture, coercion and forced labour;
2. The regime of extreme, intrusive, suffocating surveillance in operation in East Turkestan / Xinjiang, including the enforced imposition of Han Chinese state agents as house guests in Uyghur households;
3. Draconian restrictions on linguistic, religious and cultural freedom;
4. The systematic separation of Uyghur children from their families, constituting abuse against thousands of children;
5. The specific targeting of leading Uyghur academic, cultural and entertainment figures.

Conference believes that:

- i. For economic and strategic reasons of wanting to control East Turkestan/Xinjiang, China is engaged in a long-term campaign to forcibly eliminate Uyghur cultural, religious and linguistic heritage and expression – including removing, institutionalising and indoctrinating a generation of Uyghur children and denying them knowledge of their heritage and cultural identity – a process described as “cultural genocide” by Uyghur activists and academics;
- ii. Such a policy of cultural genocide is reprehensible and its relentless pursuit can only lead to even greater horrors.

Conference instructs the Executive to:

- a. Call publicly for the Chinese Government to allow unfettered access for foreign journalists and international human rights organisations to East Turkestan and allow properly independent investigation of the internment camps;**
- b. Work with other supportive trade unions, human rights campaigns and Uyghur organisations to campaign for the human rights of the Uyghurs;**
- c. Support and mobilise for protests and demonstrations in support of the human rights of the Uyghurs and other minority peoples in East Turkestan, including the protests on the 5th of every month opposite the Chinese Embassy, London; and**
- d. Publicise this issue to members.**

Lewisham, Barnet

Solidarity with the People of Turkey Motion 81

Conference notes that the elections in Istanbul in Turkey in 2019 were a serious defeat for Erdogan and show a growing strength of opposition to his regime. However, the recent attacks in northern Syria on the Kurdish people, Erdogan's authoritarian rule, and references to national security show that the threat to democracy is strong and we need to continue to build a mass movement of opposition to Erdogan and his Government.

Conference further notes that women throughout Turkey have played a key role in the struggle against the oppressive regime under which they are living and this can be seen in the huge protests particularly opposing the increase in violence against women. As a union we must speak out against the undermining of women's rights.

Conference is appalled by the ongoing attacks on educators and academics. Many teachers have lost their jobs, are unable to find alternative work and in some cases have been imprisoned. There are a significant number of educators who have not had a salary for many months and there continues to be significant pressure on our sister trade union Egitim Sen to support members under attack. Many of those facing oppression are signing a petition calling for an end to the violence and for peace in Turkey.

Conference therefore instructs the Executive to:

- 1. Write to district and branches encouraging them to donate to the fund to support members of Egitim Sen and to affiliate to the union affiliated campaign group SPOT (Solidarity with the People of Turkey);**
- 2. Raise awareness of our members about the current situation in Turkey and build solidarity; and**
- 3. Organise a delegation to Turkey to meet with members of Egitim Sen and gain a greater understanding of the situation. Following this to produce a written report of the delegation to be shared with all members.**

Hackney

Member Defence:

Anonymity for all Education Professionals Motion 82

Conference notes that the 2015 ATL Conference resolution “Anonymity for support staff” asked the Government to extend the coverage of the Education Act, which made it a criminal offence to report or publish any information that could lead to the identification of a teacher who is subject to an allegation of a criminal offence made by a pupil at the same school, to provide the necessary safeguards for all education staff who have contact with pupils.

Conference further notes that no action was taken, in spite of the commitment from Lord Hill during the passage of the 2011 Education Act to review the anonymity arrangement within three to five years and to consider that the act incorporated all staff who work in a school, or college and not just teachers. It is also noted that in 2015 ministers “were happy to honour this commitment” and agreed to revisit this subject in 2016. Another ATL motion in 2017 noted that the Government made none of the changes requested.

Conference instructs the Executive to further lobby the Government, ministers and MPs to ensure that it is a criminal offence to report or publish any information that could lead to the identification of education professionals who are subject to an allegation of a criminal offence made by, or on behalf of, a registered pupil at the same school.

Wiltshire, Dorset

Sexual Harassment Motion 83

Conference notes the TUC Reports on epidemic levels of sexual harassment in the workplace which show that:

1. 1 in 2 women have been sexually harassed at work;
2. 2 in 3 LGBT+ workers have experienced sexual harassment in the workplace; and
3. 4 out of 5 do not report it.

