

National Education Union

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**REPORT OF THE
EXECUTIVES 2019**

**NEU Conference 2019
Liverpool**

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JOINT GENERAL SECRETARIES' INTRODUCTION

“We have been proud to lead the two legacy sections of the National Education Union since 1 September 2017 as the amalgamation of the Union took shape and we built on our members’ and activists’ vision for the NEU. The task of bringing the two unions together has been challenging for us all and we appreciate the work of our local activists in establishing the new democratic structures of the Union whilst maintaining their organising and campaigning efforts on behalf of members. Due to the unique nature of the transition period, the layout of our Executives Report to Conference does not resemble either the ATL legacy nor the NUT legacy reports. So, you will find that it is in two sections. We begin with the Vision for the NEU and the Strategic Plan agreed by the Joint Executive Council, which operated throughout 2018 and whose report follows on. The JEC was established for the duration of the transition period to provide management and governance for the new Union. The second section of this report details the joint work of the two legacy unions in all aspects of the work on behalf of members. Whilst much of the JEC’s work during 2018 was focused on operational issues so that we were prepared to launch as a single entity in January 2019, our member-facing work continued and we had a high profile in the media. Our staff in the field and regional and Wales offices provided an exemplary level of support to members, representatives and local officers. The staff of both legacy sections worked hard to deliver services, develop and disseminate policy, represent the Union on outside bodies, develop member support and to campaign in the three priority areas: School Funding, Assessment and Workload.

We commend this report to you and look forward to leading the National Education Union as we enter our first full year together.”

Mary Bousted
Kevin Courtney

SECTION 1: JOINT EXECUTIVE COUNCIL REPORT

VISION OF THE NATIONAL EDUCATION UNION

A new union for education professionals: teachers, lecturers, support staff, school leaders and college managers which is the voice of the profession working to achieve the best outcomes for the pupils and students they teach and support.

THE NATIONAL EDUCATION UNION

- *a formidable force – a union which powerful stakeholders, including government, must consult before implementing their policy proposals;*
- *which will harness the collective voice of the whole education workforce – from NQTs to leaders; from early years to FE colleges, state and independent sectors, teachers, lecturers and support staff;*
- which is aspirational for its members – harnessing their knowledge and skills and their professional experience, to raise the profession's status;
- which is an organising union, building support and strength in individual workplaces, in local areas and nationally, supporting school and college reps and local elected officials to campaign effectively and to achieve the best possible outcomes for members through effective communication, member involvement and campaigns;
- which is democratic, member led and highly consultative, using a range of communication strategies and new technologies to involve and organise members, generating better understanding of key issues and enabling members to communicate easily and effectively with their union;
- which empowers education professionals to (use their knowledge and skills to) take responsibility for speaking out about policy and practice, issues of social justice and the role of education;
- which articulates the aspirations, the concerns and the challenges of education professionals and which is a strong voice for well researched, effectively articulated positions and campaigns which enable its members to work to raise standards of education for all pupils and students; *the National Education Union will articulate what good work, good learning and good schools look like, so that members have confidence to demand their schools look like this;*
- which works with members to broker training and development, close to the members' workplaces, and nationally, which meets their professional needs – a learning union which enable members to share experience and knowledge – supporting them to join up, join in and get on, both in their union and in their careers;
- which promotes good work for education professionals, based on national conditions of service and a national pay and rewards framework, and strong support for professional agency and respect at work;

- which supports members when they face workplace difficulties, and which champions fair employment practice in workplaces which are democratic and respectful of their employees' professional skills;
- which champions and promotes equality and diversity amongst educational professionals at all stages and levels of responsibility, including school leaders and college managers;
- which influences the education agenda by working productively with stakeholders to develop and promote policies and practises which raise the status of education professionals and educational standards;
- which negotiates in good faith and effectively with employers and with the government to achieve better outcomes for educational professionals;
- which is ready to support members should they vote to take local or national industrial action to achieve legitimate professional and educational goals;
- *which has a strong strategic direction which informs operational activity and sets priorities;*
- which is financially prudent, using member subscriptions wisely and effectively to meet the aims of the union.
- *In addition, and equally important, the national education union will be a well-run and effective union which made the most of new technology. The national education union will make balanced decisions on timely business critical information which will enable good governance and best use of the union's human and financial resources to enable delivery of the union's strategy.*
- *The NEU will be a good employer fostering collaborative relations between professional staff in all roles and with elected members – supporting employees to develop their professional skills and abilities through good employment practice, a belief that leadership abilities should be fostered and supported at every level of the union and through effective and timely training and development which meets the individual and collective needs of employees and the aims and objectives of the union.*

NATIONAL EDUCATION UNION STRATEGIC PLAN

The National Education Union will:

MEMBERSHIP

- prioritise recruitment to maintain high membership density of school teachers with particular focus on the recruitment of the school direct trainees and in free schools;
- develop evidence and data showing where we can grow and claim to represent an even greater proportion of state school teachers in order to protect the union from competitors;
- focus our resources on growing maintained school membership - actively re teachers and by delivering high quality support to other education professionals;
- continually review areas of the education workforce where membership density is lower and redirect resources to improve density where/when appropriate.

MEMBER ENGAGEMENT

- aim to develop and support a high level of member engagement at the workplace and at regional/national levels;
- focus resources on effective 2-way communications with members to ensure we and they are aware of the issues and the ability to achieve change;
- increase rep density in workplaces, supported by a structure of local districts, branches and networks;
- deliver training and support to local reps and officers as soon as possible after their election to provide them with the updated skills and knowledge they require to undertake their role;
- provide regular training opportunities to officers in local districts and branches to enable them to fulfil the responsibilities given to districts and branches in the rules;
- take steps to ensure that the union is lay led at all levels, building democratic engagement;
- provide learning opportunities, locally and nationally, that engage members in wider union work and scout for activist talent;
- ensure that employers pay for facility time release.

NEGOTIATIONS AND BARGAINING

- use data available from the government, employers and the union to support and encourage workplace groups to engage with the process of negotiations with their employer;
- equip reps, local officers and staff to achieve successful outcomes for members.
- persuade employees to group together for bargaining e.g. all MATs that are within one local authority to bargain together and to seek to persuade academy chains etc. to come together for bargaining issues;
- engage constructively and critically with national negotiating forums such as the Programme of Talks (England).

EXTERNAL INFLUENCE

- establish a powerful voice in promoting change in education locally, regionally, nationally (England, Wales and Northern Ireland) and internationally;
- engage with all political parties, in particular those that may be moving towards our education positions to seek to create the decisive break with the last 30 years of education policy;
- develop and maintain relationships with government, ministers and civil servants in Westminster and the nations in order to influence the development and implementation of policy;
- play a major role in the TUC encouraging it to work on driving up membership levels in the private sector and building cross public sector campaigns where appropriate;
- direct resources at a limited number of prioritised campaigns at any one time to ensure maximum impact and effectiveness.

EXTERNAL RELATIONSHIPS

- continue to seek avenues to achieve professional unity and ultimately one union for all education professionals;
- maintain good relationships with teaching and other unions with members employed in education, working in collaboration with them where our objectives are aligned;
- seek formal agreements with other unions where this is possible.

PROVIDING AN EXCELLENT SERVICE

- as an organising union, ensure that an excellent service is provided to members, individually and collectively;
- provide training to update and support reps, local officers and staff to ensure members feel supported by their union in individual casework;

- source real and tangible benefits for members from external providers, using these partnerships to provide the union with further opportunities for engagement with members enabling the recruitment of new reps and officers;
- seek to use economies of scale in order to play down on its costs allowing it to provide even better services to members and support to activists and a competitive subscription.

ENGAGED AND MOTIVATED STAFF

- be a good employer, applying the best practice employment policy and procedures that it advocates for our members;
- achieve Investors in People accreditation and pay at least the living wage to its employees;
- have one united staff team, working for and with members, focussed on impact and sustainable change;
- ensure the recruitment and retention of good staff with the provision of a career structure and personal and professional development to achieve success within that structure;
- provide strong support for strategic leadership and good management practices.

FUTURE PROOF THE NEU

- explore all avenues to achieve reductions in revenue spend in order to significantly reduce the budget deficit;
- manage effectively the union's buildings and facilities to promote a safe working environment for all staff, members and visitors, including the refurbishment of Hamilton House.

JOINT EXECUTIVE COUNCIL REPORT TO THE 2019 NATIONAL EDUCATION UNION ANNUAL CONFERENCE

INTRODUCTION

The Joint Executive Council (JEC) was established for the duration of the transitional period in accordance with the National Education Union Schedule General (Transitional) Rules. Whilst the government, management and control of the Union was vested in the JEC, each of the sections (ATL and NUT) retained autonomy for matters related solely to their internal affairs. As a result, much of the work of the JEC was focused on preparing the new union to operate as a single entity from 1 January 2019. This involved monitoring the project plan, preparing structures and procedures, finalising the budget for 2019 and ensuring governance and statutory requirements were complied with.

The JEC had thirty members, twelve from the ATL section and eighteen from the NUT section, and met on ten occasions during the transition period, with the first meeting held on 1 September 2017 and the final meeting on 6 December 2018. An informal induction meeting was held prior to the amalgamation on 13 July 2017. Meetings of the JEC were chaired by the president of each section on an alternating basis. The JEC established a steering group of eight members, three from the ATL section and five from the NUT section, to undertake more detailed work and make recommendations to the JEC. The steering group met on sixteen occasions during the transition period.

Due to legislative requirements, ballots for industrial action could not be held on an individual section basis so a **NEU Action Committee** was also established to consider applications for indicative surveys and action ballots. The NEU Action Committee also had eight members, three from the ATL section and five from the NUT section. Ninety-nine requests for indicative ballots were received by the Action Committee in 2018. Seventy-one formal ballots were issued on the following disputes:

Conditions of Service	38
Redundancies	20
Enforced Change of Employer	12
Refusal to Teach	1

Eighty-five days of action were taken by members with the union paying £324,729.85 in sustentation.

SUSTENTATION FUND

During 2018 the Sustentation Fund has paid a total of £276,913.46 in sustentation payments to ATL legacy, NUT legacy and NEU members on strike and £21,708.05 in ballot costs. This equates to a total expenditure from the sustentation fund of £ 298,631.51 which is just under 1% of 2018 subscription income.

It is crucial to the maintenance and improvement of members working conditions that they are supported in taking collective action, including strike action, without suffering financial hardship, which may prevent some members from acting collectively.

The JEC decided that 1% of subscription income should be paid into the Sustentation Fund, except that in 2019 alone, this would be 0.8%.

FUNDING AND PAY CAMPAIGN STRATEGY

The JEC approved the funding and pay campaign strategy for NEU. The overall campaign aim was to halt and reverse Government cuts to school funding since 2015 and to achieve an equitable funding formula necessary for a great education service. Included was the following:

- a proposal to hold an indicative ballot focused on the issue of funding exacerbated by the failure of the Government to fully fund the STRB pay recommendations;
- to obtain a legal opinion from John Hendy QC regarding the legal considerations for a ballot on funding.
- to secure the highest possible turnout and vote in favour by utilising best practice and a variety of voting methods;
- ensure constituency to be all maintained schools plus sixth form colleges;
- Wales not to be included given the recent devolution of pay to the Wales Assembly;
- development of a set of political and media activities running up to the budget;
- joint 'six tests' for the budget with school groups encouraged to write to their MPs before the budget;
- joint work with ASCL and NAHT (who will survey their members on a similar timescale to the indicative ballot);
- make a joint video with all general secretaries (NASUWT invited to join the campaign but did not respond);
- use the clear groundswell of support for the Union's campaign on the funding crisis;
- parents' group launching 'floss for funding' at a meeting in the Union's offices on 19 October;
- feedback from delegates at the Conservative Party conference to staff on the NEU stall that cuts are doing real damage.

The campaign and ballot was on-going at the end of 2018 when the JEC completed its life and handed over to the new Executive.

ANNUAL RETURN TO THE CERTIFICATION OFFICER

The JEC obtained approval from the Certification Office for Trade Unions and Employer Associations for the first return for the NEU to cover the sixteen-month period from 1 September 2017 until 31 December 2018. It was recognised that this might cause some confusion when comparing membership and other data with returns from other unions covering a twelve-month period.

ESTABLISHING THE NEU POLITICAL FUND

Prior to the amalgamation, the NUT maintained a political fund. ATL did not have a political fund but had agreed to hold a ballot to create one at an appropriate time. The legislation required the NEU to have a fresh ballot and the JEC agreed on the ballot rules and changes to the NEU Rules for a Political Fund (this was required as the legislative requirements had changed in the period between the special conference approving the NEU Rules and amalgamation date.) A ballot of the membership was subsequently held which approved the establishment of a fund. The ballot timetable was set to ensure that the ballot was completed before the new political fund rules on opt-in/out came into effect in March 2018. A further minor change was made to the Political Fund rules due to an inconsistency spotted by the Certification Office in March 2018.

NEU OFFICER AND EXECUTIVE ELECTION FOR 2019-2021 NEU EXECUTIVE

As required by the Transitional Rules, the JEC agreed on the timetable and arrangements for the Officer and Executive elections. For the Executive seats, a complex election system using single transferable votes was adopted to ensure an equal representation of women and men and to ensure balanced representation from the legacy members of the two sections. It was a challenge to manage the process to the timetable set and then amended by the JEC. This was the first time that the new election process had been run, across two sections, by staff who had not previously had responsibility for elections. The sheer number of nominations, with almost all of the 70 seats contested, proved to be a challenge both NEU and for ERBS. Nevertheless, the elections were completed to the revised timetable with all but one seat filled. The objective of a balanced Executive was achieved with more than 50% of places going to women members and a two-thirds/one-third split between legacy members.

Elections for the National Disciplinary Committee/National Appeals Committee were also conducted.

2019 NEU CONFERENCE

The JEC considered options for the 2019 conference and in light of the discussions at Joint Officers' Group and decisions taken by both section executives agreed that the 2019 conference should be held in Liverpool.

AGREEMENTS WITH OTHER UNIONS

The JEC agreed on reciprocal membership arrangements with the Musicians Union and NAHT. The JEC also approved an agreement between NEU, UNISON, UNITE and GMB relating to the recruitment of support staff in maintained schools, reached under the auspices of the TUC.

INITIAL COMMITTEE STRUCTURE

The NEU Rules state that the initial Executive and Committee structure to operate from 1 January 2019 will be agreed by the Executive Committees of both sections and approved by the JEC to remain in place during the first Executive cycle until 1 September 2021. The steering group devised initial proposals and consulted both section Executives on several occasions before presenting final proposals to both section Executives for agreement. The final structure and remits were signed off at the final JEC meeting on 6 December 2018.

