



ANNUAL CONFERENCE
2013
L I V E R P O O L
FINAL
AGENDA

INCLUDING
AMENDMENTS TO
MOTIONS AND
ALLOCATION
OF CONFERENCE
SESSIONS

29 MARCH – 2 APRIL 2013

**Defending education for
teachers and children**

NEW ARRANGEMENTS FOR SPEAKERS

Delegates are reminded of the new arrangements for speakers' cards that will be in operation this year:

- The Speakers Card Table will open at 3.45pm on Friday 29 March to receive speakers' cards
- There is no limit to the number of cards that may be handed in at one time
- After the Opening Session, cards may be handed in 15 minutes prior to the start and during any subsequent session of Conference.
- Please hand your cards in as soon as you can to aid administration.
- Cards will be put in a random and female/male speaker order before each day of Conference – Speakers Lists will be printed and displayed in the Conference Venue (extra copies will be available from the Conference Office and Card Table).
- Cards handed in on the day of the debate will be added to the end of the speaking order.
- Members who have spoken three times or more during Conference will be added to the end of the speaking order (excludes movers, seconders and right of reply speeches).
- Speakers cards for Priority Motions or Suspension of Standing Orders may only be handed in after the CBC report has been distributed to delegates.



National Union of Teachers

Final Agenda

Annual Conference

Liverpool 2013



CONTENTS

- I NOTES
 - 1. Voting Procedures – Motions and Amendments
 - 2. Executive Report
 - 3. Conference Business Committee – Election of Members
 - 4. Speakers
 - 5. Executive Motions
 - 6. (a) and (b) Questions to Treasurer of the Union and the Chairperson of Stoke Rochford Management Limited
 - 7. Unfinished Business
- II REPORT OF CONFERENCE BUSINESS COMMITTEE – ALLOCATION OF CONFERENCE TIME
- III DEPUTATIONS, ANNUAL CONFERENCE, LIVERPOOL 2013
- IV MOTIONS AND AMENDMENTS



I - NOTES

1. VOTING PROCEDURES – MOTIONS AND AMENDMENTS

1. Standing Orders provide as follows:
 - (a) Standing Order 18

“Every motion shall be put to the vote by a show of hands. No Division shall be taken unless the vote be challenged and the challenge supported by 200 members of Conference rising in their places, or the Chairperson so decides”.
 - (b) Standing Order 19

“When a Division is taken, all members of Conference shall remain seated until the Chairperson announces that the voting has concluded. Accredited members who are temporarily absent from the Conference session may authorise other members of Conference to cast votes on their behalf”.
2. In the event of a **DIVISION** called at Conference, each Constituent Association has one vote for every member (other than student members) recorded as being in membership in the year preceding the Conference.
3. The set of Division cards included with the material supplied to each member of Conference has been bar coded to incorporate the information necessary for the votes to be counted by computer. For this reason the cards are personal to the individual member of Conference.
4. It is essential therefore that the cards must on no account be signed by anyone other than the person whose name appears on them, as this will invalidate the vote.
5. The Chairperson, when announcing a **DIVISION**, will inform Conference which number Division card is to be used and this should be completed by signing either the **FOR** or **AGAINST** section.
6. A Scrutineer will collect the signed card from you.
7. The Chairperson, will announce that the voting has taken place when all the cards have been collected, and normal business will proceed.
8. If the cards are lost please report this immediately to the Reception (Friday or Saturday morning) and to the Conference Office thereafter and steps will be taken to issue replacements as quickly as possible. Replacement credentials will require a photograph of the bearer. Should lost cards be subsequently found they *should not* be used. They will have been cancelled on the computer and if they are used in a division will be shown as invalid and the vote *will not be counted*.

RULES OF DEBATE

9.
 - (a) Where an amendment is under discussion, the debate on the amendment may be closed by a motion "That the question be now put" being moved and seconded, and carried, such motion being put to the meeting without debate; but no speech shall be interrupted for the purpose of proposing such a motion. Nor may any such motion be moved unless and until the amendment has been moved and seconded, and further, unless and until at least one speech has been taken against the amendment if there are delegates who have indicated an intention to speak against. No division shall be taken on such a motion.
 - (b) The Chairperson shall then decide whether the debate on the motion is necessary and when the time has come when the motion may fairly be put.
10. In addition to the general privileges of debate:
 - (a) The right of reply shall be exercised only after the closure has been applied and subsequently no further debate shall be allowed on the question.
 - (b) No member shall speak more than once on the same motion nor on the same amendment except in the exercise of the right of reply and no new matter shall be introduced by the mover in reply.
11. When the Chairperson rises to speak, all present shall immediately take their seats and any member of the Union who shall wilfully disregard the ruling of the Chairperson after due warning, or shall be guilty of gross disorderly conduct in interrupting the proceedings of Conference, shall be immediately suspended from further attendance at Conference and shall have his or her conduct dealt with under Rule 38 or 39 of the Union (temporary or permanent exclusion from the National Union of Teachers).

SUSPENSION OF STANDING ORDERS

12.
 - (a) A Notice of motion to suspend Standing Orders shall be given in writing, signed by at least 200 members of Conference who in the notice give details of the name of their local association/division together with their membership number.
 - (b) The CBC shall decide both the time in the order of business it is proposed to debate the suspension of standing orders and also the time it is proposed to debate the issue giving rise to the suspension. Neither time can include the time marked • allocated for formal business in the Agenda. The time stipulated by the CBC for debate on the Suspension of Standing Orders should be at least one hour of Conference business time after the Notice has been received.

GENERAL

13. No motion or amendment may be withdrawn without the consent of Conference.
14. If in the opinion of the Chairperson it would be helpful to Conference to hear the views of an Advisory Committee which has discussed the matter being debated, or to hear the views of the Conference Business Committee, the Chairperson may seek the permission of Conference to call the appropriate Vice-Chairperson, to address Conference for a period not exceeding four minutes.
15. Each member of Conference and accredited observer shall be provided by the Union with a badge which shall be prominently displayed on their clothing during the whole of the time they attend a session of Conference. Members of Conference shall not transfer their badges to non-members of Conference and non-members of Conference shall not receive such badges and members of the Union acting in contravention of this provision shall be deemed to have acted contrary to the instructions of the Union and their conduct shall be referred to the Officers of the Union under the provisions of Appendix III of the Rules of the Union (National Disciplinary Committee).
16. There shall be no smoking in the Conference Hall whilst the Conference is in session.