Conference believes:

- i. That this is an urgent situation. The union must make a stand by taking immediate action to stop the sexual harassment and assault of female and LGBT+ members;
- ii. That our current policies are inadequate and unjust. They place the burden of responsibility to report such incidents on the victim;
- iii. The union must uphold their legal duty to protect their female and LGBT+ workers and become much more proactive; and
- iv. The union must shine a light on this toxic environment and challenge misogynistic and abusive working relationships that can leave female and LGBT+ workers traumatised, humiliated and isolated.

Conference instructs the Executive to:

- a. **Provide all lay officers and union staff with training to raise their consciousness of what sexual harassment is and how it affects female and LGBT+ workers on a daily basis;**
- b. **Introduce a system for staff to report anonymously, bypassing toxic workplace structures that leave victims unable to speak out;**
- c. **Monitor and record all sexual harassment complaints reported to the union;**
- d. **Include a specific reference in the union's disciplinary procedures regarding sexual harassment in the workplace and the union outlining the consequences for union members who don't comply with those measures, making sure the onus lies with them and not with the victim;**
- e. **Provide mandatory training to staff who provide support and training for union members on dealing with sexual harassment and assault;**
- f. **Develop tool kits so that sexual harassment and abusive behaviour can be recognised, therefore empowering members to challenge any sexual harassment breach;**
- g. **Provide a clear code of conduct for all meetings/events/conferences and delegations so that victims or witnesses of sexual harassment can access and use a clear system for anonymously reporting abusive behaviour; and**
- h. **Have a zero-tolerance for any perpetrator of assault in our union.**

Croydon, Camden, Enfield

Maternity Rights Motion 84

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.**

Croydon, Barking and Dagenham, Camden, North East Hampshire, Tower Hamlets and the City, Cheshire East, Stockton, Waltham Forest, Enfield, Hertfordshire

**Supporting Members
Motion 85**

Conference notes that:

1. The experience of our members in schools and workplaces reflects the results of years of Government policy on education and employment, which is failing education staff and students and which does not adequately support and protect workers or promote collective bargaining;
2. Many casework problems are collective in nature but are too often experienced in isolation. Older women teachers, women with maternity rights issues, NQTs, and those facing discrimination and serious illness are among those who too often find it difficult to challenge the unfairness and injustice they face;
3. The union works to use the law as one of our tools to tackle the problems faced by members both individually and collectively, and also to advance our policy aims, improve the lives of education workers, and influence the political and education agenda including by test case court action and consultation responses; and
4. Lessons from our casework and members' enquiries enhance our campaign materials and our authority to influence the wider education public debate.

Conference reaffirms the union's approach which seeks to bring members together to fight these problems, and supports a casework strategy which promotes collective workplace activity and negotiations with school, college and other workplace leadership in order to ensure good solutions for all our members.

Conference instructs the Executive to:

- i. **Continue to develop the catalogue of easily accessible guidance materials;**
- ii. **Continue to develop training and support for reps to equip them to win for members in their schools and colleges;**
- iii. **Continue to develop training and support for caseworkers;**

- iv. **Develop a system to improve the process of alerting relevant staff and members to information from casework data and enquiries so that union strategies can be devised and publicised; and**
- v. **Promote legal and other strategies to make specific gains locally and nationally for our members.**

Executive

Supporting the Branch and Districts Motion 86

Conference notes that our union is member-led with branch and district officers elected by the membership. They are the link between the workplace, regional and national structures of the union. The work undertaken by local lay officers can be time-consuming, stressful and emotionally draining but is vital to ensure the campaigning strength of the union.

Conference believes that regional and national structures should do more in supporting branches and districts to enhance their effectiveness.

Conference instructs the Executive to improve access and speed of delivery for settlement agreements, legal advice, telephone queries, targeted organising, specialised advice, support for campaigns, pensions, ill health and other crucial activities and casework.

Manchester, East Essex, Staffordshire, Lincolnshire, Southend, Haringey

Membership Legal Services Motion 87

Conference recognises that:

1. The modern environment for trade unions including the NEU, is unrecognisable to that from before the Trade Union reforms of the Thatcher era;
2. The Human Rights Act, Equality Acts and other reforms of the Blair era created an employment environment with greater focus on legal rights and that these new legal rights offer enormous scope for protecting members individually and collectively;
3. Industrial action while an important tool is difficult to deploy effectively and is more effective in providing protection to groups than individuals;
4. In the “hostile environment” of modern educational systems – with austerity agendas, demanding clients, controversies and challenging models of school organisation – new options are needed to better support members and leverage modern legal rights; and
5. Members deciding to join a union, or deciding which union to join are influenced by the services they perceive are offered.