STAFFING STRUCTURE

A considerable amount of work was undertaken to devise the staffing structure for the NEU bringing together the staff from the two sections. This was a complex task involving detailed consultation with the recognised staff unions against the background of the commitment in the instrument of amalgamation to avoid any compulsory redundancies whilst seeking to reduce the overall cost of staffing. At the same time, it was necessary to devise new terms and conditions of employment for NEU employees whilst adhering to TUPE legislation. All of these objectives were achieved with the JEC signing off the new staffing structure in the summer for implementation in November 2018 and signing off the new terms and conditions in November after extensive and cordial negotiations with the staff unions. Discussion with the unions continues to finalise other policies and procedures.

REGIONAL STRUCTURE

Together with developing the staffing structure, consideration was given to regional structure required. This was necessary as the staffing structure proposals could not be finalised before the regional structure had been agreed. This was not straight forward as both sections had difference arrangements for both activists and staffing. A number of options were prepared and members consulted at the beginning of 2018. Following the consultation period, a structure with nine regions was approved by the JEC, in effect establishing a new East Midlands region in addition to the existing NUT section regions, together with the provision in Wales and Northern Ireland. As part of the Executive committee structure discussions, the JEC approved the remits for the new regional councils, loosely based on the former NUT Regional and National Councils.

INITIAL STRATEGIC PLAN

Based on decisions taken by the conferences of the ATL and NUT sections, an initial strategic plan was developed and approved by the JEC for the transitional period and to guide the new Executive once it was established in 2019.

CONFERENCE STANDING ORDERS AND CONFERENCE COMMITTEE ARRANGEMENTS

As required by the NEU Rules, the arrangements and standing orders for the annual conference, including the appointment of conference representatives, submission of motions and amendments and prioritisation of motions were prepared, approved by the section Executives, the JEC and agreed by both section 2018 conferences. This included arrangements for the conference standing orders/business committee (to be known as the Conference Committee).

OFFICE ACCOMMODATION

The JEC agreed that Hamilton House should become the head office for NEU.

It was agreed to obtain new premises in Nottingham to locate for the East Midlands regional office. A decision on the future of the former AMiE office in Market Harborough would be taken in 2019. It was also agreed to search for new accommodation to replace the existing North West Regional Office.

OTHER AREAS OF WORK

The JEC considered many post-transition local structure requests. It developed the Treasurer's handbook and agreed to consult districts on the issue of honorarium for local

officers. It agreed on procurement policy, district banking arrangements and transitional arrangements for life members subscriptions. Arrangements for central events in 2019/20 were agreed after consultation with the section Executives.

The JEC appointed Electoral Reform Ballot Services to conduct NEU ballots for 2018 and 2019; Moore Stephens as auditors for 2018; and First Actuarial to advise the NEU in its capacity as the employer on staff pension schemes. It also appointed a financial services provider, a general insurance provider and affinity partners.

The JEC developed and agreed to model rules for the various categories of NEU branch.

Finally, the JEC set the NEU budget for 2019 with a small deficit, agreed on national membership subscription rates for Leadership members, for Standard Teacher and Lecturer members and for Support Staff members. It recommended the appointment of NEU Trustees to the NEU Executive.

The JEC endorsed NUT Section decisions by their PCC and NAC to expel three members of the Union and suspend one member.

NATIONAL DISCIPLINARY COMMITTEE AND NATIONAL APPEALS COMMITTEE

There were three NDC hearings in 2018 in London, Yorkshire Midlands and the North West. One NAC hearing was held.

PROFESSIONAL CONDUCT (CRIMINAL CONVICTIONS) COMMITTEE

The Committee met on one occasion in November 2017 when it considered two cases. One member was allowed to remain in membership. One member was refused the right to be re-admitted to membership without the consent of the Executive in accordance with Rule 56 (c). These cases were duly reported to and approved by the Executive.

RULE CHANGES APPROVED BY THE JEC AND THE SECTION EXECUTIVES

In accordance with Transitional Rule 6.3 the JEC, with express agreement of both section Executives, made the following changes to the NEU Rules from 1 January 2019:

Rule 11.4 (c) and 11.5 (c)

Add at the end of Rule 11.4 (c) and 11.5 (c) 'For the first elections (conducted in 2018 for seats on the Executive from 2019), notification of the timetable shall take place no later than 20 July 2018.'

Rule 16

Replace Rule 16 with the following:

'16.7 The NEU Trust Fund

16.7.1 The Union will support the NEU Trust Fund (a registered charity with the Charity Commission) following its change of name from the ATL Trust Fund for as long as it is registered as a charity. The Union will appoint Trustees to the Trust Fund in accordance with the NEU Trust Fund

Memorandum and Articles of Association. An annual voluntary £1 donation will be requested from members of the Union to be collected along with membership subscription. The Union will make an annual capital grant of at least £50,000 per annum to the Trust Fund.

16.7.2 *The Union shall transfer to the NEU Trust Fund such other sums as shall be allocated from the General Fund, or from donations from members or non-members, local districts and branches or from gains on the disposal of assets, or from other non-trading income or gains, or from such other sums as shall be established by the Executive.*

RULE CHANGES PROPOSED BY THE JEC

The JEC further considered the rules of the NEU and agreed to propose the following changes:

Rule 11.19.1 – General Rules and Model District Rules on Elections to Conference Delegations

It is recognised that there is a lack of clarity in the rules regarding the election of Conference delegations by districts.

Add at the end of Rule 11.19.1:

'except that nominations will be invited from NUT local associations and ATL districts rather than NEU local districts'.

Rule 11.16.1 (a) – Retired Members

Delete 'retired' from the first line so Rule 11.16.1 (a) is amended to read:

'All those, other than associate and student members, who are in membership of the Union at the date of voting commences shall be entitled to vote in the election.'

Appendix C – Local Elections

Amend appendix C model rules for local districts of the general rules:

1. **3.3.3 delete after '..... annual conference'**

2. **add new:**

'3.3.3 i 'If the relevant general meeting is not quorate the election of the local district members of annual conference shall be undertaken by a membership ballot.'

a. **Add new:**

'3.3.4 'the local district, its officers and committee shall ensure that all members of the district eligible to be a member of conference are

notified of the nomination process.’’

b. Delete 5.6

Rule 16.9.4 - Financial Year

Trades unions have the ability to determine their own financial year and membership year;

National Education Union (NEU) rules dictate that the financial year is the calendar year and further at 16.9.1 requires financial statements, duly audited, to be sent to the Secretary of each local district 3 weeks before the start of the conference; and

The NEU is required to include details of the monies held by, and the financial transactions undertaken by, local districts in the financial statements of the Union; and

Local districts do not receive the final payment of local subscriptions until after the subscription collection in December.

A financial year ending on 31 December, places enormous pressure on local District Treasurers to provide audited accounts. These accounts must be included in the full financial statements of the Union and published to the Secretaries of each local district three weeks prior to the start of the conference. This will be particularly difficult where Easter and therefore conference is early.

The following amendment was agreed:

- a. change the financial year to match the academic and therefore membership year; and
- b. amend rules 16.9.4 by deleting ‘December’ and replacing it by ‘August’.

Rule 16.9.4 would then read:

‘The Joint General Secretaries/General Secretary shall examine and summarise all Statements of Account forwarded by each local district at 31 August annually and shall make a return to the Certification Officer for Trade Unions and Employers’ Associations in the manner required.’

Rule 20.3 – Professional Conduct & Discipline

The JEC agreed to propose a rule change to the 2019 conference so that a decision of the Professional Conduct (criminal convictions) Committee does not need to be referred to the National Disciplinary Committee/ National Appeals Committee.

The rules state that in such cases, the process should be for a Professional Conduct (criminal convictions) Committee and the executive to ‘review’ the case. The rules then set out that the case should be referred to the Union disciplinary process i.e. National Disciplinary Committee with an appeal to the National Appeal Committee. After completion of the NDC/NAC process, the decision is then also reported back to the Executive for adoption. This is unhelpful as the two processes relate to different matters which should not be confused.

This rule change would provide for criminal conviction cases simply to be brought before the Professional Conduct (Criminal Convictions) Committee, then reported to the full Executive.

The following amendment was agreed:

remove the words '*and after proceedings in accordance with the terms of Appendix A to these rules*' from Rule 20.3.

SECTION 2

REPORT OF THE EXECUTIVE COMMITTEES

1. STRATEGIC CAMPAIGNS

The National Education Union campaigns across a range of issues, but strategic campaigns are those issues on which winning will bring us closer to achieving the NEU's overarching aim of shaping the future of education. NEU strategic campaigns include: funding, pay, workload, assessment.

FUNDING

The chorus of voices highlighting the school and college funding crisis continued to build in 2018, led by the NEU. The NEU continued to lead the School Cuts coalition and work closely with allies, including sister unions and parent groups, as well as leading its own activities.

An NEU Parliamentary briefing in February saw more than 50 MPs represented. NEU also established a councillor network to engage with local politicians. A weekend of action ahead of the May local elections saw street stalls run by officers and staff around the country.

The campaign shifted to focus on cuts to funding to support pupils with Special Educational Needs and Disabilities (SEND) and the human stories behind the figures. School Cuts coordinated an open letter to Education Secretary Damian Hinds, signed by representatives of 39 councils, calling for sufficient SEND funding. School Cuts released a highly-successful series of social media videos focusing on SEND cuts.

In October, a 34,000-signature SEND petition was handed in to the DfE. In December, in its response to the petition, the Government announced an extra £3.5 million for SEND provision, a direct result of our campaigning (though still not enough).

Meanwhile, School Cuts continued to engage with parents, holding a training day in September attended by around 80 people from around the country.

And the NEU supported a grassroots-led march on Downing Street by 2,000 head teachers in September, an unprecedented action by heads which highlighted the extent of the crisis.

The focus in early 2019 will be on the reports of the Education Select Committee into school and college funding and SEND, and the lead up to the Comprehensive Spending Review. As well as highlighting the funding crisis, the NEU is looking to put forward its vision for a fair and sustainable funding system for schools and colleges and win support from the main political parties for this.

PAY

The NEU submitted a 5% pay claim for teachers and led calls for Damian Hinds to publish his decision, using the #AskDamian tag on social media. Damian Hinds sat on the report from the independent School Teachers' Review Body (STRB) for several months before finally releasing it – and his decision – after schools had broken up in July.

For the first time in the STRB's history, the secretary of state ignored its recommendation for a rise of 3.5% across the board, awarding this only to mainscale, with 2% for UPS and 1.5% for leadership. It was also announced that schools would have to fund the first 1% of the rise from budgets which were already at breaking point.

The Government's failure to fully-implement and fully-fund the STRB recommendation on pay was the 'final straw' and the catalyst to move to an indicative ballot on funding and pay.

HANDS UP AND THE INDICATIVE BALLOT

This was a tactic aimed at exerting pressure on the Government over funding. It was also a way of assessing members' engagement in the funding and pay campaigns, gauging their strength of feeling and assessing their preparedness to take possible industrial action.

It was done in coordination with ASCL and NAHT, as it was crucial to have this whole profession buy-in. A launch video for the joint work (Hands Up), featuring the four general secretaries, achieved two million views on Facebook and Twitter.

The ballot was mainly electronic (members able to vote online and sent the link in an email or text), with a wholly postal ballot in Coventry, Rotherham and Milton Keynes to evaluate the impact of an electronic or postal ballot on turnout. There was an 'air campaign' of national communications supported by a 'ground campaign' of school visits carried out by officers and staff.

WORKLOAD

The NEU's involvement in talks with DfE continued to bear fruit, with the publication of a workload reduction toolkit in July and further helpful recommendations on workload in a report in October. Officers and staff ran rep briefings around the country to support members to use the various DfE and Ofsted tools to negotiate on workload in their school or college. Thanks to our efforts it is clear the Government acknowledges workload is a problem. But despite this, workload for school staff is still unmanageable.

To try to bring improvements on the ground, officers around the country have been pursuing the adoption and implementation of workload charters, following the example of Nottingham, Coventry, Oldham and others. Officers from those divisions met Angela Rayner in Parliament in April to seek a commitment that the Labour Party would tackle excessive workload.

The focus for 2019 will be to continue to try to translate the national wins into real workload reductions for members in schools and colleges. Our 2019 submission to the STRB will call a change in the open ended working hours provision for teachers.

ASSESSMENT

As the Government prepared to attempt to bring back the Baseline Assessment for Reception children, the NEU looked to raise awareness of this among primary teachers and heads and agreed policy to oppose it. NEU has also continued to engage members around the problems with SATs and work has been ongoing to develop our vision of the

alternative.

Through its partnership with More Than A Score (MTAS), the NEU has been able to reach a wider audience of parents and non-NEU members, putting pressure on the Government by highlighting the damaging effects of primary tests. Labour and Lib Dem policies on primary assessment closely aligned with those of NEU and MTAS. In February MTAS held a Parliamentary launch of its dossier on Baseline, which was hosted by Tracy Brabin MP. A copy of the dossier was mailed to all schools. The MTAS petition opposing Baseline – launched in April – currently has 32,000 signatures. A hand-in is planned for the spring. MTAS has also been highly visible around SATs, taking out advertorials in regional newspapers during SATs week and staging the Big SATs Sit-In in December, asking adults to sit tests designed for 11-year-olds to highlight how absurdly difficult and stressful they are.

The focus for 2019 will be to continue our campaigning activities in opposition to the Baseline pilot, which is due to take place in September, and continuing to keep the pressure up over SATs.

2. GOVERNMENT AND PARLIAMENTARY RELATIONS

PARLIAMENTARY LIAISON

The Union continued to provide a briefing and information service to MPs and peers during 2018. The Union lobbied parliamentarians on issues of concern to its members, in particular: the Government's decision to ignore the recommendations of the School Teachers' Review Body and not fully fund the teacher pay award, education funding; recruitment and retention; SEND; baseline assessment; workload; and music education. The NEU was referred to in Hansard by MPs and peers across all parties on numerous occasions throughout the year.

EDUCATION SPOKESPEOPLE

2018 was bookended by two Ministerial changes at the Department for Education. In a January Cabinet reshuffle by Prime Minister Theresa May, saw Damian Hinds replace Justine Greening as Secretary of State for Education. In December, Sam Gyimah resigned from the Government over Brexit and was replaced as Minister of State for Universities, Science, Research and Innovation by Chris Skidmore.

BILLS AND OTHER LEGISLATION BEFORE PARLIAMENT

After the 2017 general election the Government had announced there would be a two-year parliamentary session, rather than the usual one. This was intended to see the Government through until mid-2019 by which time it was expected that the UK would have left the European Union. 2018 was notable therefore by the absence of a Queen's Speech setting out the Government's legislative programme.

Debates about Brexit continued to take up a great deal of parliamentary time. The NEU welcomed the decision by Labour in November to use one of its opposition day debates to focus on the education funding cuts.

HOUSE OF COMMONS SELECT COMMITTEES

The Union was in regular contact with members of parliamentary select committees and submitted written evidence to various inquiries.