2. EXECUTIVE REPORT

1. VOTING FOR PRIORITY OF AMENDMENTS

The Voting cards for the order of priority of amendments to the Executive Report will be collected by the scrutineers at the end of the First Session. Members of Conference are advised that in accordance with Standing Order 10(a), Members of Conference shall vote for **one** amendment only within each Section of the Agenda for Conference which they consider most important on the card provided. The Report of Stoke Rochford Management Limited does not form part of the Executive Report.

2. REFERENCE BACK AMENDMENTS

Divisions and associations have been invited to append an explanatory note of up to 50 words in order to explain the purpose of the reference back. This note is printed in the Final Agenda but will not form part of the amendments as it may appear in the minutes, if adopted by Conference. The purpose of the note is purely to inform delegates and facilitate the prioritisation of amendments to the Report of the Executive.

3. CONFERENCE BUSINESS COMMITTEE – ELECTION OF MEMBERS

The voting papers for the election of the Conference Business Committee should be placed in the special ballot boxes at the exits from the Conference Hall. Voting can take place from the commencement of Conference until the termination of the Sixth Session (5.30pm Monday 1 April).

4. SPEAKERS

Representatives who wish to speak on any motion before Conference should submit their name on the Speaker's cards sent with the Final Agenda.

Delegates are reminded of the arrangements now in force:

- i) Cards may be handed in any time during the forty-five minute period prior to the opening of Conference and at any time during the session;
- ii) Thereafter cards may be handed in fifteen minutes prior to the commencement of any subsequent sessions and at any time during a session of Conference.
- iii) Cards will be put in a random and female/male speaking order before each day of Conference and the speaking order will be made available to members of Conference.
- iv) Cards handed in fifteen minutes prior to the commencement of the day and at any time during the day of the relevant debate will be added to the end of the speaking order.
- v) Members of Conference that have spoken three times or more during Conference will be added to the speaking order after cards handed in under Standing Order No. 8. a) b) and c). This shall not apply to movers and seconders of motions and amendments and members exercising the right of reply.
- vi) Members of Conference may only hand in cards to speak on a Priority Motion or Suspension of Standing Orders, following the distribution of the relevant report of the CBC. Where a CBC Report and the timing of Priority Motions or Suspension of Standing Orders occur in the same Conference day, the Office will endeavour to order speakers in line with Standing Order No. 8c) in respect of cards received by the close of the morning session.

5. EXECUTIVE MOTIONS

The terms of any motions to be introduced by the Executive under rule 30(g), will be circulated.

6. PRIVATE SESSIONS – QUESTIONS OF UNION ACCOUNTS AND REPORT FROM STOKE ROCHFORD MANAGEMENT LIMITED

- (a) Standing Order 20(a). Members of Conference as defined in Rule 26 may submit questions to the Treasurer of the Union and the Chairperson of Stoke Rochford Management Limited on their respective Reports. Only written questions received at least seven days before the commencement of Conference shall be considered. Such questions should be submitted to the Assistant Secretary (Resource Management) at Hamilton House in the case of questions to the Treasurer and to the Company Secretary of Stoke Rochford Management Limited.
- (b) Standing Order 20(b). The Treasurer and the Chairperson of Stoke Rochford Management Limited* shall reply to the questions prior to the adoption of the Financial Statements or the reception of the relevant Company Report and the Conference Business Committee shall allocate time for this purpose.

*Copies of all such questions will be circulated to delegates during Conference.

7. UNFINISHED BUSINESS

In ordering business for the final session of Conference the vote attached to each Motion at the priority voting stage will determine the order of business for the final session of Conference. Those Motions and Amendments on which debate has commenced will be taken first.

II REPORT OF THE CONFERENCE BUSINESS COMMITTEE – ALLOCATION OF CONFERENCE TIME

The Conference Business Committee has agreed the following allocation of Conference time to the various sections:

Friday 29 March		Motion	Page
1 st Session	Minutes	1	11
(Public)	Appointment of Scrutineers	2	11
4.30-6.00 pm	Installation of President		
	Vote of thanks and presentation to Ms Marilyn Harrop	3	11
	Reception of Union Guests	4	11
	Report of the Teacher Support Network	5	11
	Report of the Teachers' Assurance	6	12
	Report of the Teachers' Building Society	7	12
	Vote of Thanks to National Council & Boards	8	12

The Fred and Anne Jarvis Award will be presented during this session.

The following will address Conference during this session: Mark Serwotka, General Secretary of PCS and Hank Roberts, President of ATL.

Saturday 30 March

2 nd Session	Presidential Address		
(Public)	Adoption of Standing Orders	9	13
9.15-10.30 am	Report of Conference Business Committee	10	20
	Reception of the Report of the Executive	11	20
	Reception of the Report of the Wales Committee	12	20
10.30 am-12.30 pm	Education: General	13-21	21
3 rd Session			
(Public)			
2.00-2.30 pm	Education: Secondary	22	33
2.30-4.30 pm	Strategy, Finance and Communications	23-27	36
4.30-5.00 pm (Private)	Accounts	28-29	43
5.00-5.15 pm (Private)	Report of Stoke Rochford Management Limited	30	43
5.15-5.30 pm (Private)	Report of the Examiners of Accounts	31	43
5.30 pm (Private)	Adoption of the Financial Statements	32	43

Frances O'Grady, General Secretary of the TUC will address Conference during this session.

Sunday 31 March

4th Session

(Public)

9.45-10.00 am	Representative of the Year, Officer of the Year and the Blair Peach Awards	45	
10.00-11.00 pm	International	33-34	45
11.00-13.00 pm	Education: General (Continued)		50

Chris Willets, Manager of the Tower Hamlets Youth Sport Foundation will address Conference during this session.

Monday 1 April

5th Session

(Public)

9.15-11.15 am (Private)	Organising & Membership	35-39	51
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11.15-11.45 am	Strategy, Finance and Communications: Wales/Cymru	40-42	61
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11.45 am-12.30 pm	Education: Primary/Early Years	43	64
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6th Session

(Public)

2.00-2.30 pm	Resource Management	44-45	67
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2.30-3.30 pm	Equality Conferences	46-47	69
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3.30-4.00 pm	Equality	48	73
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4.00-5.30 pm	Salaries, Superannuation & Education Economics	49-52	76
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Owen Jones will address Conference during this session.