Conference believes that:

- i. Our union must decisively enhance the quality and effectiveness of its legal services;
- ii. A fully funded legal department should be established to support case workers with representation and legal support; and
- iii. Membership legal services should include access to experienced and credible employment law practitioners, the ability to dispatch legal opinions and advisory letters to employers and third parties.

Conference instructs the Executive to establish a working party on legal services to:

- a. **Produce a plan providing high quality, comprehensive legal services to members;**
- b. **Set up a Membership Legal Services department that is member facing rather than “internal” and organised to provide an enhanced set of “retail style” legal services including:**
 - I. **Legal advice beyond that which caseworkers offer, via a help desk and caseworker referral;**
 - II. **Provision for drafting and sending of legal letters advising third parties of members’ rights and the prospect of union legal support (warning letters);**
 - III. **Representation of members in tribunals and court cases (after a reasonable prospect of success test); and**
- c. **Report to Conference by 2021 with a plan for implementation and funding, for approval by Conference.**

North East Hampshire

We Are All Education Professionals Motion 88

Conference notes support staff are hardworking education professionals working in nurseries, schools, colleges and sixth forms yet they are still not being respected and valued as the professionals they are. Support staff are still underappreciated and there is a gross misunderstanding around the varied and vital roles support staff undertake. These misconceptions mean that support staff are often left behind, or left out, when it comes to training and development, stifling chosen career paths.

Conference further notes in 2003 HLTA status was introduced to give TAs a chance to further their careers and it seemed that perceptions were changing, and that the role was being professionalised. Then in 2009 it was announced that there would be a new central Government body called the School Support Staff Negotiating Body (SSSNB) which would develop national pay and conditions for support staff. All this changed in 2010 with the coalition Government. They stopped the SSSNB in its tracks and in 2012 stopped funding the HLTA programme.

Conference believes since then support staff workload has increased with many working overtime for no extra pay and often covering teachers. At the same time the profession has been devalued by a Conservative Government which still sees support staff as a mums army of paint pot washers and who in a recent leaked document – “expressed concern” there were too many TAs and the money could be more efficiently spent. It is now time to act decisively.

Conference therefore instructs the Executive to:

1. **Research and publicise the reality of the scope, range and breadth of education support staff roles and the impact they have in schools, nurseries, colleges and sixth forms;**
2. **Campaign for support staff to have equal access to training, development and CPD within their respective roles;**
3. **Make support staff a visible face of the union and show that they are just as important as members as teacher and leaders; and**
4. **Lobby Government to devise and adopt professional standards for all support staff.**

Warwickshire

Health and Safety: Absence Statistics Motion 89

Conference recognises that there is a mental health crisis involving teachers and other education workers. Factors in the workplace which contribute to stress and anxiety include:

1. Harassment and bullying;
2. Excessive and unnecessary workload;
3. Oversized classes;
4. Unruly and disruptive pupils; and
5. Other forces outside the workers' control.

Conference believes these are the root causes of work induced mental health issues in our schools and colleges. Very often the situation of individual members with regards to mental health issues only becomes apparent when they have been away from work on long term sickness leave. This union cannot begin proactively to address the problems faced by our members from a position of ignorance. We need to know when our members are in danger of succumbing to these adverse pressures.

To that end Conference instructs the Executive to direct all district and branch Secretaries to make a freedom of information request (FOI) to all appropriate employers to provide to the union, at local level the statistics with regards to absenteeism during the school/academic year 2018-2019.

A FOI request should seek to establish:

- i. **The total number of education days lost due to mental health problems within the jurisdiction of the employer;**
- ii. **The percentage distribution of the lost days between the three education sectors of primary, secondary and further education (if appropriate); and**
- iii. **A complete and detailed overview of the number of education days lost in each named educational establishment due to mental health issues and the number of educational personnel who required sick leave on mental health grounds in each of those establishments.**

Tawe Afan Nedd

Workload Motion 90

Conference notes that a Nuffield Foundation study, involving 40,000 primary and secondary teachers, found that a quarter were working sixty hours per week.