Written evidence was submitted to Public Accounts Committee inquiries on converting schools to academies and Ofsted's inspection of schools, with the Union presenting oral evidence to the latter inquiry in June.

The Education Select Committee launched two particularly important inquiries during the year – one on school and college funding and another on special educational needs and disabilities. The Union took up invitations from the Committee to present oral evidence on alternative provision in May and school and college funding in November.

POLITICAL PARTY CONFERENCES

The NEU had a high profile at the political party conferences in 2018.

The Union decided to have a presence at the Liberal Democrats Spring Conference held in March in Southport as this was the culmination of their education policy review. The Liberal Democrats agreed a whole new suite of policies, including welcome commitments to scrap Ofsted and get rid of SATs.

At the main Liberal Democrat, Labour, Conservative and Green Party conferences in the autumn, the NEU focused on the 'Time for Teaching' campaign on its exhibition stands. The Union **spoke to thousands of people - parliamentarians**, teachers, parliamentary candidates, councillors and school governors – over the course of the conference season calling for:

- **better funding to allow heads to afford enough teachers and support staff;**
- **reform of the assessment system which drives many areas of workload; and**
- **an accountability regime which trusts educators to make decisions in the best interests of pupils.**

The Union held a series of well-attended fringe meetings at the conferences on the 'Time for Teaching' theme. We welcomed the Secretary of State for Education, Damian Hinds, to our fringe meeting at the Conservative Party Conference – and Party spokespeople, Layla Moran for the Liberal Democrats, Tracy Brabin for Labour and Vix Lowthion for the Green Party - to our panel discussions.

Meetings were also jointly held with the charity Child Poverty Action Group to highlight the scourge of rising levels of poverty and the impact poverty has on children's learning and society.

In her speech to the Labour conference in Liverpool Angela Rayner announced that a Labour government would create a state funded teacher supply service, end the Government's academies and free schools programme and bring all publicly funded schools 'back into the mainstream public sector, with a common rule book and under local democratic control'.

With Brexit dominating much of the proceedings at the Conservative Conference in Birmingham, Damian Hinds' speech was perhaps most notable for the key issues that it failed to address – including school funding, workload and teacher supply.

3. NEU TUC MATTERS

The Executives received regular reports on the Union's involvement with the TUC, including in relation to the proceedings of the General Council, the Executive Committee and the Public Sector Liaison Group.

The Executives elected the Joint General Secretaries and Philipa Harvey to serve on the General Council. The Joint General Secretaries and relevant officials regularly attended meetings of the PSLG and TUCG.

REPORT OF THE UNION DELEGATION TO TRADES UNION CONGRESS 2018 IN MANCHESTER

The following were delegates to Congress, representing the National Education Union: Kiri Tunks, Amanda Martin, Philipa Harvey, Ian Murch, Louise Regan, Jerry Glazier, Alex Kenny, Roger King, Heather McKenzie, Mandy Hudson, Jackie Baker, Marilyn Bater, Dave Harvey, Robin Head, Beth Purnell, Warren Chambers, Deirdre Hanson, Sally Kincaid, Lesley Koranteng, Simmi Moodley, Jane Nellist, Sara Tomlinson, Sam Ud-Din, Peter Sagar, Robin Bevan Kathryn Booth, Graham Easterlow, Graeme Edwards, Julie Huckstep, Kim Knappett, Emma Parker, Hank Roberts, Ralph Surman, Niamh Sweeney, Josie Whiteley, Rachel Ganderton, Mary Bousted and Kevin Courtney.

DEBATES

Delegates made excellent contributions to the following debates:

Sexual Harrassment; Equal Pay/Gender Pay Gap; A New Deal for Workers; Education Funding Crisis; National Education Service; Data Misuse; Fracking; Stop and Scrap Universal Credit; Corporal Punishment of Children in England; Fair Pay in Schools; We Trust Women-Abortion Rights; Public Service Outsourcing – Lessons from Carillion; A Strategy for Children and Young People; and Public Sector Pay.

4. PRESS AND MEDIA

The NEU received good coverage across press and media for a wide range of topics including our core campaigning issues. Cuts to school and college funding that have left head teachers with no choice but to drop subjects from the curriculum, cut staff, school clubs, resources and leave building repairs undone, continued to dominate the headlines. The NEU caught the media's attention with both our own analysis of the inadequacies of the money being given to schools as well as the press releases and data analysis undertaken by the School Cuts coalition of sister education unions, including ourselves. The coverage did particularly well in the regions, regularly generating over 300 stories across the country on the day of release.

Special Educational Needs funding also became a mainstay of the funding campaign. The NUT's analysis of Government data on the number of SEND pupils awaiting provision due to the fact local authorities are not being given enough money to provide

a suitable education for all children and young, was widely reported in the press and national TV. Despite small gains the case remains that schools are desperately underfunded and this will no doubt remain an issue for the media into the next year.

The impact of the Government's austerity programme revealed alarming consequences in schools and colleges. NEU surveys on poverty in the classroom gained widespread coverage throughout the year. Our survey at annual conference showed a staggering 87% of respondents saying poverty is having a significant impact on the learning of their pupils and students, and 60% believing that the situation has worsened since 2015. 'Heart breaking' was the description most commonly used by our members to describe the critical situation of many poor children and families. Teachers described children wearing worn-out shoes and unable to do homework because they have no stationery. This was covered across national news and print outlets. Our holiday hunger survey in the summer and one before the Christmas break generated equally good coverage, with teachers and head teachers commenting on the increasing pressures on families.

We continued to highlight in the media the reoccurring problems with an assessment system that is not fit for purpose. Our joint survey with the TES of over 1,200 primary teachers, carried out in June and July, showed nine-in-ten primary school teachers said the SATs-based primary assessment system is detrimental to children's well-being, and 88% said the tests do not benefit children's learning. Primary teachers highlighted cases of children crying, having nightmares and being so stressed they needed extra support to cope with SATs. This gained coverage beyond the TES and was picked up by news channels and radio stations.

The findings of a comprehensive survey of over 11,000 primary and secondary teachers demonstrated that the Department for Education is still a long way off resolving the issue of workload and unnecessary monitoring in schools. A staggering 81% of teachers said they have considered leaving teaching in the last year because of the pressures of workload. Kevin Courtney, joint general secretary, commented that the long hours spent on unnecessary work such as data collection for arbitrary Government targets is not only demoralising but is unsustainable both mentally and physically. The figures from the survey and the impact this would have on teacher recruitment and retention were repeated throughout the year in various article and broadcasts.

We secured coverage throughout the year on a range of other issues including the unacceptable prevalence of asbestos in our schools and colleges, the plight of supply teachers' pay and conditions, and the Government's continued efforts to invest in grammar schools. The union's joint publication with UK Feminista, 'It's just everywhere', was quoted widely throughout the year; it was good to see that both the issue and the report remained in the public eye.

The NEU continued to be the leading union for the press and media to get in contact with for comments on education announcements from Government and other organisations.

5. EDUCATION POLICY

PRIMARY AND EARLY YEARS

Early Years

The NEU noted with concern the Ofsted document ‘Bold Beginnings’, which proposed a new and inappropriate curriculum in the early years. It noted also the government’s piloting of a revised set of Early Learning Goals, which if implemented could lead to an emphasis on formal learning, centred on numeracy, literacy and language. Believing that this approach asked teachers to work in ways which disregarded their professional understanding and experience, the NEU continued to work with organisations in the early years sector to demonstrate the weakness of the case for the Government’s model.

Baseline Assessment

In response to the Government’s decision to introduce the Baseline Assessment in the first six weeks of Reception, the NEU worked with its allies in the More Than a Score (MTAS) coalition to expose the weaknesses and likely effects of Baseline Assessment, and to encourage public opposition. We have taken our concerns to the DfE, the STA and the NFER who are developing the tests.

In January 2018, at a House of Commons meeting hosted by Tracy Brabin, Shadow Minister for Early Years Education, MTAS presented a dossier written by researchers and educationalists: ‘Baseline Assessment: why it doesn’t add up’. MTAS noted the clear opposition of the Lib Dem and Labour Parties to the introduction of Baseline.

In June, the NEU sent to all schools a publication by the British Educational Research Association, ‘A Baseline without Basis’, which concluded that, ‘the proposed Baseline Assessment will not lead to accurate or fair comparisons being made between schools’. Subsequently, the Union worked with MTAS to collect signatures for a petition against Baseline. The campaign will continue in 2019, with the purpose of ensuring that the Government’s plans to introduce Baseline in 2020 do not go ahead.

Phonics

The Government continued to assert the value of the Phonics check of Year 1 children, despite a lack of supporting evidence. The Union worked with Professors Margaret M. Clark and Jonathan Glazzard to collect data on teachers’ experiences and views of the Phonics Check. MTAS gave wide publicity to this research, and to Professor Clark’s work on the evidence base for the Phonics test, as well as its costs and its effects on classroom practice.

Primary Assessment

Working with MTAS, the NEU launched a major campaign to highlight the damage done by the current system of primary assessment to the primary curriculum, to children’s experience of school, and to the working lives of teachers. Campaign videos on social media between March and May attracted tens of thousands of views. A four-page wraparound was produced for the main newspapers in five regional centres. The Union’s surveys of member experiences and opinions were reported in the educational press. The campaign continued into the winter, with the ‘Big SATs sit-in’ in December, attracting strong media attention for regional events in which parents took test papers

from the May 2018 SATs.

The Union noted the opposition of the Liberal Democrat party to a SATs-based system of primary assessment, as well as Labour's intention to hold a review of curriculum and assessment in England.

SECONDARY AND 14-19 EDUCATION

14-19 Education

Staff attended meetings throughout the year with the exam boards and exams regulator Ofqual. Key areas for discussion included the first awarding of reformed GCSEs and A-Levels in most subjects; accuracy of marking, reviews of marking and grades; the development of T-Levels within the wider landscape of technical and vocational qualifications; the introduction and potential use of the National Reference Test; and the impacts of qualification reform. The NEU is represented on the Independent Commission on exam malpractice, chaired by Sir John Dunford, which will report in 2019.

The NEU secured a statement from the Joint Council on Qualifications on the working relationship between awarding organisations, education staff and the Union. Further pressure led to agreement from Ofqual that they must hold a meeting where the Union could put forward members' experiences of the impacts of qualification reform. This meeting took place January 2019.

The Union continued to support the Bacc for the Future campaign, attending meetings, sharing feedback with organisations from across the sector and ensuring the views and experiences of members are reflected.

We have continued to draw attention to the problems of the new T-levels, in particular the difficulties for schools and colleges to arrange lengthy work experience for those students, and especially the problems that may be experienced by pupils with SEND. We noted with interest the letter from the Permanent Secretary to the Secretary of State, expressing his concern that the implementation timelines were likely to prove unmanageable.

We collaborated with Edge Foundation and Education Employers to a substantial piece of research on employability skills, working with employers to determine which skills were deemed important for employment, and surveying members to understand how they believe those skills are being developed in schools. This was published as 'Joint Dialogue: How are schools developing real employability skills?'

Further Education

The EffEctive Education campaign has continued to link MPs with their local FE college, highlighting to them the brilliant work of FE colleges, and also the problems caused by lack of funding and other government policies. We were invited by ITN to be part of a hard-hitting documentary about the strengths and difficulties for FE colleges, which featured a number of NEU members, as well as the joint General Secretary.

Professionalism

We have worked closely with civil servants as they develop the Early Careers Framework for newly qualified teachers, having contributed to the consultation early in the year. This framework will be rolled out gradually to enable teachers to suggest changes and improvements as it is implemented, and we will continue to engage with members to understand its strengths and limitations. We have been very clear that it will only work if schools are properly resourced to enable experienced staff to coach and mentor NQTs, and if there is sufficient funding to ensure high quality CPD.

We continued to contribute to the Working Longer Review, the final report of which was published at the end of 2018.

PRIVATISATION/ACADEMISATION

The NEU continued to monitor and analyse trends in privatisation and the growth of academies, multi-academy trusts and free schools as well as the Government's management of the academies programme. This included engaging in original research to inform NEU policy as well as providing briefings to officers and senior staff.

The NEU continued to analyse and publicise developments in the Government's system of oversight and monitoring of academies. Staff worked closely with the press team to respond to emerging privatisation issues.

We contributed evidence to the BBC for their panorama programme on academy chains. We continue to lobby Government Ministers, politicians and Government agencies about the activities of specific academy sponsors or in defence of particular schools fighting forced academisation

The NEU provided officers at divisional, regional and national level with ongoing advice to inform bargaining strategy with academy chains and to support anti-academy campaigns across England.

The NEU made a significant contribution to the joint lobby of Pearson's annual general meeting in May alongside the American Federation of Teachers and other EI affiliates and to protest against the corporation's investment in 'low-fee' private schools provider Bridge. Bridge is one of the largest education for-profit companies in the world, with plans to sell basic education services directly to ten million fee-paying students throughout Africa and Asia by 2025.

CHILD POVERTY

The NEU worked with the Child Poverty Action Group (CPAG) on a joint survey of members looking at the impact of poverty on educational opportunities. This was released at Easter 2018 and received widespread press coverage. The NEU also carried out a snap survey of Union members on the issue of holiday hunger in advance of the school summer holidays.

In the week leading up to Christmas, an NEU snapshot poll of 1,026 teachers in England painted a harrowing picture of the increase in poverty seen in our schools and the daily impact it is having on children and young people. The report received widespread media coverage. In-work poverty, housing issues such as high rents, homelessness and insecurity, as well as fears about how matters would deteriorate with Universal Credit, were concerns widely raised by teachers.

OFSTED

The NEU continued to be represented at the Ofsted Standing Group of Teachers' Associations. A wide range of matters relating to inspection process and procedure were discussed during the meetings, which took place throughout the year.

A key discussion throughout the year was on the new Inspection Framework due to

take effect from September 2019, along with Ofsted's curriculum research, which has informed it. We have presented members' concerns to officials including Sean Harford, and to DfE civil servants. The NEU questioned the feasibility of the implementation of the new Framework within the timeframe Ofsted had set out, given the significant shift in emphasis on the current framework. The NEU also challenged Ofsted's suitability for making fair, valid, reliable and consistent judgments on curriculum during inspections. We will respond to the consultation on the new framework, which was issued in January, and will continue to press for a realistic timeframe for its implementation.

The NEU was in correspondence with Ofsted over the High Court ruling in the Durand case that found Ofsted's complaints' procedure to be defective. Ofsted has been granted leave to appeal the decision, but it remains the Union's view that their complaints procedure is currently unlawful. The NEU will continue to monitor this case, including the repercussions it could have for appealing Ofsted judgments, going forward into 2019.

Following HMCI's controversial comments about the wearing of religious clothing in schools, the NEU updated its uniform guidance to assist schools to develop uniform policy which does not discriminate against or marginalise students.