Tuesday 2 April

7th Session

(Public)

9.15-11.00 am	Employment Conditions & Rights	53-55	85
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11.00am-12.00 noon	Unfinished Business		
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12.00-12.15pm	Adoption of the Annual Report of the Executive	56	91
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12.15-1.00pm	General Secretary's Address to Conference		
	Vote of thanks in relation to organisation of Conference	57-58	91

	Thanks to the Chair	59	91
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Close of Conference

III DEPUTATIONS TO ANNUAL CONFERENCE 2013

UK Guests

Association of Teachers and Lecturers
Hank Roberts

Association of School and College Leaders
Mark Baker

National Association of Head Teachers
Steve Iredale

University and College Union (UCU)
John McCormack

VOICE
Yvonne Johns

Cyngor Addysgu Cyffredinol Cymru
General Teaching Council for Wales
Julia Evans

National Union of Students
Gary Hughes

British Isles Guests

Educational Institute of Scotland
Susan Quinn

Educational Institute of Scotland
Larry Flanagan

Irish National Teachers' Organisation
Brendan O'Sullivan

Scottish Secondary Teachers' Association
Robert MacMillan

Ulster Teachers' Union
Avril Hall-Callaghan, UTU

Overseas Guests

Australian Education Union (Australia)
Angelo Gavrielatos

SNTECD (Cuba)
Niurka María González Orberá

National Teachers Association (Ethiopia)
Gemoraw Kassa

Massachusetts Teachers' Association (USA)
Paul Toner

GUPT (Palestine)
Ahmed Anis

Uganda National Teachers' Union (Uganda)
Tweheyo James

Opening Session of Conference

Friday, 29 March

(• indicates formal business)

The Chair will be taken at 4.30pm by Ms Marilyn Harrop (President) who will declare the Conference open.

- **Minutes**

MOTION 1 MS AMANDA MARTIN (for the Executive) to move,
MR NICK GRANT (for the Executive) to second:

That the Minutes of the Torquay Conference 2012 be signed by the President as a correct record of the proceedings. (Copies of the Minutes have been posted to every member of Conference).

- **Appointment of Scrutineers**

MOTION 2 THE CHAIRPERSON to move:

That the following persons be, and are hereby, appointed as Scrutineers of the votes recorded during Conference:

Bob Cumming, Rachel Baxter, Sarah Lyons, Edith Badgie, Nick Kirby, Celia Dignan, David Wilson, Sian Bassett, Phil Katz, Jon Hegerty, Ruth Blunt, Samidha Garg, Karen Robinson, David Powell, Alice Moss, Phil Pardoe, Darren O' Grady, Amy Hunt, Michelle Greaves, Phil Clarke, Rhoda Andruchow, Debbie Scott, Rob Marris, Steve Bartholomew, Pam Collins, John Roberts, Avis Gilmore, Kit Armstrong, Ian Stevenson, Hilary Bucky, David Evans, Andy Woolley, Bob Stapley, Ros McNeil

- **Installation of New President**

The PRESIDENT will introduce Ms Beth Davies, the President-elect, and install her as President for the ensuing year.

- **Vote of Thanks and Presentation to Ms Marilyn Harrop**

MOTION 3 MR HOWARD BROWN to move:

That the best thanks of the Conference be, and are hereby, tendered to Ms Marilyn Harrop for her valuable services to the Union as Vice-President, and President; and that a record in permanent form of this resolution be presented to Ms Marilyn Harrop as a memento of her years in office.

Ms Marilyn Harrop will be presented with the Ex-President's Badge and a souvenir containing the above vote of thanks.

- **Reception of Guests of the Union**

MOTION 4 THE CHAIRPERSON to move:

That Conference welcomes the Guests of the Union and invites representatives to address Conference.

- **Report of the National Council of the Teacher Support Network for the year 2012**

MOTION 5 MS C PRICE (Vice-Chairperson, Teacher Support Network Board of Trustees) to move,
MS C BLOWER (General Secretary) to second:

That the Report be now received.

- **Report of Teachers Assurance**

MOTION 6 Mr D FURNISS (Chief Executive) to move,
MR J GLAZIER to second:

That the Report be now received.

- **Report of the Teachers' Building Society**

MOTION 7 MR J BAWA (Chief Executive) to move,
MS C BLOWER (General Secretary) to second:

That the Report be now received.

- **Vote of Thanks to National Council and Boards**

MOTION 8 MR NICK GRANT (for the Executive) to move,
MS AMANDA MARTIN (for the Executive) to second:

That the best thanks of Conference be, and are hereby, given to the National Council of the Teacher Support Network, to the Boards of the Teachers' Provident Society Limited, the Teachers' Building Society and Stoke Rochford Management Limited for their attention to the interests of the Union during the year.

- **Fred and Anne Jarvis Award**

The Chairperson to present the Fred and Anne Jarvis Award.

Second Session of Conference Saturday, 30 March

- **Presidential Address**

Ms Beth Davies will deliver her inaugural address to Conference.

Motions and Amendments

- **Adoption of Standing Orders**

MOTION 9

MR IAN GRAYSON (for the Executive) to move,
MS AMANDA MARTIN (for the Executive) to second:

- 1.a) The order of business shall be as set out in the Agenda published by the Executive, subject to the provisions of Rule 30, and subject also to the requirement that no debate shall be conducted, without the approval of Conference on a motion allocated to the Equality Section of the Agenda unless and until debate in the section for consideration of motions submitted under Rule 30(c) has been completed or closed.
- b) The order of formal business in the Agenda shall be decided by the Conference Business Committee.

Conference Business Committee

- 2.a) The report of the decision of the Conference Business Committee (CBC), on the allocation of business, as printed in the Final Agenda, shall be made available to members of Conference before the First Session of Conference. The report of the CBC may be amended by Conference.
- b) A Notice of amendment to the decision of the CBC shall be submitted to the Assistant Secretary (Resource Management) in writing and signed by 200 members of Conference who in the Notice shall give details of the names of their local association/division, or state the capacity in which they are attending Conference, together with the Conference Membership number.
- c) An amendment to the report of the CBC received prior to the adoption of Standing Orders shall be taken prior to the Reception of the Annual Report. The amendment shall be moved, seconded and debated.
- d) Any subsequent decisions of the CBC shall be subject to amendment by Conference. A Notice of amendment to the decisions of the CBC announced during a session of Conference shall normally be taken at the commencement of the next session. The amendment shall be moved, seconded and debated.