Conference instructs the Executive to:

1. **Initiate a national campaign entitled, “How the National Education Union will use the law to protect your working hours”; and**
2. **Communicate with all members to outline the information and invite them to contact the union with examples of workload breaches. They can be advised that the union will take employers to a tribunal over persistent breaches of the law; noting a Tribunal win can establish legal principles, and have the potential to benefit thousands of workers.**

Liverpool

Stress Caused by No Notice Changes in Policies Motion 91

Conference notes:

Staff in schools and colleges are under ever-growing demands and stress caused by the many changes to the curriculum; changes in Ofsted inspections with the new “deep dive”; and excessive accountability. Added to this, staff are now expected to implement new policies and procedures with no consultation, training or notice, adding yet more stress to an already buckling workforce.

Conference believes that despite the DfE workload tool kit, Ofsted Myth Buster and DfE assurances, staff in schools are still under ever growing pressures and demands, which impact on their well-being and drive out yet more staff from our schools and colleges.

Conference instructs Executive to:

- 1. Work with school leaders and governors to reduce stress levels on staff in schools and colleges caused by the lack of consultation, training and notice;**
- 2. Provide best practice advice and support for changes being made in schools and colleges; and**
- 3. Work to agree lead times for changes being made in schools and colleges.**

Hertfordshire

Staff Well-Being Motion 92

Conference notes a significant increase in staff well-being failing to be a top priority in schools and colleges in England and Wales. By failing to properly support the well-being of staff, schools and colleges are ignoring the impact that poor staff well-being has not only on the staff themselves, but also upon students.

Conference believes that systematic under-funding across England and Wales has led to the cutting back of teachers and support in many schools, and this has exacerbated workload issues, thus adding to the poor well-being experienced by many of our members.

Conference condemns the disregard for staff well-being in a profession that is already pressurised by rigorous testing, scrutiny and accountability.

Conference instructs the Executive to:

- 1. Ensure staff well-being becomes a national priority campaign;**
- 2. Survey members and investigate the causes and impact of poor staff well-being;**
- 3. Campaign for a NEU model mental health and well-being policy for staff which works in all schools, colleges and FE; and**
- 4. Give guidance to schools and training to reps, to support workplaces creating a Staff Well-Being Charter, which focuses on the key priorities for our members and ensures that headteachers, leadership and governors sign up to the fundamental principles through collegiate dialogue with the union.**

Blaenau Gwent

Sector Conferences:

Please Note – These motions will automatically be included in the agenda and do not need to be voted for during the prioritisation process.

Support Staff Pay and Conditions Motion 93

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.**

Casework Support for Members in Independent Schools Motion 94

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.

ISC

Post 16 Colleges Motion 95

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 school teachers 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.**

P16SC

Union Strength:

Discussion and Debate in the Union and in Workplaces Motion 96

Conference condemns recent attempts by elected national and local politicians to silence school staff, especially Headteachers, who have spoken out on "political" issues such as funding and recruitment problems in schools

Conference notes the intemperate nature of much recent public debate on a range of issues and condemns any vitriol or personal attacks and any silencing of legitimate discussion on diverse or controversial subjects.

Conference believes that freedom of speech and respectful debate must be part of any properly functioning democracy. Such debate should address the issues of concern without resorting to personal attack, threats, violence or hate.

Conference further notes that there is some very good work happening on this in schools and colleges and applauds such efforts to ensure our young people learn the skills of debate and how to look at issues from different perspectives. However, we are concerned that the squeezing of the curriculum will limit access for many young people to such opportunities and we call for the reinstatement of Citizenship to the curriculum.

Conference further believes:

1. That young people should be supported in schools to discuss and address difficult issues in a constructive and respectful way; and
2. That members should be supported to hold personal views that they can discuss in a constructive and respectful way, both in their workplaces and in the union.

Conference instructs the Executive to:

- i. **Ensure that the union is a safe place for all such difficult discussions by allowing any topic to be brought for discussion at any level of the union;**
- ii. **Do what it can, through collation of best practice and disseminating through Briefings, Equality Conferences, Annual Conference and other opportunities, to ensure full member participation in the democratic processes of the union; and**
- iii. **Campaign for the reinstatement of Citizenship to the curriculum.**

Croydon

Developing and Supporting a Lay Led Union Motion 97

Conference recognises that the continuing growth in the number of academies, free schools and Multi Academy Trusts adds to the pressure on local officers. It poses the additional challenges of obtaining union recognition, getting and keeping acceptable pay and conditions with an ever-growing number of employers, handling casework in a more complex and often less supportive environment, defending release of local officers through facilities time buy-in, and recruiting and supporting school representatives faced with employers who are sometimes more hostile than Local Authorities.