The NEU continued to promote the use of the Ofsted 'Clarification for Schools' and myth busters material which aim to dispel myths about what Ofsted expects and does not expect to see as part of the inspection process. The Union encouraged school reps and members to use these Ofsted materials as part of its ongoing campaign to secure workload reductions.

Selective Education

The Government's failure to secure an overall majority in the June 2017 election put paid to their plans for a massive expansion in the number of grammar schools in England, set out in a 2016 green paper. However, instead the Government has pushed ahead with funding for existing grammar schools to expand the number of places they provide. The NEU continued to oppose the £200 million Selective School Expansion Fund which was allocated £50 million for 2018-19, arguing that this is a misuse of public funding at a time of school funding cuts.

School Food

In January, the Union responded to the Government's consultation on changes to the rules on eligibility for free school meals under Universal Credit. The NEU opposed the changes, arguing that they missed an opportunity to ensure that all children living in poverty or in low-income families receive the benefits of a free school lunch. In the response the Union supported calls to extend FSM eligibility to all children on Universal Credit on a permanent basis. The response also called for the auto-enrolment of pupils on FSM as well as the fully-funded extension of universal provision of FSM to all primary-age children, in line with Union policy.

6. EQUALITIES POLICY, ADVICE AND CAMPAIGNS

SEND Policy

The Union continued to focus its campaigns on SEND funding. The campaign included a petition hand-in, preparation and messaging for the parent and SENCO videos used in social media publicity. The NEU met with the DfE to discuss numbers of children with SEND who are without a school place.

We worked closely with NASEN (National Association of Special Educational Needs) and the University of Bath Spa to understand the role of SENCOs in the system. The report was published in October 2018, and was clear that workload, lack of funding, and the rate of change in the world of SEND is leading to many SENCOs leaving the profession or planning to do so.

The findings provided useful evidence to support the Union's campaigns on funding and workload.

In June the NEU made a submission to the Education Select Committee Inquiry into the 2014 SEN reforms.

The NEU continued to be active within the NCB Special Education Consortium and collaborated around a campaigning 'moment' around the budget to focus Government on spending for children and young people in particular. The 'moment' was supported by a broad coalition of children's rights groups and charities, including the school cuts campaign.

Mental Health

The NEU also responded to the Government's Mental Health Green Paper. The main points covered included the insufficient funding for schools in this area and the concerns that the proposals were likely to increase the workload burden of SENCOs. The NEU also expressed a concern that the Green Paper gave limited consideration to aspects of the education system which may exacerbate risks of developing mental health conditions.

Refugee Week

In 2018, the NEU became the first union to become a partner in Refugee Week, which is held in June. Union involvement, particularly social media activity, led to a significant increase in activity in schools relating to Refugee Week compared with previous years. The '*This School Welcomes Refugees*' poster was promoted to schools alongside the '20 Simple Acts', which the NEU had created especially for schools' use. The Union created a Refugee Week resources page which was used by education staff during the week. This included the Refugee Voices Project films of young refugee children talking about their experiences of coming to a school in the UK.

Welcoming Refugee Children to Your School

EI (Education International) approached the NEU to translate the Union's 'Welcoming Refugee Children to Your School' guide into several languages. Working with colleagues in other European education unions, the guide was translated into Polish, Bulgarian, French and Spanish. The Bulgarian version has so far been used to train

over 300 teachers in inclusive practice for refugee children at the Union training academy.

Islamophobia in Schools

An Islamophobia roundtable was held in the autumn term attended by Muslim teachers, Union members and representatives of a range of expert organisations. Participants included Professor Karma Nabulsi from the University of Oxford; MEND (Muslim Engagement and Development); the Muslim Teachers' Association, Instead, which promotes equality and diversity in education; and The Runnymede Trust.

The roundtable discussed a range of issues including the development of teaching tools to raise awareness about Islamophobia; how the curriculum can address Islamophobia; and measures to prevent abuse and stereotypes of Muslim children and young people. The discussions were based on an Expert Review conducted by Karen Chouhan, Senior Education Manager at the Workers Education Association.

The roundtable discussions helped to inform a statement setting out the Union's view on what is needed to tackle Islamophobia in schools and in wider society. The statement will be a significant part of the Union's broader anti-racism work, including the anti-racism charter.

Exclusions

The NEU engaged thoroughly with the Timpson Review of Exclusions and a bilateral meeting was secured with Edward Timpson MP. Engagement with the Exclusions policy team is on-going and the review is expected to report at the end of 2018.

Disability Equality

UK Disability History Month (UKDHM) was supported by the NEU, with a contribution being made towards its launch event held in parliament in November. The theme in 2018 was Music and Disability.

The Union also supported the Day of Action for Disability Equality which took place in October. It was co-ordinated by the UCU higher education union and UKDHM who hosted a parliamentary meeting and supported activities in schools and colleges.

LGBT+ Equality

The Union responded to the consultation on the Reform of the Gender Recognition Act 2004, in support of the principle of self-identification and giving dignity and the importance of building respect and inclusion for trans workers. We called for reforms that require no medical diagnosis or presentation of evidence for trans people to get their identity legally recognised.

The NEU also called for recognition of non-binary identities and giving all trans people the right to self-identification, through a much simpler and more streamlined administrative process.

LGBT+ History Month was supported by the NEU and a contribution was made towards the launch event which was held in November in preparation for February 2019. The NEU had a stand at the launch event held at the British Library.

In 2018 the NEU launched the Trans Educators Toolkit. Providing information for education staff on transitioning in schools and colleges, the Toolkit comprises three documents:

- Transitioning at Work - Know Your Rights
- Transition Care Plan (A Checklist for Employers)
- Transitioning at Work Policy

To develop the resource, NEU trans members shared their experiences of transitioning in school, contributing to the shaping of advice for other members.

Pride/UK Black Pride and Trans Pride

The NEU presence at Pride events almost doubled in 2018 compared to previous years and the NEU was represented at the Brighton, London and Manchester Pride parades. The marching group at London Pride was almost 100-strong. Seventy-eight boxes were sent out to local branches, which represents a great increase in the number of local areas getting involved at local Prides.

The NEU had a stall and strong presence at UK Black Pride, which followed London Pride and is a supporter and financial contributor to this event.

Trans Pride in Brighton was well supported by the NEU in 2018 with much interest in the Trans Educators Toolkit and other materials which were available at the NEU stand.

Tackling Sexual Harassment in Schools

As part of the 'Sexism in Schools' campaign, the NEU continued to engage members and raise awareness about sexual harassment in schools and how to tackle it. A key part of the strategy has been the Union's support a range of regional roundtables across England and Wales, led by members of the Women's National Organising Forum. Seven NEU roundtables took place in 2018, each of which discussed a range of issues – from how to tackle sexual harassment with boys and men to empowering young people to make change in their school. In some regions over 100 members participated. The NEU aims to build on this engagement and use the discussions and ideas expressed by members to identify emerging practice in schools, and what practical support members need to understand and respond to sexual harassment.

Gender Agenda Project

The NEU is working with Professor Emma Renold at the University of Cardiff to develop 'Agenda' – a resource to support schools to develop positive, healthy and equal relationships in school. The work has involved three key stages: designing and developing a new website to launch Agenda in England; collecting case studies of good practice; and developing a suite of accessible practitioner resources to support a whole school approach to developing positive relationships.

To support the development of the practitioner resources a teachers' advisory group was established and met for the first time in November 2018, with a follow up meeting in 2019 to discuss the final resource. Agenda will be a vital tool to empower schools to address issues such as sexual harassment, racism and LGBT+ rights in creative and innovative ways, focus on empowering students and building student voice.

Relationships and Sex Education

From 2020, all schools will be expected to teach Relationships and Sex Education (RSE) and to use the new statutory RSE and Health Education guidance. The NEU has played a key role in advising the DfE on the content of the new RSE curriculum and how schools should be supported.

The Union's response to both the DfE's call for evidence and consultation on the new guidance was informed by members' responses to a survey conducted at the beginning of 2018 and continued to press home the need for RSE to form part of statutory PSHE.

The Union's key messages were that RSE should ensure children and young people are kept safe and should learn about issues of consent, sexism and sexual harassment; that RSE is LGBT+ and SEND inclusive; and that all information in the guidance is evidence-based, age appropriate and delivered in a timely way. The NEU has worked with the PSHE Association and the Sex Education Forum (SEF) to campaign for funding and training for teachers to ensure these reforms are a success.

In November, the NEU sponsored the Sex Education Forum (SEF) conference on preparing schools for statutory status to help support members. The NEU funded a SEF survey on young people's views on RSE in their school to which more than 1,000 young people responded. The results will help identify the strengths and weaknesses of RSE as a subject and inform our own policy, advice and guidance to schools.

TUC Equality Conferences

The NEU was represented by vibrant, and full, delegations at each of the Women's, Black, Disabled and LGBT+ workers conferences in 2018. The NEU had a strong profile from powerful speeches to presenting its own motions as well as having a speaker presence on most other motions at the respective conferences.

7. MEMBER RECRUITMENT AND DEVELOPMENT

Recruitment

In 2018 the NEU retained its position as the largest education union in Europe with more than 450,000 members. The Union also became the second largest union for leaders in education in the UK. A significant number of support staff members joined the Union whilst the Union continued to prioritise the active recruitment of teachers in maintained schools.

The Union developed and implemented a range of strategies to recruit and retain members throughout 2018. The Union's strategic priority was to maintain high membership density of school teachers, focussing on new teachers including School Direct trainees entering the profession, whilst providing high quality support to other educational professionals.

The ATL and NUT section guidance and resources for School Direct trainees was reviewed and updated to become the NEU's *School Direct: Your Rights and Expectations* and the Union's range of recruitment and retention materials designed to target trainees on school-based training programmes expanded.

During the Autumn term the Union ran a telephone campaign to encourage all reps in workplaces where it believed a trainee teacher or teachers to be to ask them to join. The evaluation of this exercise demonstrated that when a rep had been on foundation training, they were far more likely to recruit new colleagues into the union. The active encouragement of new reps to go on to reps training remained a central component of the Union's national recruitment and retention strategy.

Over the course of 2018 the Union built working relationships with the National Association of School Based Teacher Training (NASBTT) and the Universities Council for the Education of Teachers (UCET). This work provided the Union with access to institutions and cohorts of new teachers which it may have otherwise missed. The Union, NASBTT and UCET also began working together to find common ground from which to address the crisis in teacher recruitment and retention.

The NEU's work with the TES led to the Union sponsoring the New Teacher of the Year award at the TES School Awards 2018. The NEU also developed a stronger relationship with the National Association of Special Educational Needs (NASEN) including sponsoring the Inspiring Teacher Category at the 2018 NASEN Awards.

Organising

The ATL and NUT section organising teams continued to work actively alongside each other and local officers to raise the visibility of the NEU, recruit new workplace reps, deliver our campaigns and engage new entrants to the profession. This work was undertaken through an intensive programme of school and college visits, local learning and campaigns events, and member meetings, all co-ordinated closely with local officers. With workplace reps the teams focus was on recruiting new reps, most specifically in School Direct schools where we know that the presence of a rep is a significant factor in our recruitment of School Direct trainees, and with existing reps on building rep teams. Likewise, at district and branch level, organisers have provided extensive support and guidance to local ATL and NUT section officers to foster joint member engagement activities, as all local officers worked towards full amalgamation by the end of the year.

As in previous years, the union's priority campaigns provided a focus for much of this organising work at workplace and district level. Up to the summer break, tackling workload was the principal focus of this work. Organisers played a lead role, alongside regional field-based staff across both sections, to deliver a successful programme of regional officer and rep briefings that equipped activists to take advantage of the opportunities presented by the launch of the DfE's workload toolkit in the autumn term. During the autumn term, the teams focus switched to the funding and pay campaigns, working closely with local officers to visit dozens of workplaces and support reps organising member meetings to boost turnout in the indicative ballot.

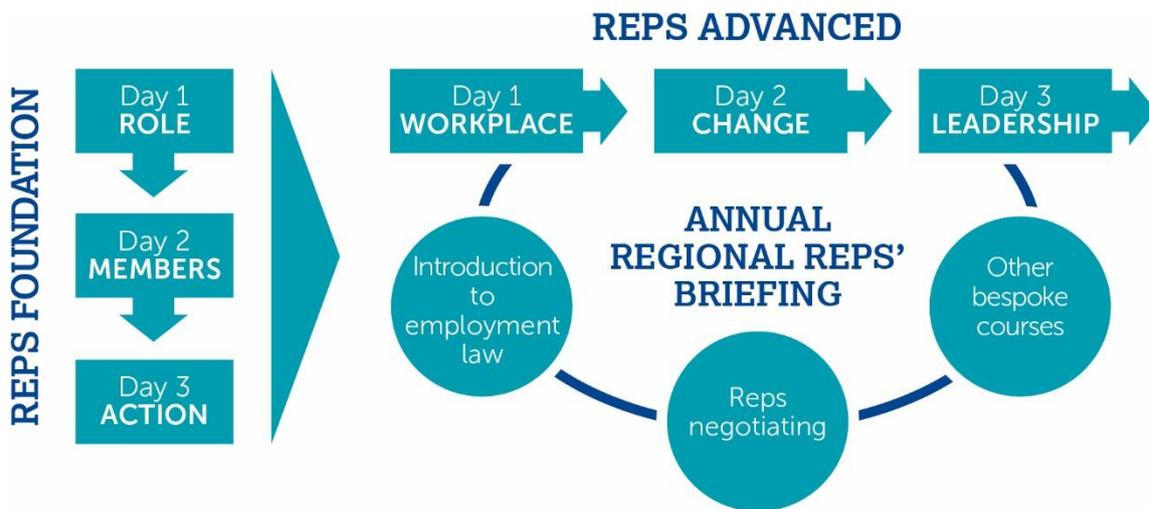
Organisers also continued to work with members, reps and officers to develop healthy activist networks – around trainee and newly qualified members, around equality networks (LGBT+, Black, Disabled and Women) and around sectors and roles (support staff, leaders, independent schools and post-16), around bargaining in priority Multi-Academy Trusts (e.g. Oasis, TKAT, Delta, AET) and around union learning – that will now be taken forward into the full amalgamated local NEU structures.

Fully integrated into a single NEU organising team since November, the focus is now on liaising closely with other regional staff and local officers to plan an intensive programme of regional development activities in support of the union’s strategic priorities to grow membership, develop a collective presence and organisation in workplaces, renew new local districts and branches, train reps and officers, develop activist networks, engage new groups of members through local learning and support reps and officers to achieve real and lasting change for their members.

Rep and Officer Training

The primary aim of the union is to make a material difference to the experience of students and teachers. Accordingly, the aim of the NEU training programmes is to support reps, officers and activists to make that difference on the ground. Whilst both ATL and NUT sections continued to deliver extensive programmes of training for workplace reps and local officers, the training teams have also been working hard to integrate both into coherent NEU reps’ and officers’ training programmes. We have successfully developed, tested and piloted new training materials and models of delivery.