Annual Report

- 3.a) Following the adoption of Standing Orders for Annual Conference, the following motion shall be moved:-
“That the Annual Report of the Executive be received”.
- b) Upon the moving of the receipt of the Annual Report of the Executive the opportunity shall be made available to move that the Report of the Wales Committee be received.
- c) At the commencement of consideration of each Section of the Annual Report of the Executive, the following motion shall be moved:-
“That the section/s of the Annual Report of the Executive be adopted”.
- d) At least 15 minutes prior to the Address to Conference by the General Secretary at the final session of Conference, the following motion shall be moved at a time to be determined by the Conference Business Committee:-
“That the Annual Report of the Executive (as amended) shall be adopted and printed for circulation”.

Motions

4. The proposer of a motion or an amendment shall be allowed to speak for four minutes except as provided in Standing Order No. 6. No extension of time shall be allowed except to the Treasurer of the Union in presenting the Report on the motion "That the Financial Statements be now received".
5. Each succeeding speaker shall be allowed four minutes except as provided in Standing Order No. 6.
6. The Examiners of Accounts and the Chairperson of Stoke Rochford Management Limited shall be allowed up to ten minutes to move the reception of their reports and the seconder shall be allowed up to five minutes.
- 7.a) The provisions of Standing Orders 4 and 5 shall not apply to a motion marked with an asterisk on the agenda in accordance with Rule 30(d)(i) of the Rules of the Union. The proposer of such a motion shall be allowed to speak for four minutes. It shall be seconded formally and put to the Conference without debate.
- b) The provisions of every standing order other than 7(a) shall, however, apply where an amendment to a motion marked with an asterisk has been properly submitted and has been dealt with by the Conference Business Committee, or where the Chairperson has received written notice of an intention to oppose such a motion before the end of the session previous to that in which the motion is to be moved.
- c) The motion on the Vote of Thanks and presentation to the retiring President shall be moved. The incoming President shall be allowed to add a formal supporting statement thereto with a similar reply of up to four minutes by the retiring President.
- d) Votes of Thanks shall be put to Conference without debate and no amendments shall be taken.
8. Members of Conference, as defined in Rule 26, who wish to speak on motions or amendments, shall hand in their cards to the Speakers Card Table in the Conference Hall:
 - a) Cards may be handed in any time during the forty-five minute period prior to the opening of Conference and at any time during the session;
 - b) Thereafter cards may be handed in fifteen minutes prior to the commencement of any subsequent sessions and at any time during a session of Conference.
 - c) Cards will be put in a random and female/male speaking order before each day of Conference and the speaking order will be made available to members of Conference.
 - d) Cards handed in fifteen minutes prior to the commencement of the day and at any time during the day of the relevant debate will be added to the end of the speaking order.
 - e) Members of Conference that have spoken three times or more during Conference will be added to the speaking order after cards handed in under Standing Order No. 8. a) b) and c). This shall not apply to movers and seconders of motions and amendments and members exercising the right of reply.
 - f) Members of Conference may only hand in cards to speak on a Priority Motion or Suspension of Standing Orders, following the distribution of the relevant report of the CBC. Where a CBC Report and the timing of Priority Motions or Suspension of Standing Orders occur in the same Conference day, the Office will endeavour to order speakers in line with Standing Order No. 8c) in respect of cards received by the close of the morning session.

Amendments to Motions

9. Amendments to original motions shall be submitted by Constituent Associations and Divisions in accordance with the Rules of the Union provided that the Executive shall not be restricted to the number of amendments to such original motions but shall abide by the timetable set out in the Rules.

- 10.a) Subject to Standing Order 10(b) members of Conference shall vote on the order of priority of the amendments to the Report of the Executive by signifying which amendment within each section of the Agenda for Conference they consider most important on the card provided. The cards will be collected by the scrutineers at the end of the First Session.

- b) Where a Constituent Association or Division wishes to withdraw an amendment to the Report of the Executive, a request must be made to the Assistant Secretary (Resource Management)# in writing no later than 30 minutes before the beginning of the First Session (Friday evening) for submission to Conference for approval, before the votes for priority of amendments are collected by the Scrutineers in accordance with Standing Order 10(a).

- 11.a) Any urgency or priority motion submitted under Rule 30(g) shall be considered by the Conference Business Committee who shall place it in an appropriate position on the Agenda. However, in accordance with Rule 30(g), no urgency or priority motion of the Executive shall be debated unless Conference so decides by a majority vote after the suspension of Standing Orders has been moved. The motion to suspend Standing Orders shall be put to the vote after it has been moved and formally seconded and not more than one speech made in opposition.

- b) Amendments to any urgency or priority motions submitted by the Executive in accordance with the provisions of Rule 30 shall be submitted to the Assistant Secretary (Resource Management)# in writing with the name of the mover and seconder attached. Amendments to such motions submitted 90 minutes before the end of the session prior to the session in which such motion is to be considered, will be considered by the Conference Business Committee in accordance with the provisions of Appendix II of the Rules of the Union. Subject to any alteration that may be made by the Conference Business Committee they will be printed and supplied to Members of Conference. Any amendment received after this time shall be placed on the Amendment Paper, in the order of receipt, after those amendments which have received the consideration of the Conference Business Committee.

12. Whenever an amendment is made upon any motion (other than adopting the Annual Report), no second amendment shall be taken into consideration until the vote on the first amendment is declared. Subject to the provisions of Standing Order No. 9, if that amendment be carried or accepted the amended motion shall be regarded for the purposes of subsequent amendments as the original motion and capable of further amendment. If the first amendment be negatived subject to the provisions of Standing Order No. 9 then a further amendment may be moved to the original motion but only one amendment shall be submitted for discussion at one time. In the event of a division on an amendment to a recommendation in an Executive Memorandum or to the Annual Report of the Executive, the

Chairperson shall have discretion to continue the debate on subsequent recommendations or amendments without awaiting the result of the Division.