Conference therefore instructs the Executive to:

- 1. Make sure that the union can retain, develop and support a viable structure of lay local officers. The starting point of the union must always be that teachers and other school staff are represented by their colleagues, with adequate release from their job to do so effectively without unacceptable stress on themselves. This applies just as much at district and branch level as it does at school level;**
- 2. Have a strategy that involves the following:**
 - i. Supporting the lay structure in identifying and targeting employers where we do not have recognition;**
 - ii. Identifying and targeting employers where recruitment and retention of members is difficult;**
 - iii. Prioritising work to get employers to buy into facilities time;**
 - iv. Ensuring that all local secretaries, other local officers and Executive Members are able to be released to carry out their roles;**
 - v. Monitoring and developing how the Advice Line, Regional Offices, caseworkers and central advice and training are supporting local officers and workplace representatives in dealing with casework;**
 - vi. Working with a group of local officers to review and develop this work; and**
 - vii. Having a clear system of reporting to the Executive through its committee structure on the progress of this work and what new decisions may need to be taken.**

Bradford, Rochdale, Kirklees, Fylde and Wyre

Branch Casework Support Motion 98

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.**

Rochdale, Manchester, Staffordshire, Hammersmith and Fulham, Kirklees, Fylde and Wyre, Luton

Training Disabled Educators Through Organising Forums Motion 99

Conference recognises the valuable contribution of disabled educators and the barriers that disabled members face in the education sector. A lack of support plus disability discrimination in schools is leading to disabled members being forced out of their jobs.

Conference notes:

1. Few educators identify as being disabled compared with the working aged population;
2. A significant proportion of educators over the age of 40 are being pushed out of the profession because they are not supported by their employers when they develop health conditions;
3. Given the small proportion of educators who identify as disabled, people who develop impairments are unlikely to know someone who has succeeded in continuing in the profession and securing the support they need; and
4. Disability discrimination and harassment is less well understood and recognised than other forms of discrimination. In the education sector a lot of disability discrimination is perpetrated under the guise of concern about the well-being of the disabled person, leading to people being pushed into early retirement instead of being supported to continue working.

Conference instructs the Executive to:

- i. Provide a dedicated budget for a prominent publicity campaign designed by the Executive seat holder and organising forum for disabled members to inform all members about identifying as disabled, the rights of disabled people and positive examples of disabled educators;**
- ii. Involve the disabled members' Executive seat holder and organising forum in developing comprehensive training for reps and officers about disability identity; the rights of disabled people in the workplace and adjustments using examples based on the social model of disability; recognising and combating disability related harassment and hate incidents; and**
- iii. Fully support the representatives of the disabled members organising forum with training, ring-fenced budgets, resources, admin support in order to develop: regional peer networks for disabled members, comprising communication networks accessible for all disabled members; training and information for developing activism and mutual support; and activities to promote solidarity for disabled people within the wider educational sector.**

Barnsley, Sheffield

Nurture our Leaders – Keep our Leaders in the NEU Motion 100

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, Leadership Organising Forum work and a major, annual leadership conference which inspires members and retains them in membership.**

Barnsley, North Yorkshire, Southend, Hertfordshire, Portsmouth

Representation for Support Staff Motion 101

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.**

Leeds, Nottinghamshire, Greenwich

The NAHT-NEU Agreement Motion 102

Conference notes:

1. The agreement between the NAHT and the union entitled Avoidance of Disputes; and
2. That the agreement includes a commitment that, if it is enacted in any dispute, “NAHT and NEU paid officials will.... seek to agree status quo ante” and “a cooling off period” with no clear written requirement to get the agreement of members, workplace reps or lay officers to this course of action.

Conference believes that this agreement:

- i. Is of much more benefit to the NAHT than to members of the union. In practice it can make it even more difficult for our members, even where their support for collective action is overwhelming, to effectively challenge unreasonable practices by a head teacher or Senior Leadership Team; and
- ii. Is not consistent with our commitment to be a lay-led union.

Conference instructs the Executive to write to the NAHT to inform them that, based on a Conference decision, the union is withdrawing from the agreement with immediate effect.

Leeds, Lewisham, Islington, Nottinghamshire, Southwark, Greenwich

Supporting Union Representatives in Schools Motion 103

Conference recognises the work done by, and congratulates, the union representatives in schools and colleges throughout the country. They are the “backbone of the union” and thoroughly deserve every credit for their tireless efforts, often in the most challenging circumstances.