The NEU Reps Training Programme will be delivered regionally and based on the following model. The Foundation Stage has already been piloted and the remainder of the programme will be integrated during 2019, bringing together the best aspects of course activities and materials developed previously by ATL and NUT.



Alongside this, there will be a National Training Programme for local officers, including new secretaries, treasurers, casework officers, equalities officers, union learning reps and health and safety reps.

Member Professional Development and Learning

The union’s extensive learning programme remained a crucial part of the union’s pitch to potential members and provided a starting point for members to engage in wider union activities and activism. Over a hundred learning events (local and national) were held with approaching 3000 members in attendance. A further 400 members attended training funded by the union’s ULF project with its focus on improving the maths, English

and ICT skills of our support staff members. A local event on Imposter Syndrome attracted strong numbers although behaviour management remained the most popular local learning offer. CPD workshops continue to form an integral part of the sector and equality conferences with all of these including a strong learning element.

Courses focusing on student mental health also remained a popular part of the ATL section programme as well as those exploring the issues of Metacognition and Working Memory in relation to student outcomes. It was another successful year for the ATL section pick'n'mix courses on a range of SEN conditions which allowed members the flexibility to attend half day or full day workshops. Highlights of the NUT section CPD programme, included *Mantle of the Expert*, through which members developed their teaching skills and a repertoire of drama techniques, such as the use of different 'voices', to enable teaching in subtle and sophisticated ways. From September, the section CPD programmes were integrated into one NEU programme and a learning needs survey conducted amongst members to inform the future development of the programme.

ATL Section Annual conference also gave delegates the opportunity to attend 1 of 10 sessions on issues ranging from Understanding Safeguarding, to Restorative Justice to Practical approaches to inclusive LGBT+ Inclusive relationships. A similar breakout session of CPD provision is being integrated into the first NEU annual conference.

Local Officers' Briefings and Support

Throughout 2018 we provided briefings, circulars, guidance and support to local officers, regarding the transition process, associated JEC decisions alongside and our campaigns, policy and bargaining priorities. In June, a joint secretaries' briefing was held in Bristol, which included briefings on pay and workload campaigns as well as a Q&A on setting up local NEU structures. Also during the summer term, regional workshops brought local officers together to plan how to support reps to win around workload. During the autumn term, our focus shifted to the funding campaign and the indicative ballot on pay, including another round of regional briefings for officers and reps' workshops.

YOUNG TEACHERS, TRAINEE AND NEWLY QUALIFIED TEACHERS

Much of the union's work in this area focused on building links between Young Teachers (NUT section) and ATL Future (ATL section).

In April 2018, a joint meeting was held with NUT Young Teacher National Organising Forum (NOF) and ATL Future members in Birmingham. Representatives from both groups came together this event in April to share what they do within their union sections, to explore common aims and aspirations beyond transition and to develop principles to consider when creating a successor structures within NEU. A report of the recommendations was sent to the JEC.

NUT YOUNG TEACHERS' NOF, RECEPTION AND CONFERENCE

The NOF met in June and October of 2018 and considered how they could increase young member participation to contribute to the success of the Union's campaigns. The

NOF considered the future development of the young teachers' section, the role of the Young Teachers' Conference and how the YT NOF and ATL Future group could be represented within the NEU. The NOF continued to communicate between meetings using WhatsApp and continued to share documents and good practice on DropBox.

A well-attended Young Teacher Reception was held after the first session of Annual Conference and the NUT President and General Secretary attended and met with delegates.

The thirteenth Young Teachers' Conference was held at the Warwick University in Coventry from Friday 22 June to Sunday 24 June 2018. The theme of the conference was 'Stronger Together, Building the Young Educators section in the NEU'.

One hundred and thirty-one teachers from 59 local associations attended the conference. The Conference was opened and chaired by members of the Young Teachers' Conference Steering Group (YTCSG) and Young Teacher National Organising Forum (YT NOF). The General Secretary addressed the Conference and focussed on the Union's priority campaigns and international work. The external speaker was Melissa Benn, author and campaigner. The NUT Section President, Kiri Tunks, hosted a reception for Young Teachers on the Saturday evening.

Regional/Wales task groups were set up to discuss how actions from conference could be delivered within their regions and in Wales. Pedagogical and organising workshops were delivered and members were encouraged to attend both types of workshops. ATL Future Steering Group members attended this Conference as guests.

ATL FUTURE

The ATL Future worked through the year on addressing the concerns set out in the motion passed at 2018 ATL conference regarding mentoring guidance and practice for NQs.

The Steering Group met with Jack Dromey MP to discuss his support for the school cuts campaign and organised a presence at the TUC march on public service cuts that took place on Saturday 12 May.

As part of their work building links with NUT Young Teacher counterparts, Steering Group members attended three NUT section student member training events, delivering a workshop on ATL Future.

Steering Group work around NQT mentoring included delivering sessions on NQT mentoring at very successful August conference attracting 80 School Direct delegates were in attendance and a national NQT mentoring event, with a panel discussion on CPD on NQT mentoring in November.

The August event targeting School Direct trainees reflected the Steering Group's continued focus on the challenges facing the union in terms of attracting the next generation of trainees into union membership. This recruitment and outreach work also took Steering group members to events run by Unions21 as well as attending various forums, young member recruitment events and staffing stands at Teach First and Northern Rocks events.

8. **BARGAINING**

EDUCATION FUNDING

NEU campaigning has kept funding high on the political agenda, demonstrating the impact of Government funding policy on schools, post-16, early years and high needs education alike. In particular, the School Cuts website (relaunched with new data) continued to hammer home the message that the vast majority of schools have lost out under this Government.

The NEU set the Government five tests for its 29 October Budget: to reverse school cuts immediately, provide additional funding for education not recycled money, increase high needs funding, fully fund early years and post-16 education, and establish a five-year funding plan to address historic underfunding.

The Chancellor failed all five tests, finding only £400m for what he termed 'little extras'. The NEU used the disappointment of the budget to create further pressure on Government, including a London demonstration, establishing a platform for the indicative ballot.

Earlier in the year, the Government had commenced implementation of its new National Funding Formula (NFF), beginning the process of redistributing funding between local authority areas and aiming to move fully to the new system by April 2020. The NEU continued to oppose the NFF on the basis that it failed to address overall inadequacy of funding but threatened significant further cuts for many local authorities and schools, including in evidence to the House of Commons Education Select Committee in May.

The NEU campaign on high needs funding saw success in December when, in response to an NEU-organised funding petition which accumulated 34,000 signatures, the Government announced an extra £125m in funding for 2018-2019 and 2019-2020 and a further £100m for specialist capital funding provision.

Over the course of this year, the NEU developed further links with parent campaign groups and established a growing 'NEU councillor network', in preparation for continuing work in solidarity with councillors, parents and education professionals, culminating in a planned national joint demonstration for education in May 2019.

TEACHER WORKLOAD

The NEU campaign on teacher workload, which remains one of the NEU's highest priorities, has gathered pace over the last 12 months with the next phase of the campaign planned for launch in early 2019.

In autumn 2018, the NEU released the results of a national survey on teacher workload to coincide with the Secretary of State's speech to the Conservative Party Conference. The excellent response, covering around one-third of schools nationally, showed that existing DfE and Ofsted guidance had not been effective in encouraging schools to reviewing existing practices in order to reduce workload. The NEU notified the Government that we would continue to monitor the impact of its workload reduction guidance 'on the ground' and continue to pursue the issue at every opportunity.

New survey technology has allowed us to follow up responses and use data more effectively than before in local and regional organising work, while lead officers for five ground campaign areas (Bury, Newham, Milton Keynes, Bristol, TKAT) are convening project teams to create and pursue specific action plans for these areas. Nationally, the Union has provided briefings to reps and local officers on the DfE's workload toolkit and other guidance, with similar materials provided for NEU leadership members, and has developed materials to help local officers train reps on workload, making them aware of the DfE's workload toolkit and recommendations and equipping them with the skills and confidence to negotiate on workload in their workplaces. Other initiatives have included a web form allowing members to report when Ofsted inspectors make inappropriate requests during inspections, promoted via social media and by emails to members in recently-inspected schools.

Lastly, the NEU took the opportunity offered by the commencement of STRB's review of teachers' pay for September 2019 to call on the STRB to seek a remit to review workload and the existing provisions on teachers' working time, noting in particular that the statutory requirement to 'work such additional hours as may be necessary' posed an obvious obstacle to effective action on workload and should not form part of any revised provisions on working time.

SCHOOL TEACHERS' PAY

The NEU continued to work to protect teachers in local authority schools and academies against pay cuts arising from inadequate increases and pay structure problems, culminating in December's indicative ballot.

The 2018 NEU pay survey for schools demonstrated the continuing need for this work, showing the continuing high number of teachers denied progression (often explicitly on budgetary grounds), the varying rates of progression among different groups of teachers, and the increasing proportion of teachers reporting that they had received a cost of living increase lower than the STPCD increase or even no pay increase at all.

The School Teachers' Review Body report in May recognised the case for a 2018 pay increase significantly higher than the 1% implemented in recent years (with the Government itself having abandoned its 1% pay policy earlier in the year). The STRB recommended a 3.5% increase for all teachers, but the Secretary of State took the unprecedented decision to set aside this recommendation for most teachers, giving 3.5% only to Main Range teachers and giving only 2% to Upper Pay Range teachers and to allowances and 1.5% to leadership teachers, supported by a pay grant which partly funded the payment of these increases. This failure to fully implement or fully fund the STRB recommendations was one of the platforms for the NEU's indicative ballot of members in December.

The NEU nevertheless sought to support members in securing these increases, including through joint advice on the pay increase and pay scale points sent to all schools by NEU, ASCL and NAHT, the NEU toolkit on securing pay increases and pay progression, and support for industrial action where needed. The large majority of teachers' employers did adopt pay increases and pay scales in line with the joint union advice.

The remit issued to the STRB in November 2018 on the next annual pay increase from September 2019 included wholly inappropriate directions on affordability seeking to

restrict the level of pay increases. The NEU wrote to the Secretary of State condemning these directions and calling for their removal. At the time of writing, NEU written evidence was in preparation which would make the case for an immediate and fully-funded 5% pay increase for all teachers, followed by further increases reversing the real terms cuts to pay since 2010.

OTHER PAY NEGOTIATIONS

Although a pay agreement for sixth form college teachers for 2017 was concluded in February, providing an increase matching that for school teachers, the 2018 pay negotiations for sixth form college teachers and FE lecturers were both obstructed by the Government's continuing unwillingness to increase post-16 funding. Both sets of negotiations were deferred in order to allow joint representations to Government on funding and neither had concluded a pay agreement by the end of 2018.

The NEU supported both the Love Our Colleges campaign on FE college funding and the Raise the Rate campaign on sixth form college funding, but neither secured an increase in 16-19 funding. NEU members in sixth form colleges were included in the indicative ballot due to the Government's decision to include some but not all colleges in pay grant funding, while the NEU was considering its response to the FE employers' pay offer at the time of writing.

Support staff members were covered by the two year pay agreement in the NJC for local government, providing increases from 2 per cent upwards, while similar agreements were concluded in the Soulbury and youth work negotiations.

PENSIONS

The 2016 Teachers' Pensions Scheme actuarial valuation led to a Government proposal to increase employer pension contributions from 16.4 per cent to 23.6 per cent from September 2019. The DfE proposed that funding for the initial year's cost would be provided to maintained schools, academies and FE and sixth form colleges but not to participating independent schools and universities. Meanwhile, demographic developments meant that discussions were necessary on improvements in member benefits to re-establish the balance between benefits and member contributions.

HEALTH & SAFETY

The NEU continued to address a wide range of health & safety issues in 2018 but focused on three in particular – asbestos in schools, teacher mental health and emerging environment issues.

The Union's work in the Joint Union Asbestos Committee (JUAC) and Asbestos in Schools (AIS) helped secure an HSE programme of school inspections to assess standards of asbestos management, and a new DfE asbestos management process to assess whether duty holders were meeting legal requirements.

The NEU's main focus on teacher mental health continued to be on tackling the work-related causes of mental ill health, in particular excessive and unnecessary workload, and on organising around the Mental Health Charter. The NUT Section Executive agreed that the Union should support training for members incorporating mental health first aid techniques where such training would support members as Union representatives rather than employer representatives.

Environment issues, including air pollution, sustainability and climate change, were increasingly debated within the trade union movement nationally and internationally. The NEU continued to increase its own role, as the leading voice of educators, including through joint work with the British Lung Foundation, Client Earth and the Greener Jobs Alliance.

9. **BUSINESS SERVICES**

Annual Conference

The new NEU Conference Committee was established and had an introductory meeting to agree guidance and ways of working for Conference 2019. It met in December to consider motions received from Associations and Districts for Conference 2019

Property Matters

Regions/Wales Offices

The South West Region office successfully completed its move to Knightshayes House in January 2018. The office provides extended meeting room facilities and can accommodate training and meeting requirements in house. The sale of the former Exeter office was completed in 2018.

The new NEU East Midlands Regional office has been established in temporary accommodation in the centre of Nottingham, ahead of the move to permanent accommodation in Phoenix Business Park on the outskirts of Nottingham.

As a part of the Union's property planning, the union has re-started the search for alternative accommodation for the North West regional Office.

The NEU Advice Line moved into new leased premises in Doncaster at the start of 2018.

The ATL Office in Cardiff was closed and staff relocated to the NUT Office, Sinnott House, Neptune Court in Cardiff.

Hamilton House

The Union appointed a space planning consultant, Concept4, to advise on the co-location of teams across the two NEU Head Offices and to advise on the refurbishment of Hamilton House with the objective of eventually locating all Head Office staff at Hamilton House. Consultation with staff began in October through departmental meetings, meetings with the recognised staff unions and with the Hamilton House Refurbishment User Group. An outline of draft proposals was presented to the JEC who responded positively. Enabling work on the lower ground floor had begun to accommodate the new NEU Executive space. The Meeting Rooms continue to generate valuable income for the Union.

Health and Safety

A schedule of work has been put in place in Hamilton House arising from the recent Fire Risk Assessment.

Legionella risk assessments and general risk assessments have been carried out in regional/Wales offices, follow up work and awareness training was planned with colleagues in the regions to address action. No significant risks were identified.

Information Systems

The IT team continue to amalgamate the Union's IT systems, moving files and login services to the cloud using Microsoft Azure AD and Office 365. This major project has also involved updating and upgrading our infrastructure, operating systems and applications in line with industry changes.

The General Data Protection Regulations (GDPR) came into effect on 25 May 2018 and the Union continues to work toward compliance. All staff have received an introductory training session on GDPR and an on-line training tool is available for district and branch officers. Guidance on data protection is continually updated and can be found on the union's website and on a SharePoint website.

The IT team tendered for the amalgamation of the union's telephone solutions. The tender resulted in us moving to a single supplier and should result in some savings in the future.