Decision of the Chairperson

13. The decision of the Chairperson on any point shall be final. If any decision is challenged it shall be done at the next session of Conference as first business. The following procedure shall be adopted in dealing with any challenge to the decision of the Chairperson:
 - a) The Chairperson shall vacate the Chair in favour of the Vice-Chairperson.
 - b) The Vice-Chairperson shall read out to Conference the decision of the Chairperson which is the subject of the challenge.
 - c) The member of Conference making the challenge shall then have five minutes to speak to the challenge.
 - d) The Chairperson whose decision is being challenged shall be allocated five minutes to answer the challenge.
 - e) The motion which will be the Chairperson's ruling will then be put to Conference without further debate.

Rules of Debate

14. Any debate, except that on the main question:
 - a) may be closed by a motion "That the question be now put" being moved, seconded and carried, such motion to be put to the meeting without debate; but no speech shall be interrupted for the purpose of proposing such a motion. Nor may any such motion be moved unless and until the amendment being debated has been moved and seconded, and further, unless and until at least one speech has been taken against the amendment if there are delegates who have indicated an intention to speak against. No Division shall be taken on such a motion.
 - b) A motion "That the main question be now considered" i.e. the adoption of the section, can be moved, seconded, immediately after the motion to adopt a section of the Annual Report has been moved and seconded. Such motion to be put to the meeting without debate. No Division shall be taken on such a motion.
 - c) Where an amendment is under discussion, the motion "That the question be now put" 14(a) shall apply only to that amendment. After the question has been put on any amendment, a motion "That the main question be now considered" can be moved, seconded and put to the meeting without debate. No division shall be taken on such a motion.
 - d) Debate on the main question may be decided to be unnecessary by the President or terminated by the President or by Conference. In the latter case it may be terminated by Conference upon its being moved, seconded and carried that "The main question be now put". No speech shall be interrupted for the purpose of proposing such a motion nor may any such motion be moved unless and until at least one speech has been taken against the main motion if there are delegates who have indicated an intention to speak against. No Division shall be taken on such a motion.
 - e) In the event of an Executive Memorandum containing more than one recommendation, then, subject to Standing Order 14(f), the debates on the recommendations to which amendments appear on the Conference Agenda shall take place in the order in which the recommendations appear in the Memorandum. The debate on each such recommendation, other than the last, may be closed by Conference passing the motion "That Conference proceeds to the

- next recommendation to which an amendment appears on the agenda". Such a motion shall always be subject to the provisions of Standing Orders 14(a) and 14(c), whereby the main question may be considered at any time.
- f) Debate in any section may be closed following the conclusion of a debate on an original motion by Conference passing the motion "That discussion in this section of Conference be terminated". Such a motion shall be put to Conference without debate. No Division shall be taken on such a motion.
 - g) If Conference approves a motion in accordance with the provisions of 14(f), there can be no re-opening of debate on that section and Conference will normally consider uncompleted business from an earlier section. The Chairperson may, however, seek the approval of Conference to bring forward the business of the next session.
 - h) In the event of the completion of business of a section before the end of the time allocated, Conference will normally consider uncompleted business from an earlier section. The Chairperson may, however, seek the approval of Conference to bring forward the business of the next session.
15. In addition to the general privileges of debate:
- a) The mover of an original motion shall have the right of reply upon the original motion or upon one amendment.
 - b) The mover of an original motion who has accepted an amendment shall have the right of reply upon the amended motion or upon one subsequent amendment;
 - c) Subject to the provisions of standing orders 15(d) and (e), the mover of an amendment which has been carried shall have the right of reply upon the amended motion or upon one subsequent amendment.
 - d) The mover of a motion for the adoption of a section of the Annual Report or the adoption of the whole Report of the Executive shall retain the right of reply notwithstanding that an amendment or amendments have been carried and shall, in addition, have the right of reply to one amendment.
 - e) The mover of a Memorandum of the Executive shall retain the right of reply notwithstanding that an amendment or amendments have been carried and shall, in addition and subject to Standing Order 15(f), have the right of reply to one amendment.
 - f) In the event that the recommendations contained in an Executive Memorandum are sub-divided into sections by subject or other classification, the mover of the Memorandum may, in addition to his or her right of reply to the debate on the Memorandum as a whole, exercise the right of reply on one amendment in each such section.
 - g) The right of reply shall be exercised only after the closure has been applied and subsequently no further debate shall be allowed on the question.
 - h) No member shall speak more than once on the same motion nor on the same amendment except in the exercise of the right of reply and no new matter shall be introduced by the mover in reply.
16. Any member of Conference, as defined in Rule 26, may move the procedural motion "the Previous Question" which for all purposes of order shall be dealt with as an amendment except that it shall have precedence over all other amendments. Any such motion shall be taken prior to the first amendment to a motion being moved, and shall be moved and formally seconded and not more than one speech made in opposition. Any such motion must be submitted to the Assistant Secretary (Resource Management)# in writing with the names of the mover and seconder attached.

17. When the Chairperson rises to speak, all present shall immediately take their seats and any member of the Union who shall wilfully disregard the ruling of the Chairperson after due warning, or shall be guilty of gross disorderly conduct in interrupting the proceedings of Conference, shall be immediately suspended from further attendance at Conference and shall have his or her conduct dealt with under Rule 38 or 39 of the Union (temporary or permanent exclusion from the National Union of Teachers).
18. Every motion shall be put to the vote by a show of hands. No division shall be taken unless the vote be challenged and the challenge supported by 200 members of Conference, rising in their places, or the Chairperson so decides.
19. When a Division is taken, all members of Conference shall remain seated until the Chairperson announces that the voting has concluded. Accredited members, who are temporarily absent from the Conference session may authorise other members of Conference to cast votes on their behalf.
- 20.a) Members of Conference as defined in Rule 26 may submit questions to the Treasurer of the Union or the Chairperson of Stoke Rochford Management Limited on their respective reports. Only written questions received at least seven days before the commencement of Conference shall be considered. Such questions should be submitted to the Assistant Secretary (Resource Management) in the case of questions to the Treasurer and to the relevant Company Secretary in the case of questions to the Chairperson of Stoke Rochford Management Limited.
- b) The Treasurer and the Chairperson of Stoke Rochford Management Limited shall reply to the questions prior to the adoption of the Financial Statements or the reception of the relevant Company Reports and the Conference Business Committee shall allocate time for this purpose.