Conference notes that there is increasing difficulty in recruiting union representatives in schools and colleges. The growth and proliferation of academies has been accompanied by the onset of a bullying, target-driven culture in which members all-too-often feel intimidated. This, along with workload concerns has served to act as an effective deterrent to many who would otherwise consider undertaking the role of a union rep.

Conference believes that it has never been more vital that the union is active in identifying ways of supporting and encouraging those members who are keen to become more active in the union as workplace representatives.

Conference recognises that well-supported, trained and enthusiastic reps are essential if the policies of the union are to be advanced among members and embedded in the culture of schools and colleges, thereby countering the prevailing negative culture which has been instrumental in engendering an exodus of teachers from the profession in unprecedented numbers.

Conference further recognises that the role of rep will be enhanced by this proposal and that those considering taking on the role will feel valued and supported and motivated.

Conference instructs the Executive to implement a system whereby union reps in schools and colleges are eligible for reduced subscriptions to the union. This could be on a sliding scale linked to the number of members.

e.g.	5+ members	= 25% discount
	10+ members	= 50% discount
	20+ members	= 75% discount
	30+ members	= 90% discount

Conferences recognises that although this is very modest recompense for the tireless work performed by reps it will serve to demonstrate the unions commitment to ensuring that all members in schools and colleges will be effectively represented.

Leeds

Renewing and Reinvigorating Union Leadership Motion 104

Conference recognises the valued expertise of the Executive and the need to ensure that such expertise benefit local districts directly.

Conference also recognises the importance of future proofing the leadership of the union and ensuring that the Executive represent a diverse range of experiences reflecting our union's membership.

Conference instructs the Executive to:

- 1. Limit all members of the Executive to a maximum of three consecutive terms. After which those who have served on the Executive for three cycles will be disqualified for re-election for the next Executive cycle;**
- 2. Create a budget for “future-proofing” activities which Executive members in the third term can apply for. This budget will allow Executive members stepping down to showcase the role of the Executive across their region or section with the aim of encouraging others to stand for an Executive position; and**
- 3. Produce a timetable of no longer than six years to facilitate this change and to ensure a smooth transition via a continuous rolling cycle of elections.**

Stockton

Building our Strength and Unity Motion 105

Conference notes that the TUC has agreed to campaign and fight for sectoral collective bargaining and that a successful NEU motion to Congress was passed supporting this.

Conference believes that to effectively do this necessitates union organisation on a sectoral basis.

Conference commends the NEU's legacy unions for taking a giant step towards this with our recent amalgamation. We call for strenuous efforts to be made to widen this unity. Our ultimate aim should be “If you are in the building you are in the union”, and “one union, one million strong for education”.

Conference instructs the Executive to:

- 1. Approach our sister education unions with a view to have off the record talks to see if we can increase our level of co-operation and working together or, if wanted, further possibilities to amalgamate or federate;**
- 2. Approach the TUC to ask the TUC to use their good offices to assist with this process; and**
- 3. Look at the options and plan to continue this vision.**

Lincolnshire, Brent, North East Hampshire, Hammersmith and Fulham, Portsmouth, Buckinghamshire

Bargaining for Support Staff Members Motion 106

Conference notes that on the first of September 2017 a TUC agreement was made between union and the other support staff unions for three years which meant that the union could not recruit support staff or represent them at NJC. This agreement was for 3 years which will end on the 1 September 2020.

Conference instructs the Executive to open talks for a review of the TUC agreement, when it expires, so that we can negotiate at NJC for our support staff members in all policies and issues that will affect them in schools and colleges, and to be able to recruit non-union members, strengthening the unity of our workforce.

Brent

Organising in Workplaces – Developing a Strategy Motion 107

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.**

Camden, Lewes Eastbourne and Wealden, Hackney, Lambeth, Tower Hamlets

The Offer for Leadership Members

Motion 108

Conference notes the importance of leadership in education, and believes that the union should be fully engaged in promoting sensible, collaborative and supportive policies and procedures in all schools and other education settings.

Conference believes that the new “offer” for leadership members has been insufficiently ambitious, and needs considerably more input and status. We note that the predecessor Leadership Organising Forums’ recommendations and advice were not followed and that this has caused some unease amongst leadership members in the union.