Helpdesk

The team received 40% more calls than in 2017. All staff have received new PCs or laptops replacing 5-6 year old devices. This project started in 2017 for Regional/Wales staff and continued in 2018 for HQ staff in both legacy sections. Old machines will be wiped and donated to a certified charity.

Human Resources

A significant proportion of the work of the HR department has been dedicated to supporting the amalgamation of the ATL and NUT sections during the transition period.

Employer representatives met monthly with GMB and Unite representatives at the Joint Negotiating and Consultation Committee.

From February - May 2018, a consultation exercise on the NEU staffing structure was undertaken. The structures were implemented in full in November 2018.

A number of NEU staff policies and procedures have been agreed through the JNCC. This work will continue through 2019.

The NEU transitional Job Evaluation scheme was developed and agreed with the recognised unions, with advice from an independent consultant, based largely on the legacy NUT scheme. The transitional scheme was used to evaluate a range of benchmark posts in the NEU staffing structure.

The union ran a comprehensive staff training programme with 26 different training events throughout the year. In addition, a number of joint staff training and staff engagement sessions took place based on training and development requirements arising from the amalgamation. These included a series of Supporting Staff workshops, sessions on supporting staff through change and interview skills training.

The HR department has also managed the recruitment to 169 vacancies across all Head Office departments, regions and Wales offices. The vast majority of these were internal recruitment processes arising from the implementation of NEU staffing structures.

In April, the union published its average gender pay gap of 14.6% (reporting on the 2017 period for staff employed by the NUT). The national average is 18.4%.

10. **COMMUNICATIONS**

Amalgamation

The amalgamation of the NUT and ATL into the National Education Union (NEU) in September 2017 required the communications department to work on branding the new organisation, as well as the creation of new web presence and social media streams.

NEU branding resources and guidelines were made available for staff and lay officers across the NUT after 1 September. The section websites were rebranded as NEU (NUT/ATL sections), with new NEU members directed to a new address neu.org.uk. The NEU web page was initially a holding page for information before the amalgamation, upgraded to an interim web page after 1 September containing FAQs, new teacher information and a joining page.

Twitter and Facebook streams were established for @NEUonline and [facebook.com/nationaleducationunion](https://www.facebook.com/nationaleducationunion), aiming to maintain the current NUT and ATL social media audiences while building presence for NEU.

E-mail Campaigning

Regular emails were sent to members and representatives during 2018. Emails invited members to 'click through' to access further content on the website and to follow the Union on social media. They were also used to encourage members to get involved in campaigns including funding, primary assessment and workload.

A new newsletter format for NQTs was also used as a template for a new digital version of the Leadership publication 'Headway', scheduled for two editions every half term.

A range of other bulletins were also sent out to specific groups of members (e.g., School Direct, SENCOs and Health and safety reps and advisers).

Twitter 2018

On 1 September 2017, a new NEU Twitter presence - @NEUnion – was introduced. In its first four months, it has attracted over 6,000 followers. Both @NUTonline and @ATLUnion continued to be maintained until full amalgamation, at which point @NEUnion became the dedicated feed. Social media highlights of 2018 included the School Cuts campaign. Twitter was also central to our Annual Conferences, with rolling coverage and high engagement from delegates and the outside world.

Local Websites

After a period of training and consultation, the new local website template for associations and divisions was applied universally in Jan 2018. By the end of 2018, there were 72 local websites operating under the Oxford Web Application system.

CAMPAIGNS AND PRINT COMMUNICATIONS

Both sections continued to publish their respective journals during 2018. ATL section magazine Report was produced nine times, covering issues such as workload, recruitment and retention and analysis of trainee schemes such as TeachFirst. The Teacher was printed bi-monthly, with cover stories on rural schools, equalities and the US teachers' movement. In December, the new NEU journal 'Educate' was produced and the new-look publication seems to be a hit with members. Drawing on the best of Report and the Teacher, Educate hopes to increase readership and engagement with the membership with new features, education policy opinion and campaigning news. There are plans for individual sector e-publications for Wales, Northern Ireland, NQT, workplace reps, support staff, the independent sector, post-16 and equalities. There will also be two new membership publications – *Lead*, aimed at the union's growing leadership arm and *Organise*, aimed at reps and activists. Production schedules and content are being finalised at the time of writing but the publications team welcomes input on their shape going forward.

General Recruitment Materials

A focus of our printed materials has been to convince teachers not yet in a union to join the NEU. Communications and Membership colleagues in NUT and ATL sections collaborated to produce a range of publications reflecting the new union identity.

Student and New Teacher Recruitment

NUT and ATL section Communications worked closely with membership colleagues in the to produce a range of materials, printed and digital, to encourage students, newly qualified and School Direct teachers into membership.

Digital Communications

Communications colleagues are increasingly using targeted advertising, segmented emailing and social media posts to reach specific audiences, such as trainee teachers or those in specific locations or constituencies.

Video

The union developed its use of video across social media channels as well as maintaining its high quality reportage work. Short pieces to camera, targeted video adverts for recruitment, and live stream events were posted on both Facebook and Twitter.

11. EMPLOYMENT AND EQUAL RIGHTS

Equal Rights

The legal team continues to provide training materials, support, guidance and training on equal rights in employment. Work on improving the collection of equality data continued with a view to making greater use of the data to meet the needs of members.

The team also continues, as in previous years, to provide learning opportunities to lay officers; regional/Wales colleagues and colleagues at the AdviceLine in the form of workshops. Among these learning opportunities were workshops on the Mental Health Charter at the Midlands region Health & Safety Briefing and London Black Teachers' Network; Negotiating reasonable adjustments at the Disabled Teachers' Conference and Supporting members with discrimination claims at the AdviceLine discrimination workshop.

Settlement Agreements – Guidance and Training

The team continued to provide training, materials and support to the team of Certified Settlement Agreement Officers.

Gender Pay Gap

The team responded to the publication of the difference in pay between men and women in the education sector. The data highlighted the long-term injustice and impact of gender stereotyping and pay awards based on biased sexist assumptions. The Union called on the Government to step up and offer a fair deal for women teachers.

Trade Union Facility Time

The NEU responded to the Cabinet Office consultation on facility time reporting and revised its 2017 guidance to reflect the Cabinet Office guidance.

Employment Status

The Union responded to the consultations undertaken as part of the Taylor Review of Modern Working Practices. We called for a single definition of 'worker' for all statutory employment rights. We called on the Government to develop a standard written statement of employment particulars, pay illustration and pay statement so that workers have accessible, transparent information on their rights.

We pressed for the Employment Agency Standards Inspectorate (EASI) to be properly funded and endorsed an extension of the remit of EASI to cover the regulation of umbrella companies and other intermediaries in the supply chain, and to cover compliance under the Agency Workers Regulations.

Sexual Harassment in the Workplace

The Employment and Equal Rights team contributed to the union submission to the Women and Equalities Select Committee Inquiry on Sexual Harassment in the Workplace. We called for the reinstatement of Section 40 of the Equality Act 2010 so that school/college staff are protected from third party harassment; the reinstatement of Section 124(3)(b) of the Equality Act so that employment tribunals are given the power to make wider recommendations for the benefit of the wider workforce, not just the individual claimant, in relation to discrimination claims; an extension to the time limit for bringing sexual harassment claims to at least six months and a clear prohibition against non-disclosure agreements in relation to discrimination and harassment.

The team developed resources to support the advice and guidance for members and reps on tackling sexual harassment in the workplace.

EU Teachers and Brexit

The Employment and Equal Rights team frequently addresses issues of concern to EU members, including claims of discrimination on the grounds of nationality. In 2018 the team represented the Union at several consultations with the Migration Advisory Committee regarding the status of EU nationals after Brexit. We continue to urge the Government to be open and transparent in its plans for freedom of movement, particularly as it relates to EU nationals already in the UK, and their families.

Disqualification by Association

The efforts of the Employment and Equal Rights team were rewarded in August when the Department of Education announced that it was withdrawing the disqualification by association regulations from school settings. From 31 August 2018 no teacher or support staff member will be prevented from working with children under the age of eight by reason of an offence or offences committed by someone living in their household.

Pupil Nationality Data

The Employment and Equal Rights team succeeded again in 2018 when the Government finally bowed to pressure from school staff, parents and students and agreed it would no longer ask schools to collect pupils' nationality and country of birth data. Unfortunately, this was only a partial success, as the Department of Education continues to disclose the addresses of children on the National Pupil Database to the Home Office upon request. The team is working with Liberty to help end this practice.

The GDPR and DfE Guidance to Schools

A number of school reps approached the Union in 2018 seeking guidance for schools on the General Data Protection Regulations (GDPR). The GDPR is new data protection legislation from Europe which the Government has committed to incorporating into UK law in full. The GDPR is intended to strengthen the data protection rights of data subjects by requiring additional steps to be met before personal data may be processed lawfully. Governing bodies have ultimate responsibility for ensuring that their schools and colleges have data protection procedures in place which meet the requirements of the new legislation. In response to requests for guidance by members, however, the Employment and Equal Rights team produced a GDPR video and other online resources, with emphasis on the data protection rights of school and college staff.

Child Protection

In early 2018 the team commented on proposed changes to the two definitive guidance documents on child protection in England – Keeping Children Safe in Education and Working Together. The Union expressed indifference at the replacement of Local Safeguarding Children's Boards (LSCBs) with Safeguarding Partners, believing as we do that LSCBs have done little to involve schools and colleges in the formulation of local safeguarding policies. However, we felt very strongly that cash-strapped schools and other frontline service providers should not be expected to find the money from their own budgets to fund collaborative safeguarding work.

Online Self-Help Documents

The team committed significant resources to overseeing, updating, re-drafting and creating advice documents for the new NEU website. More than two hundred and fifty documents were produced. This work is likely to continue into 2019 and 2020.

Teacher Misconduct (England)

The team continued to represent the Union at the teacher misconduct trade union stakeholder meetings. The meetings serve as a valuable opportunity to highlight concerns about the administration of Teachers Regulation Authority and about the way proceedings against teachers are managed. Caseworkers in the regions and Wales continued to feed their suggestions for improvements via the team. At the time of writing, the TRA was consulting the unions on a draft set of disciplinary procedures and rules for 2019.

CASEWORK SUPPORT

The Union's support to members is provided through Adviceline enquiry service and the Regional/Wales offices supported by the central Law and Rights team, as well as by local officers and representatives.

AdviceLine

At the time of writing, the AdviceLine had handled over 33,000 enquiries over the course of the year. For the first time since the establishment of the AdviceLine, the most common enquiries related to working time and workload – totalling 3,574; pay and progression totalled 3,161 and sickness totalled 3,152.

AdviceLine had also advised on settlement agreements in 1,377 cases, so that members could leave their employment on favourable terms as opposed to pursuing a claim to employment tribunal.

Regional/Wales Office Casework

The following are a few examples of the casework completed this year by the legal team, showing the range of problems faced by members with which the Union has assisted.

A London member with multiple sclerosis was required to move from her ground floor classroom despite it being known that climbing stairs would cause her difficulty. We claimed disability discrimination and her employer agreed to settle the case for a payment of compensation and an agreed reference.

A member from the Midlands resigned during a phased return after a period of bereavement and ill health, when unreasonable demands were made of her during the phased return by her employer. She claimed constructive dismissal and, having lost all trust and confidence in her employer, refused their invitation to withdraw her resignation. A settlement was reached and the employer offered a letter of apology. Fortunately, the member found a new post immediately.

After working part-time for 6 years for a school in the Midlands, the member was still being paid as a supply teacher while treated in other ways as a permanent member of staff. However, one week before the end of the summer term, the member was told that

she would not be needed again the following year. Claims for unfair dismissal, redundancy pay and wrongful dismissal were made, and a settlement reached.

A male teacher in the south west who wished to take shared parental leave realised that his employer's policy did not offer enhanced pay to fathers although enhanced pay was offered to women taking maternity leave. We argued that this would amount to sex discrimination and were successful in securing pay at the enhanced rate for him.

A member from the Midlands who had been assaulted by a pupil was subjected to unhelpful and unsupportive treatment by her employer, despite the employer being aware of the psychological impact on her. In addition, her workload was increased, no supportive measure were put in place to assist her to teach other challenging pupils and the pupil who had assaulted her was returned to her class. We claimed constructive dismissal and the employer settled the case on the second day of the Employment Tribunal case, offering an acceptable settlement figure.

A teacher from the South West taking maternity leave felt that her employer was negative about her pregnancy and maternity leave. No appraisal process for pay assessment was carried out. The Headteacher did later carry out performance management and considered the teacher's application for UPS progression, but this was denied on the basis of performance. We claimed sex and pregnancy related discrimination, constructive dismissal and breach of contract, achieving a settlement. The member secured a new post immediately.

The ATL section solicitors ran a particularly interesting case last year. The member was sexually assaulted by a special needs' student. The school (a maintained special school) was aware the pupil in question was exhibiting sexualised behaviour but had taken no steps to protect female staff. Their continued poor handling of the situation led to the member resigning. The school continued to deny liability and the matter was heard by an employment tribunal who delivered a damning judgment against the school and finding in favour of the member on all counts, including constructive dismissal and indirect sex discrimination.

The number of assaults members are experiencing in all schools in a grave concern and is being carefully monitored by the amalgamated Employment Rights Unit, with the involvement of colleagues in other departments.

Two cases were particularly noteworthy this year for their wider impact:

Disability discrimination

One member's successful claim for disability discrimination and compensation award of £649,000 was upheld by the Court of Appeal.

Mr Grosset was employed in a school in the City of York, he suffers from cystic fibrosis. A number of reasonable adjustments had been put in place but these fell away when a new headteacher joined the school. Mr Grosset also found that his workload, pressure and stress increased.

He showed the certificate 18 film Halloween to a class of 15 year old students as a basis for creative writing work, without seeking parental permission. During a

disciplinary process he conceded this was inappropriate but explained that it was due to the stress he was under. Nevertheless, he was dismissed for gross misconduct.

Mr Grosset succeeded in his claim of disability discrimination, because the misconduct was linked to stress and thereby to his disability. The Council argued that the dismissal was objectively justified, but the tribunal found that dismissal was not a proportionate means of dealing with the matter. The Court of Appeal found that all a claimant needs to show is that there is a causative link between the consequence of the disability (showing the film) and the treatment (dismissal). It was not necessary for the Council to be aware that the disability was linked to showing the film.

This case has been widely reported as showing how important it is that employers investigate the full situation, to include obtaining a medical report and ensuring reasonable adjustments are implemented (and documented), before taking formal disciplinary action against disabled employees.