Suspension of Standing Orders

- 21.a) A notice of motion to suspend Standing Orders:
 - i) Shall be given in writing, signed by at least 200 members of Conference who in the notice give details of the name of their local association/division together with their membership number;
 - ii) The CBC shall decide both the time in the order of business it is proposed to debate the suspension of standing orders and also the time it is proposed to debate the issue giving rise to the suspension. Neither time can include the time marked ● allocated for formal business in the Agenda. The time stipulated by the CBC for debate on the Suspension of Standing Orders should be at least one hour of Conference business time after the Notice has been received.
 - iii) The Motion to suspend Standing Orders shall be put to the vote after it has been moved and formally seconded and not more than one speech made in opposition;
 - iv) Should such a Motion be defeated, no second motion to suspend Standing Orders for the purpose of discussing the same subject shall be permitted;
 - v) Standing Orders may not be suspended unless a two-thirds majority be obtained.
- b) The Chairperson in the interests of orderly debate may seek the approval of Conference to vary the order of discussion on amendments to motions without the necessity to suspend the Standing Orders.

18

General

22. No motion or amendment may be withdrawn without the consent of Conference.
 23. If in the opinion of the Chairperson it would be helpful to Conference to hear the views of an advisory committee which has discussed the matter being debated, or to hear the views of the Conference Business Committee, the Chairperson may seek the permission of Conference to call the appropriate Vice-Chairperson, to address Conference for a period not exceeding five minutes.
 24. Each member of Conference and accredited observer shall be provided by the Union with a badge which shall be prominently displayed on their clothing during the whole of the time that they attend a session of Conference. Members of Conference shall not transfer their badges to non-members of Conference and non-members of Conference shall not receive such badges and members of the Union acting in contravention of this provision shall be deemed to have acted contrary to the instructions of the Union and their conduct shall be referred to the Officers of the Union under the provisions of Appendix III of the Rules of the Union (National Disciplinary Committee).
 25. Only members of Conference as defined in Rule 26 and accredited observers who are members of the Union shall be admitted to a private session of Conference.
 26. Mobile telephones and all other hand-held communication devices should be switched off or placed on silent mode whilst the Conference is in session.
 27. There shall be no seating plan in the Conference Hall. Delegates should not reserve seats unless arrangements are made with the Conference Office to accommodate specific delegate requirements.
- # At Speakers Card Table close to platform. In the case of 10(b) this should be the Conference Office.

The needs of all disabled delegates will be taken into account and the operation of Standing Orders will be varied if necessary to take account of those needs.

Amendments

- 9.1 (Flintshire) to move,
(Flintshire) to second:

After 14d) insert two new points as follows:

- 1) Debate on the main question or an amendment should be ended immediately after it has been moved or seconded if there are no points against as there is no debate to be heard.
- 2) In the event of there being speakers against a motion or amendment these should be heard alternating with speakers for keeping the debate balanced until either:
 - a. Speakers either for or against run out
 - b. Conference ends the debate using sections 14a through 14d

• **Report of Conference Business Committee**

MOTION 10 MS PHILIPA HARVEY (for CBC) to move,
MS KIRI TUNKS (for CBC) to second:

That the Report of the Conference Business Committee (see pages 6&7) be now received.

• **Reception of Annual Report of the Executive**

MOTION 11 MR NICK GRANT (for the Executive) to move,
MS AMANDA MARTIN (for the Executive) to second:

That the Annual Report of the Executive be now received.

• **Reception of the Report of the Wales Committee**

MOTION 12 MR NEIL FODEN (for the Executive) to move,
MS CLARE JONES (for the Executive) to second:

That the Report of the Wales Committee be now received.

EDUCATION: GENERAL SECTION

Saturday, 30 March

Second Session

(to be taken at 10.30am – 12.30pm)

MOTION 13 (Executive) to move,
(Executive) to second:

That the Education & Equality Section of the Annual Report of the Executive be adopted (Annual Report of the Executive pages 160-176).

Ofsted and Teacher Professionalism

MOTION 14 (Central Notts) to move,
(Barnsley) to second:

Conference notes the stream of negative and inaccurate comments directed at teachers, coming from both the DfE and Ofsted.

Conference further notes that:

1. Such a strategy is aimed at demoralising teachers, in order to further attack the comprehensive education system, union organisation and our national pay and conditions;
2. Stress levels among teachers are extremely high, and this has been proven to have a negative effect on their health and well-being; and
3. The overwhelming majority of teachers work long hours because of their commitment to the children they teach.

Conference condemns the recommendation by the Chief Inspector of Ofsted that inspectors be empowered to penalise schools if they are not using performance management to ration and limit pay rises. Conference believes this to be inappropriate interference in the internal running of schools, and well beyond the remit of any inspection system.

Conference further condemns the use of Ofsted to put further pressure on schools, with the imposition of the new inspection framework.

Conference therefore calls upon the Executive to:

- i) Continue to campaign for the abolition of Ofsted;
- ii) Calls upon Sir Michael Willshaw to resign; and
- iii) Publicise research into the hours teachers work, and the stress levels they experience.

Amendments

14.1 (South Nottinghamshire) to move
(Central Nottinghamshire) to second

Insert at the end of the fourth paragraph:

This framework sees many schools on constant OFSTED alert and this has a massive impact on the stress levels of staff.

In the last paragraph change the opening sentence to say – Conference therefore instructs the Executive to:

Replace point i) with new point i) and renumber other points:

- i). Investigate, as a matter of urgency, ways in which the Union can take legitimate action against OFSTED including ideas such as a boycott particularly in relation to the stress it causes teachers. Ensure that this is carried out as soon after Conference 2013 as is possible and then implement the action strategy.

14.2 (COMPOSITE) (Wyre) to move
(Lambeth) to second:

Add points:

- 4 The pressure from Ofsted and league tables will have an adverse effect on the relationship between teachers and pupils. A target driven profession cannot be a child-centred profession
5. Ofsted’s target-driven, tick-box culture, will cause damage to pupils to pupils in schools in the same way that the culture in the Mid-Staffs hospital caused damage to the staff/patient relationship the in hospitals.