Conference instructs the Executive to raise the profile of the union’s engagement with leadership members and issues and as a part of this development:

- 1. Review the union’s rules and structure to bring back proposals to Conference 2021, to create a Leadership Section;**
- 2. Initiate and organise a major annual Leadership Conference from next year (2020/21);**
- 3. Proactively work more closely with our sister leadership unions;**
- 4. Seek to become a more significant partner with governmental bodies like the DfE and Teaching Regulation Agency, to promote positive approaches to: leadership, leadership training and policy development; and**
- 5. By September 2020, revoke the decision to have a different subscription rates for those currently considered a part of our Leadership group so that all teachers pay the same pro rata rates.**

Cumbria

Developing a Lay-Led Union Motion 109

Conference believes that:

1. The union's strength is rooted in workplace organisation and that the ability to recruit workplace representatives is paramount in shaping collective, grassroots action;
2. The union faces challenges in terms of creating a new coherent bureaucracy with an effective staffing structure;
3. At a national and local level, the structures of the union and the deployment of staff have become opaque to local activists;
4. Current ICT systems are not effectively meeting the needs of local activists, either in terms of providing user-friendly membership data, or in terms of local officers having the facility to amend data directly; and
5. Lay officers (who have the direct experience of working in schools) are better placed than paid officials to make strategic decisions about campaigning and recruiting workplace representatives but are often over-burdened with casework which could effectively be dealt with by paid staff.

Conference instructs the Executive to:

- i. Urgently reshape ICT systems to fit local needs, in consultation with local secretaries; and**
- ii. Produce a protocol for dialogue with regional offices on the division of work on campaigns, recruitment and casework.**

North East Hampshire, West Sussex

Affiliations:



SUTLHC is a united, inclusive, non-sectarian coalition of activists, trade unionists and community groups committed to fighting rising LGBTQ+ hate crime. It is 50 years since the Stonewall Uprising. Our movement was born of rage and riots. We will not be driven back into the closet. We will meet attacks with resistance.

Our Aims:

1. To spark a new wave of mass queer militancy focused on fighting transphobic and homophobic hate crime.
2. To oppose fascism, reactionary populism and attempts to use LGBTQ+ lives to foster Islamophobia.
3. To challenge hate and division that takes place in LGBTQ+ communities and fight for unity of the oppressed.
4. We call on LGBTQ+ communities to offer safety, access and inclusion for all people including but not limited to: Trans, Non Binary & Intersex People, Disabled People, Black People and People of Colour, Children and Youth, Girls and Womxn/Women.
5. To oppose the bigots inside and outside parliament who use racism, profiteering, exploitation, privatisation, housing mismanagement and austerity to stoke a hostile environment of division, scapegoating and blame.
6. To demand LGBTQ+ positive sex and relationships education (SRE) for every child.
7. To demand the right to move around our cities, towns and villages safely.
8. To demand the right to hold hands, kiss and cuddle in public without fear of verbal or physical harm.
9. To demand funding for mental health services for those affected by distress due to LGBTQ+ hate.
10. To demand Britain opens its borders to those fleeing war, poverty, persecution and hate and stops requiring LGBTQ+ refugees and asylum-seekers to prove their sexuality.
11. To call on LGBTQ+ communities and allies to rise up, organise and unite to beat back the bigots.
12. To embrace all forms of resistance including direct action, anti-fascism, public protest campaigns, intersectional and international solidarity, class struggle, street brilliance, cultural interventions, and artistic activism. We welcome all LGBTQ+ activists, supporters and allies who are committed to our aims.

FIGHT THE BACKLASH * BEAT BACK THE BIGOTS * MAKE THE WHOLE WORLD A SAFE QUEER SPACE

CONTACT US on Facebook or email standuptolgbtqhatecrime@gmail.com

Our backers include:

Muslim LGBT Network * Polish Rainbow in UK * ACT UP * Queer Tours of London * Gay Liberation Front * LGBT+ Against Islamophobia * Michael Dance, NEU LGBT+ Committee (pc) * John Stack, member, RMT LGBT+ Committee (pc) * Dean Harris, Chair Waltham Forest Pride (pc)

Glossary:

AAA	Anti-Academies Alliance
ACAS	Advisory, Conciliation and Arbitration 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
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
GAIN	Getting Active In NUT
GERM	Global Education Reform Movement
HLTA	Higher Level Teaching Assistant
HSE	Health and Safety Executive
INSET	In-Service Training
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