Redundancy Costs

Cuts to council funding resulted in an important case as a local authority sought to charge redundancy costs to the school, in breach of the Education Act 2002. As the council is the employer of teachers who work in maintained schools, the statutory scheme expects the council to bear such costs. The impact of charging the costs to the school's delegated budget share was to lead to adverse impact on pupils, as well as a massive increase in workload for staff alongside even more redundancies within the whole staff team. The Union threatened judicial review proceedings and made representations to the council and the Secretary of State for Education, and as a result the council was forced to review and re-determine its decision on two occasions and to rewrite its delegated budget scheme.

PERSONAL INJURIES

The continues to carry out personal injury and Criminal Injuries Compensation Award casework for members suffering serious personal injury. In 2018 there were 105 new cases opened for our members. Our Litigation Unit settled 39 cases which resulted in compensation for those members in the combined sum of over £1.2 million pounds.

There has been a continuing increase in new occupational stress claims resulting from overwork and bullying. There has also been an increase in somatoform disorders following relatively minor head injuries. Also of concern are cases involving assaults on teachers carried out by pupils, a trend we consider may be related to decreased staffing in schools as a result of widespread school budget cuts.

The following are two cases which have been concluded this year by the Litigation Unit which outline the varied nature of the cases pursued.

Function Neurological Disorder Case

The member, aged 52, suffered an accident whilst at work. On 10 May 2016 she was leaving a room when she tripped over a gap between carpet tiles which had become unstuck. The member struck her head and face on the door. The member's symptoms

did not improve and so she attended the Accident and Emergency Ward at hospital where a CT scan was carried out and no injury to the brain was identified. A letter of claim was sent to the Defendant in December 2016. Liability was admitted by the Defendant in April 2017. The case proceeded to determine the amount of compensation.

The Litigation Unit secured a report from a Consultant Neurologist who diagnosed the member with Functional Neurological Disorder (FND). In April 2018 the Defendant offered £150,000 to settle the claim. This offer was rejected on the member's behalf and, following mediation, the sum of £245,000 was agreed on the member's behalf in settlement of her claim.

Serious Orthopaedic Injury

The member, aged 41, suffered an accident whilst she was supervising a school trip at an outdoor play centre whilst using a slide. She sat down at the top of the slide and proceeded to go down it. Her left arm became trapped at the elbow in a wooden side panel on the left-hand side of the slide. Her body immediately stopped sliding as her left arm was trapped between the wooden panels. Our member was left dangling by her arm for approximately 10 minutes as staff at the outdoor play centre were not able to reach her given the enclosed nature of the slide itself. This was made worse by the particularly slippery nature of the slide making it even more difficult for our member to free herself.

Our member suffered serious injury to her left arm that prevented her from returning to work for 3 months. The tendons in her left arm were crushed and frayed and she was unable to move the fingers in her left hand, her writing hand, until significant hand therapy had been provided. She needed two operations. Our member has been left with permanent and unsightly scarring on the full length of the outer left arm and half way along the inner left arm between her elbow and her wrist. The scarring is to be managed long-term with a combination of scar revision treatment and make-up camouflage treatment.

Liability for the accident was conceded after lengthy investigations identified the defects in the slide and insufficient warnings had been offered by staff at the outdoor play centre. Liability for the accident was conceded. Following negotiation with the Defendant, the claim settled for £60,000.

During the transition period Morrish Solicitors LLP continued to support ATL section members in their personal injury claims, securing close to £400,000 in compensation.

12. INTERNATIONAL SOLIDARITY

The Union has a proud record of international solidarity work going back many decades. This work is largely based on links with other teachers' unions across the world. International solidarity is fundamental to the work of the Union and is inspired by its members and by its commitment to global justice.

From January 2017 to December 2018, the Union implemented its international solidarity strategy, focusing on delivery through four pillars: Human and Trade Union Rights, Education for All, Member Awareness and Professional Development, and Learning from Colleagues Internationally. The activities outlined in this report are

reflected under these pillars.

Working for Teacher, Trade Union and Human Rights

The Union strongly and vocally supported teacher, human and trade union rights through its international work in 2018. Over 50 lay and Executive Members took part in fact-finding and solidarity delegations to Palestine (x3), Cuba (x1) and Mexico (x3). Additional campaigning to support these three priority countries included: defending the rights of the Palestinian people (taking a particular interest in the campaign against child imprisonment); leading on the Play for Cuba campaign to collect instruments for young musicians in Cuba; and awareness-raising activities in support of the 43 forcibly disappeared students from Ayotzinapa, Mexico. The Union also organised events, wrote advocacy and solidarity letters, campaigned, joined demonstrations and worked in collaboration to defend the rights of the people of Turkey, Colombia, Brazil and Iran, as well as providing support to the British Rohingya Community.

Campaigning for Public Quality Education for All

The Union supports delivery of Sustainable Development Goal 4, to ensure inclusive and equitable quality education and lifelong learning opportunities for all. This work is carried out through partnerships with the Steve Sinnott Foundation and as a key (and founding) member of the Send My Friend to School coalition. In 2018, Send My Friend focused on making schools safe for children across the globe.

The Union also advocates against the privatisation and commercialisation of education, and in 2018 led a demonstration outside of the Pearson AGM to fight the edu-business' support for Bridge International. Conference was also an opportunity for members to learn about privatisation in the international context from Wilson Sossion, General Secretary of the Kenya National Union of Teachers and a strong voice against so-called low fee private school chain Bridge International.

Supporting the Professional Development and Global Awareness of Members

In 2018, the Union delivered training, events, and communications to support the global awareness of members. Three training courses were organised and delivered, training over 40 members in global learning and advocacy for international solidarity. Numerous communication outputs were completed, sharing the work of the Union for both members and a wider audience. We also had a strong international dimension to Annual Conference, with multiple international speakers, fringe sessions, guests and stalls sharing the international solidarity work of the Union.

2018 was a key year for International Solidarity Officers, with the delivery of the first ever International Solidarity Conference for officers and activists, as well as the establishment of the International Solidarity Activist National Organising Forum, which met twice. The Union also produced a toolkit for ISOs to support their advocacy, organising and campaigning.

The 2018 Steve Sinnott Award for International Solidarity was given to Julia Simpkins of Bolton, recognizing her work in support of child rights in Palestine.

Strengthening the Union by Learning from the Struggles of Other Unions

The Union worked with colleagues from across the globe in 2018, largely facilitated through membership of Education International. The Union holds the convenorship of

the Commonwealth Teachers' Group, and through this role helped to deliver the Integrated Partners' Forum at the 20th Conference of Commonwealth Education Ministers in February 2018.

The Union also organised a teacher exchange to Nicaragua, scheduled for summer 2018, and delivered numerous acts of solidarity with American colleagues following the school shooting in Parkland, Florida in February 2018.

Lay and Executive Members of the Union also participated in Conferences, meetings and events throughout the year to learn from and share with international colleagues, including the delegation to Cuba, Labor Notes Conference, Education International's World Women's Conference and the Conference of the Trinational Coalition to Defend Public Education.

Working Together

The NUT and ATL Sections increased collaboration progressively throughout 2018. Key cross-section projects included: the Send My Friend to School Campaign; anti-privatisation campaigning (in particular the Pearson AGM demonstration against Bridge International and a letter to the Secretary of State regarding the Education Outcomes Fund); solidarity with American colleagues' National Day of Action Against Gun Violence in Schools; and letters in defence of human and trade union rights. ATL members also joined the February 2018 delegations to Palestine and were invited to participate in all international solidarity events and training opportunities throughout the year.

13. WALES

New Union

During the year both the NUT and ATL sections at NEU Cymru developed their working relationships. Regular meetings were held between the Wales Secretary (NUT Section) and Wales Director (ATL Section) to harmonise work across Wales and agree the way forward.

Meetings were arranged for staff members from both sections together with joint training. All EWC casework from both sections was passed to the NUT Section and reciprocal arrangements were made in respect of meetings with Welsh Government and other key stakeholders.

Each section continued to be recognized and invited to meetings at forums including WTUC, WJEC, WLGA, Estyn, WPC, Union Partnership Group, Education Sub-Group, Teachers' Pay Partnership Forum, Welsh Government, Cabinet Secretary for Education and with individual AMs, MPs and other officials as deemed necessary.

Member Recruitment and Development

Recruitment and retention remained a key issue at NEU Cymru throughout the year.

Student recruitment opportunities were held jointly and the NUT Section continued to hold successful events jointly with Show Racism the Red Card at each of the teacher ITT institutions in Wales.

The NUT section's WULF program continued to prove to be extremely popular. For the 2018-19 bid a target of reaching 1890 individual beneficiaries was set. This was exceeded significantly with, by the end of 2018, 3177 individual beneficiaries having attended courses.

There were 113 separate learning activities arranged ranging from taster sessions to full 2 day courses. A whole range of activities were identified with the most popular proving to be Welsh Courses, Coaching & Mentoring, Foundation Phase training, Mental Health Awareness, Reducing Workload and bespoke courses for Supply and Student teachers.

A fresh application was submitted for a further project from 2019-2022. Although certain criteria have changed we can report that this bid has been successful and will continue to form an important part of NEU Cymru's work going forward.

Foundation and Advanced School Rep's courses continued to be held throughout the year at a number of different venues. The NUT Section was also able to offer and provide bespoke training in Health & Safety and Employment Law matters. Specific training was also arranged for lay officers particularly with regard to redundancy issues.

In recent years teachers in Wales have felt the brunt of austerity measures with significant job losses being announced by way of redundancy. Against that background in-service membership figures have remained constant. Target areas include Welsh Medium education and NEU Cymru remains able to provide a full service for members through the Welsh language.

Policy

The Wales Committees of both sections considered, amended and approved responses to Welsh Government consultation documents ranging from Welsh Baccalaureate Qualification through the Proposed Mechanism for Determining Teachers' Pay & Conditions to School Funding.

During the year full time officers of the Union gave evidence to the Children and Young Person's Committee and the reviews of both Estyn and the STPCD for Wales. Such evidence was provided orally and in writing.

The Wales Committees further received, noted and commented upon a variety of reports, inquiries, action plans and statistical information issued by various stakeholders including the WG, Estyn, EWC and CYPE.

Conference Cymru

From 19-21 October 2018 the first Conference Cymru was held at the Celtic Manor Resort in Newport.

Conference Cymru was chaired by the National President (NUT Section) and attended by the General Secretary (NUT Section). Conference welcomed the Cabinet Secretary for Education, Kirsty Williams who made a presentation and then engaged in a question and answer session with delegates. A range of motions were debated relating specifically to devolved education issues ranging from pay, through consortia working, supply teachers, workload and a host of other matters that were of significant

importance to members in Wales.

Workload

Workload remains a prevalent issue for members in Wales and NEU Cymru has continued to press for the implementation of procedures designed to tackle the same. It remains a focus of meetings with the Welsh Government, WLGA, Consortia and other key stakeholders.

NEU delegates to the tripartite Workforce Partnership Council have brought this matter to the fore. Discussions have taken place with the Cabinet Secretary for Education expressly to alleviate workload issues and difficulties in Wales with an agreement being reached for NEU Cymru to work directly with Welsh Government to seek a resolution.

Funding

School budgets in Wales continue to be reduced in real terms resulting in redundancies. NEU Cymru responded to requests for assistance in redundancy negotiations, appeals and hearings across the country during the year.

Meetings were held with individual schools facing budgetary difficulties and specialist advice was provided where necessary.

Discussions were had at WLGA, Welsh Government forums and directly with the Cabinet Secretary for Education.

During the year 'School Cuts' website updated to include the effects upon Welsh schools and a Wales specific campaign is being implemented identifying the Westminster Government's responsibility for devolving money to Wales and the implications for schools.

Pay

September 2018 saw the devolution of Schoolteachers' Pay and Conditions to Wales. During the year NEU Cymru attended numerous meetings to consider the appropriate mechanism for deciding teachers' pay in Wales and responded to formal consultation documents.

Written and oral evidence was provided to an independent review of conditions of service.

The Wales Secretary and AGS Employment and Bargaining represented NEU Cymru at the first Partnership Forum meetings set to determine the remit for the soon to be established Welsh Schoolteachers' Pay Review Body. The said WSTRB is unlikely to be operating until February 2019 at the earliest and concerns have been raised forcibly regarding the difficulties this will present in ensuring meaningful research, evidence and representations for Welsh schoolteachers' pay award in 2019.

Representations were made to the WLGA regarding their interpretation of the 2017/18 STPCD and in particular the uplift for teachers at M2 – M5. An agreement has since been reached in respect of future awards but no concessions have been made on either side as regards the monies not paid in the interim period.

NEU Cymru continued to press for a resolution to the issue regarding Supply Teachers' pay and full-time officers attended the Supply Teachers' Task Group to explore that issue. Proposals are currently being drafted that should mitigate significantly the impact of supply agencies in recent years with teachers being paid a minimum rate in accord with the STPCD and granted access to CPD.

Curriculum and Assessment

NEU Cymru has continued to raise concerns regarding the implementation of the new curriculum in Wales. Feedback from members indicates a significant lack of awareness of the processes to be followed. In meetings with the Cabinet Secretary for Education said concerns included the fact that work on the 6 Areas of Learning has yet to be completed with the result that we have yet to see the completed curriculum. It is understood that a White paper will be published early in the new year with said curriculum available from April. Despite these issues, enthusiasm for the new curriculum remains high and positive amongst members with a clear desire to ensure that matters are resolved sooner rather than later.

An NEU proposal that there be a moratorium on school inspections during implementation has been considered favourably and the Union continues to liaise with the Department for Education and Skills officials and the Cabinet Secretary for Education on this issue.

The current school categorisation system is to be changed following representations by NEU Cymru. Support is to be the main focus and details will no longer be published in a format that will lead to speculation over school tables.

NEU Cymru have been heavily involved in discussions relating to the development of new evaluation and improvement (accountability) arrangements for Wales designed to help bring about the cultural change required to support the realization of the new curriculum. At the heart of this process is robust and continuous self-evaluation for all tiers of the education system. NEU Cymru has emphasized the need to engage in professional dialogue to support learning, build trust and raise standards.

Additional Learning Needs

The Additional Learning Needs and Educational Tribunal (Wales) Act 2018 received royal assent on 17 December 2017 and was enacted during 2018. The Act makes provision for a new statutory framework for supporting children and young people with additional learning needs (ALN). This replaces existing legislation surrounding special educational needs (SEN) and the assessment of children and young people with learning difficulties and/or disabilities (LDD) in post-16 education and training. The Act also continues the existence of the Special Educational Needs Tribunal for Wales, which provides for children, their parents and young people to appeal against decisions made by the local authority in relation to their or their child's ALN, but renames it the Education Tribunal for Wales

Other Work

Throughout the year NEU Cymru continued to engage with and attend meetings with key stakeholders in education in Wales including Welsh Government, Union Partnership Group, Education Sub Group of the Workforce Partnership Council,

Association of Directors of Education in Wales, Welsh Local Government Association, Welsh Joint Education Committee, Estyn, National Academy for Education Leadership, Education Workforce Council, Wales TUC, fellow education trade unions, education consortia, local authorities, Welsh media and politicians.