Re-write the points after “Conference therefore calls upon the Executive to:” to read:

- i) Enable challenges to be mounted to all inspections in which inspectors have not had recent relevant experience as a classroom teacher;
- ii) Publicise research into the hours teachers work, and the stress levels they experience;
- iii) Publicise research on the damage caused by target-driven cultures and performance related pay.
- iv) Develop imaginative and challenging ways of drawing attention to the absurd and destructive practices of Ofsted whilst recognising the legal constraints;
- v) Commission a report that compares the effectiveness of Ofsted with other strategies for school improvement;
- vi) Calls upon Sir Michael Wilshaw to resign;
- vii) Continue to campaign for the abolition of Ofsted; and
- viii) Continue to campaign to bring in a different type of school inspection, for example a peer lead collaborative system such as the one in Finland, to bring child-centred learning back to heart of our profession.
- ix) campaign actively to inform the public about the hours that teachers work and stress levels they experience

14.3 (Birmingham) to move
(Islington) to second

After Conference notes:

Add new point 4:

There are indications that teachers are leaving the profession, and that recruitment of new teachers is slowing down. The inevitable result will be a teacher shortage, which will have a profoundly negative effect on the children we teach.

Add new 4th paragraph:

Extensive research shows that performance related pay is ineffective in improving 'performance', and is indeed likely to have a negative effect. Further, it fails to acknowledge the collegiate nature of our work.

After Conference calls on the Executive:

Add new iv):

- iv) to consider how a boycott of Ofsted could be incorporated into our action on workload.

14.4 (Bradford) to move,
(Kirklees) to second:

Add to point (i)

"and in the meantime challenge all inspections in which inspectors have not had recent relevant experience as a classroom teacher".

Insert new points (ii) and (iii) and renumber accordingly.

- ii) Commission a report that compares the effectiveness of Ofsted with other strategies for school improvement;
- iii) While recognising the legal constraints, develop imaginative and challenging ways of drawing attention to the absurd and destructive practices of Ofsted.

14.5 (Lewes, Eastbourne and Wealden) to move,
(Lewes, Eastbourne and Wealden) to second:

Add point iv)

- iv) Continue to explore the possibilities of industrial action involving a boycott of OFSTED and to involve other teaching unions in talks about the possibility of using this tactic even if it could be deemed 'illegal'.

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

Resisting the Spread of Academies (Composite)

MOTION 15

(Waltham Forest) to move,
(Islington) to second:

Conference notes:

1. Despite huge opposition the Secretary of State for Education continues to use his powers to force 'failing' schools to become academies, handing them over to sponsors without democratic or transparent process;
2. Voluntary conversions are continuing with head teachers and governors promoting this for dubious reasons, without a popular mandate and in complete disregard for the impact on the wider education system;
3. That free schools are proving to be costly, wasteful and divisive;
4. That, despite the motions passed in previous years, academies are continuing to increase in number across the country;
5. That the Government remains committed to extending the academies programme with the aim of making every school an academy by the end of this Parliament;
6. The increased pressure on school leaders to volunteer to become an academy if they either fail an inspection by Ofsted or the Local Authority, or fail to reach a floor-target set by the Government;
7. The Government tactic of forcing schools to become academies if they are deemed failing by Ofsted, which as an organisation is increasingly becoming no more than an ideological battering ram to force schools into academy status;
8. That there is an on-going resistance to academies in schools and local communities. However, trying to stop the Government's academy programme by fighting school by school is becoming increasingly difficult because of the short window of time that Union members have in which to strike before the school becomes an academy. Once the school has converted they are no longer able to strike to prevent the change of employer;
9. That previous attempts to widen strike action to nearby Local Authority schools affected by academy conversion, on the basis that the LA's ability to support schools would be compromised, have not materialised; and
10. That some Local Authorities oppose academy conversion of their LA schools and have shown a willingness to support schools with extra resources to prevent voluntary or forced conversion to academy status.

Conference believes that:

- i) The Secretary of State's reform agenda is motivated by ideological commitment to a "supply side revolution" and creation of a market of competing schools;
- ii) This privatisation and deregulation of education is contributing to a sense of deep seated crisis in the education system; and
- iii) The destruction of Local Authority education services flies in the face of evidence of best practice and widespread professional support for a 'middle tier'.

Conference believes that mass action by teachers and support staff along with campaigns that involve the active support of parents, students and the wider community is a key to defeating the spread of academies.

Conference instructs the Executive to:

- a. Continue to oppose vigorously both forced and voluntary conversions and the creation of free schools by working with the Anti-Academies Alliance, parents and other stakeholders;
- b. Work with others to campaign in defence of Local Authorities (LAs) and for the return of academies and free schools to the democratic, locally accountable family of LA schools;
- c. To continue to support members in academies and free schools to ensure there is no deviation from national pay and conditions;
- d. Continue to investigate ways in which ballots for strike action across whole Local Authority areas, to prevent the LA from becoming undermined by the academy programme, could be initiated;
- e. Support and coordinate campaigns and strikes where more than one school is being converted to academy status in a single LA;
- f. Establish a national campaign to work with Local Authorities to produce a joint statement opposing the academy programme in general and in particular forced academies by the DfE;
- g. Work with LAs in order to target schools at risk with extra resources and establish campaigns with unions, parents and students to “keep our school a local school” in order to establish a pro-local school / Local Authority position before there is pressure on any schools to convert to academy status;
- h. Work with LAs to hold debates on the effects of academies and free schools that send out a joint message of opposition; and
- i. Intensify the campaign to build opposition to academies and free schools within the major political parties.

Amendments

15.1 (composite) (Kirklees) to move,
(Bradford) to second:

Add to conference notes;

insert point 4 after academies “and free schools”

Insert point 5 after an academy “or free school”

Insert point 8 after academies “and free schools”

Add new points iv) to (viii)

- iv) If free schools are allowed to expand this could lead to a surplus of school places nationally or in a local areas and cause unfilled places in other LA schools or non-LA schools leading to their potential closure or redundancies in those schools;
- v) The free school and academy programme is, in the long run, an attempt to deregulate and drive down teachers’ pay and conditions and expose them to a free market driven education system;
- vi) The expansion of academies and free schools have the potential to contribute to the destruction of Local Authority education services and allow a free market to open up to provide education services; and
- vii) Expertise built up by Local Authorities will be undermined if free schools are allowed to expand, LAs are then likely to be replaced by private providers, driven by the profit motive and not the needs of children
- viii) This is highly destructive in that it undermines the expertise built up by Local Authorities in order to open up education services to providers interested primarily in profit and not the needs of children.