14. NORTHERN IRELAND

Industrial Action: The academic year has been dominated by NEU's campaign of industrial action. The effects of ongoing austerity budgets are having an effect on the education system in Northern Ireland. With ballots in 2013 (refusal to co-operate with Key Stage Assessment arrangements), in 2015 (on Pay and notably proposals to introduce performance-related pay) and in January 2017, triggered by the imposition by the Minister of a 0% pay settlement. Over 84% voted in favour of further industrial action, including a refusal to co-operate with the Inspectorate and a continuation of the 'work-to-rule' action. Our Assessment and 'Decent Pay and Time for Teaching' campaigns have been partially successful, with the Inspectorate and Assessment boycotts solid and disciplined. We have resisted the implementation of Assessment arrangements and Performance Related Pay. Contractual increments remain in place. These actions dovetailed into wider lobbies promoting professionalism and against the current overwrought, low-trust/low-discretion, system of school accountability. Following protracted talks to settle the industrial dispute a comprehensive settlement package is anticipated by March 2019, with an indicative members ballot to follow.

Policy

A busy policy year has seen NEU provide consultation responses on the educational under-achievement and on GTC regulatory framework. A successful 13th Annual NEU Lecture in May 2018 saw Dr Sarah Starkey deliver a devastating critique of 'big-tech' in her lecture *'Technology and Education: How safe are our children?'*. Mark Langhammer was a keynote speaker at the prestigious Westminster NI Policy Forum conference in December 2018.

The devolved political arrangements have been in abeyance since January 2017, with no Minister in place for Education (schools) and Further Education (Economy). NEU, along with INTO and UTU submitted a joint consultative submission to the Westminster Northern Ireland affairs Committee school-funding inquiry and gave aural evidence to the committee at the Houses of Parliament in January 2019.

Whole District meetings have been held on School Funding, and Simon Salter – who recently joined the staff team – has prepared the data-set for a launch of www.schoolcuts.org.uk micro-site for Northern Ireland. Other District meetings on the Department of Education's Transformation programme, and on 'Surveillance in Schools' were successfully hosted.

The school system continues to perform highly by international comparison in the Primary phase, where pupil intakes are more socially balanced. The more segregated Post-Primary sector performs less well, with both a long-tail of under-achievement and concerns about gifted and talented pupils under-performing by international comparison. Through the period of industrial action, with action targeted on low-trust accountability and needless scrutiny or micro-management practices, school exams performance has improved.

Negotiating

Within the schools negotiating machinery, NEU continued to play a central role in the Northern Ireland Teachers Council (the 'Teacher Side' of negotiations) where progress has, been cautious, and dominated by failure to reach accord – to date - in the 2017-18 and 2018-19 pay rounds. In Further Education, NEU have successfully promoted an appraisal system for Directors and Deputy-Directors through the DNC (Director Negotiating Machinery). The overall review of bargaining following the Salisbury Report in late 2013 remains unimplemented.

CPD

NEU delivered a full programme of Continuous Professional Development courses and published a comprehensive annual CPD brochure to all members. A wide range of school and FE based workshops have been delivered, led by Alastair Donaghy. A jointly-run Reps programme with the Irish National Teachers Organisation and Ulster Teachers Union has included 'Being our Rep' and 'Reps Health and Safety' and 'Your First VP job'. All NITC unions participated in an NEU-promoted workshop on 'Fact-Checking'.

Casework

Casework records show a heavy concentration of stress-related queries, associated with workload, style of management and data/accountability. Pensions, redundancy, flexible-working and Pay/PRSD continue to dominate the caseload. New casework in social media, covert-surveillance and privacy issues are emerging.

Representation

NEU was well represented across the education landscape. Rosemary Rainey, OBE, is on the Board of the Education Authority; Gordon White on the General Teaching Council (NI); Mark Langhammer completed work on the Ministerial Strategic Forum on Apprenticeships. Gordon White continues to represent Northern Ireland on the NEU Executive for the NI/Scotland constituency.

Organising and Recruitment

Membership has grown overall, and in most categories, notably amongst managers in Further Education where we are reaching critical mass in the senior grades. However, recruitment by sector and phase, continue to reflect the UK-wide trends. There was a small decline in mainstream school-teacher membership, despite numerous school visits and support. Modest growth was recorded in respect of the FE sector, in school support-staff and in the Early Years sector. Theresa Devenney organised a full range of recruitment events in teacher training institutions, where NEU recruits some distance beyond 'pro-rata'. A full range of publications was produced locally including members' magazine Frontline, the Reps Bulletin, the CPD brochure as well as extensive documentation associated with industrial action.

15. **GROUP REPORTS**

LONDON WORKING GROUP (NUT Section)

The LWG membership is Alex Kenny (Chair), Jess Edwards, Marilyn Bater, Dominic Byrne, Dave Harvey, Stefan Simms and Jerry Glazier. The Group met on three occasions in 2018 and a summary of their main discussions is set out below.

Greater London Pay

Actions to take to develop campaign and implementation of Conference policy:

- member survey on pay;
- Executive members co-ordinated the lobbying of all London MPs Councillors and to Sadiq Khan, Mayor of London to raise recruitment and retention of teachers by reps and groups of members armed with evidence of pay cuts including evidence of teachers finding it difficult to progress on pay scales, particularly threshold;
- a special meeting for Reps and activists in HQ was held on 30 June 2018.

In October, the LWG noted a report from London Allowance Meeting on 30 June, including results of London Pay Survey, and agreed to liaise with colleagues in relation to the STRB submission.

Funding - Cuts Weekend of Action; SEND meeting with London Councils

A meeting was held in April with London Councils to encourage them to support joint working with the Union over SEND funding cuts.

Workload – Target Divisions and Regional Briefings

A series of Regional Reps Briefings were held in the Spring Term to publicise the DfE toolkit and encourage its use to engage and collectivise members around their workload issues. A further Regional Briefing was held on Tuesday 3rd July 2018 at which it was noted that good practice on workload did exist within London but officers and Executive members were not always aware of it; agreed that there was a need to publicise successes and that workload would feature on the DSB agenda.

MATs and Academisation – Campaign update including Diocesan MATs

The leafleting of schools in a campaign against the conversion of schools in the Southwark Dioceses had helped to build a public meeting and an ongoing campaign. In the Autumn term, the Working Group noted a report from the Privatisation Unit, on the rates of academisation and trusts that have grown by six or more schools – notable that this included five diocesan trusts. Jerry Glazier reported that the meeting with the Brentwood Diocese had finally taken place at which the Union expressed concerns about the Bishop's letter to head teachers with express expectation that schools should enter into deanery MATs.

All-London Reps' Briefing: Friday 27 April 2018

Well attended by 80 reps; activities included individual mapping exercises to encourage organising and engagement.

London Action

Reports on all disputes and industrial action across London were provided at every meeting. Further detail can be found in the Action Committee section of the report. The Regional Secretary produced a London Recruitment and Retention and pay ranges document to inform strategic adoption of school by school action.

Autumn Term – Indicative Ballot On Funding and Pay

In October, the LWG focussed their attention to building for the indicative ballot on funding and pay and agreed the following:

- phone-calls to all reps – signing letter to Secretary of State, suggest meetings to build for ballot;
- identify ten key schools for workplace meetings as soon as possible; confirm date, speaker;
- identify schools with large membership but no rep; targeted messages to try and get workplace meetings arranged; ask neighbouring rep to make contact;
- cluster meetings where appropriate; either targeting a number of local schools in nearby venue or seeing if rep can invite neighbouring members to attend meeting in their school;
- Regional Office to co-ordinate the setting up of ‘rep phone trees’ by division secretaries, providing a script to assist secretaries and ensure consistent messaging;
- using the letter to the MP as a focus for meetings and to collect signatures;
- office staff would identify which divisions would require more support;
- building Regional Council on 5 November into all-rep invite to build ballot; agreed timings and running order;
- agreed no ‘one size fits all’ approach.

Councillors’ Network

Building on London Network meeting held on 3 July.

- First Councillor Briefing produced; generalised for all regions’ use.
- Councillors’ network page set up on NEU website.
- Encourage adoption of the model motion on funding by as many London councils

as possible (Islington and Tower Hamlets already done so).

- Work to continue in build up to budget.

The Regional Secretary attended a mayoral briefing on 'do the maths and violence reduction' on 24 October and a treasurers' briefing was held on 5 November.

FURTHER EDUCATION SECTOR ADVISORY GROUP (ATL Section)

FESAG's motion to conference directed NEU to take forward the commitment to support members in their pay and working conditions via lobbying for a national contract for England FE staff and a credible collective bargaining forum. The complexity of the sector due to government fragmentation of providers, curricula, and ever-changing policies means that a fundamental and independent review of the sector needs to be made (resolution 31).

As part of NEU intent to meet the many aspects of the resolution a lobby of parliament occurred on 17 October that raised the issues of funding and dedicated ring-fenced pay for FE staff. Speakers included Dr Mary Bousted, (JGS NEU), Josie Whiteley (AMiE), Jeremy Corbyn and Angela Rayner. NEU worked alongside UCU, Unison and the AoC in the #loveourcolleges campaign.

Support for the HE in FE scholarship policy continues with members arguing that college policies should encapsulate conditions of pay, recognition and support for teachers and lecturers to engage in scholarly research. Some remission time should be ringfenced for this purpose. (resolution 11) Ten per cent of HE is delivered in FE colleges and this policy would have significant impact for members and their career progress (an issue noted as an obstacle to staff in DfE College Staff Survey 2018).

NEU's innovative work continues with the development of 'researchmeets' in more colleges this year and efforts to develop a research network in the sector (Networking the Networks). The website is now live with the aim being to bring research communities of practice together and support greater voice around teaching and learning in colleges.

Membership levels have risen with the addition of NUT members in Sixth Form Colleges and FE colleges. This means that NEU is now the dominant union in the Sixth Form Sector with more than 90% rep density in the sector. NEU is working with the SFCA (Sixth Form Colleges Association) in the #raisetherate campaign to increase funding in the sector. NEU is also urging adequate pay deals in the sector. A meeting with the Minister to discuss these issues is planned, particularly in light of the academization of some Sixth Form Colleges.

Gains have been made in the Sixth Form College sector driven by the active Sixth Form Colleges rep network.

Support Staff Members Advisory Group (ATL Section)

The Support Staff Members Advisory Group (SSMAG) oversaw our work for support staff. We provided advice and support to members, reps and branches on a whole range of workplace and professional issues facing our growing (27,000 at the end of August 2018) support staff membership.

We remain determined to change the anonymity arrangements of the 2011 Education Act so that they included all staff who work in a school or college and not just teachers. We continue to push the Secretary of State to hold the review of the legislation, promised back in 2015.

Two new specialist member networks were established during the year, for Librarians and ICT Technicians. SSMAG hopes to develop the networks during the coming months, with a view to ensuring that they become an ongoing part of the NEU landscape.

We have also sought to build relations with the 2 main librarian associations - CILIP (Chartered Institute of Library and Information Professionals) and the SLA (School Libraries Association). This will hopefully lead to joint working in a number of areas, as well as a mutually-beneficial subscriptions policy.

INDEPENDENT AND PRIVATE SECTOR ADVISORY GROUP (ATL Section)

The Independent and Private Sector Advisory Group (IPSAG) continues to lead and co-ordinate our activities, on behalf of over 30,000 NEU members working in the independent sector.

Amongst other things, IPSAG helped develop new union policy. At the 2018 Annual Conference, their motions on Workload and mental health in the independent sector and a call for all independent schools to have a governing body, were unanimously passed.

A negotiating highlight during 2018, was NEU reps successfully negotiating a new pay policy removing performance pay assessments on behalf of 3,500 staff in 23 Girls Day School Trust schools. Two additional things to celebrate about the negotiation: the employer's commitment to implement *only by Collective Agreement with NEU*; facility time for an all-day meeting all NEU School Reps to collectively determine the NEU position.

In June, the NEU responded to DfE consultation regulatory and enforcement independent schools' standards. We reiterated our call a more robust 'fit and proper person test' for all those running educational establishments. We also sought to promote new conference policy, calling for an audit of staff workload and well-being and for all schools to have a governing body.

November saw our annual NEU Independent Sector Conference which was a great success, with 100 leading activists in attendance. It was nicely summed up a member attending for the first time, *I was inspired by meeting people who have made a difference in their schools!*

Our annual NEU survey on pay and conditions in the independent sector in October revealed that the passive smoking effect of public austerity continues to be felt in the independent sector. Just 1% of independent sector teacher respondents stated that they received a cost of living increase that matched, or bettered, the 3.5% state award recommended by the STRB.

As ever, we continue to promote collective answers to individual problems. A central

tenet of this is trade union recognition. Members successfully concluded recognition campaigns at: Clifton High, Bristol, Bradford Grammar, St Edwards, Gloucestershire, Haberdashers, Monmouth; and Mill Hill, Belmont, Grimsdell and the Mount International. The latter four schools are part of the Mill Hill Foundation - a successful campaign testimony to the tenacity and leadership of our reps. Our reps recruited 80 new members and saw-off leading employment barristers, Devereux Chambers to secure recognition in all four schools.

LEADERSHIP

Until 31 December 2018, leaders in membership were part of AMiE within the ATL section and the main membership within NUT section. From 1 January, leaders form NEU Leadership, with an expanded membership of more than 20,000 leader and manager members following the combination of former NUT and ATL sections leader members. The NEU is the second largest leadership union in education.

Defending Members

The union dealt with a high volume of casework for leadership members. The trend has been mainly focused around restructuring and also work-related stress.

Policy

The focus has continued to be on ethical leadership given this approach is so warmly received by members – both leaders and teachers. It also continues to increase the spotlight on poor ethical practice across the system which contributes hugely to the challenges members already have to bear in the workplace. The ATL- AMiE Leadership code of practice has proven a useful tool in engaging members in a practical application of greater ethical and collaborative practice in their workplaces in the way it focuses on dialogue between leaders and frontline staff. It has been promoted at the events the union has been invited to speak at including College of Teaching, NGA, staff governors conference, school business managers meetings and Lead Meets for leaders in the local area in which these are staged.

NEU (AMiE) staged a well-received leadership conference in London in November, which included a keynote by leadership expert and ex SAS major Floyd Woodrow who inspired members to find their moral compass and stand up for what is right in education. Members welcomed the opportunity to gather and network with other leaders and benefit from the high quality CPD provided to help them lead better schools and colleges. There was also increasing demand to attend branch meetings locally to offer leadership CPD, especially in relation to ethical leadership.

Lobbying

The union informed and encouraged members to participate in the Worth Less? Funding campaign march on parliament in October, which helped swell the numbers on the day. The union also continued to play an active role representing the interest of leaders in national bargaining bodies in the FE sector, notably the English National Joint Forum and the Wales National Negotiating Committee.