In the paragraph beginning “Conference believes that mass action”, add after “spread of academies” “and free schools”

Add to Conference instructs the Executive to;

Insert point d. after academy “and free school” programme

Insert point f. after academy “and free school” programme

Add new points j and k

- j. Call on Local Authorities to assess the impact of proposed free schools on neighbouring LA schools that includes the sustainability of such schools including the impact on school places and given the likely composition of the free school’s student intake
- k. Carry out an assessment of their own where the LA is unable or refuses to do this and publicise the results

The Crisis in Education, and the National Campaign for Education

MOTION 16 ROY WILKES (Bury) to move,
(Islington) to second:

Conference notes:

1. The state of crisis developing in our schools, and in the wider education system;
2. The recent GCSE debacle has revealed fundamental structural failings in the high stakes, league table and OFSTED accountability mechanisms;
3. The shortage of primary school places – 500,000 new school places are needed by 2015;
4. The impact of austerity on breakfast clubs, SEN and EAL services, careers and a range of other vital educational support services;
5. The continuing upheaval caused by the academies and free schools programme and the Government’s commitment to privatisation and deregulation –for example removing academies from requirement to provide healthy food or to have qualified teachers (QTS); and
6. The increasing centralisation of power in the education system, bypassing local democratic control, and giving the Secretary of State a degree of control that is both undemocratic and unsustainable

Conference further notes that:

- i) The solutions to the crisis proposed by the Coalition Government are driven more by ideological and political commitment to a ‘smaller state’ and ‘free market’ rather than educational best practice. For example, a massive new school building programme could provide solutions but the Government will not allow Local Authorities to build;
- ii) We need to continue to organise resistance to cuts, privatisation and deregulation but at the same time we need to engage in a wider national political debate with other stakeholders about what sort of education will deliver a good local school for every child; and
- iii) Although detailed ideas on how a future education system should look can only emerge after extensive democratic discussion, there are some important basic principles: It should be comprehensive, progressive and democratic. It should also include a commitment to social justice, defending diversity and opposing discrimination.

Conference further notes the:

- a. Energy, commitment of a new wave of parent campaigners such as those at Downhills School in Haringey North London, the Ask Parents First group in Birmingham and the Save Our Schools group in Louth, Lincolnshire;
- b. Continuing efforts of the various education campaigns such as AAA, CASE, Comprehensive Future, the Local Schools Network, New Vision, and the SEA; and
- c. Positive impact of unity and joint working by all education unions and the TUC over the last few years, for example in the Anti-Academies Alliance.

Conference agrees to:

- I. Continue to support the work of the Anti-Academies Alliance whilst working towards developing a new National Campaign for Education (NCE) as agreed at Conference 2012 in the run up to the next election;
- II. Support Divisions and Associations in working at a local level to create a local National Campaign for Education;
- III. Begin the process by organising a 'local schools conference' with other stakeholders to address current concerns and future issues; and
- IV. Organise and support other activities and events that help create a NCE.

Amendments

- 16.1 (Composite)** (Bedford) to move,
(Birmingham) to second:

After "Conference notes":

Add new point 1 and renumber:

1. In the interests of its agenda of privatisation and the entrenchment of privilege in our society, Government policy on education is institutionalising failure in the education system, through labelling growing numbers of schools, teachers and children as failures.

After "Conference further notes":

Add new point iv)

- iv) The success of the NUT in bringing together a wide range of individuals and organisations with different aims and interests, in order to stop the imposition of the EBC.

After "Conference agrees to":

Add new points:

- V. Produce campaigning material aimed at parents, which explains our opposition to government policy, and its impact on students and their families

- VI. Encourage the setting up of local meetings, campaigns and activities that will involve members at both primary and secondary level in campaigning for a local, comprehensive and democratic education system.

Add new point 7:

7. Conference notes that a leaked memo in February 2013 showed the real agenda behind Secretary of State Academy programme. The memo talked about the outright privatisation of Academies and Free schools and giving schools the ability to become profit-making.

16.2 (Lambeth) to move,
(Lambeth) to second:

Add as point 8:

8. Conference notes that the Secretary of State has been recalled to the select committee to answer questions over a case of bullying at the DfE. The staff at DfE face massive cuts. Conference supports their union members who have balloted to strike in opposition to these cuts.

Defending Qualified Teacher Status (QTS)

MOTION 17 (Bromley) to move,
(Lambeth) to second:

Conference believes that teaching depends on complex, higher order skills and is dependent high quality training.

Conference believes that QTS is vital because it establishes the standards which distinguish our profession, and believes that all children have the right to be taught by qualified teachers, and condemns the decision of the Secretary of State for Education to announce that academies and free schools would not be obliged to employ teachers with QTS.

Conference notes the 2010 White Paper, The Importance of Teaching, which says international evidence shows “the most important factor in determining the effectiveness of a school system is the quality of its teachers”.

Conference further notes that our 2011 ComRes poll showed that eighty nine per cent of parents want a qualified teacher to teach their child, with just one per cent comfortable about those without Qualified Teacher Status (QTS) taking charge of a class.

Conference further notes that the current Secretary of State for Education has indicated that he is relaxed about schools becoming profit-making, and that he has based his free school initiative on the Swedish model where free schools are run for profit.

Conference further notes that supply teachers, when they are offered a day’s work, are now routinely offered a ‘cover supervisor rate’, and that where supply teachers refuse to teach for this cut-price rate, they are offered very little work, and that the work is being passed to those without QTS.

Conference notes that it is Union policy that supply teachers get paid at the appropriate point on the pay scale.

Conference instructs the Executive to:

1. Continue to promote the demand for a qualified teacher for every child and in every class;
2. Campaign among parents and wider education community for the continuing importance and status of QTS and to alert them to the moves of the Government to allow non-qualified teachers to be employed in academies and free schools;
3. Campaign in academies and free schools to get agreement that unqualified teachers will not be used;
4. Campaign against the use of unqualified teachers for supply;
5. Conduct a survey of supply teachers to discover the full extent of the problems they face in getting work;
6. Organise and promote a seminar for supply teachers to seek to further address the issues of training and pay and conditions; and
7. Work with sister unions such as Unison and GMB to help their members find a suitable path to gain QTS, where they wish to do so.

Amendments

17.1 (Lewes, Eastbourne and Wealden) to move,
(Lewes, Eastbourne and Wealden) to second:

Delete point 6 and replace with

6. Organise and promote a conference for supply teachers in 2013 to seek to further address the issues of training and pay and conditions as agreed by NUT annual conference 2011; and

Ofsted

MOTION 18 (Calderdale) to move,
GLENYS MULVANY (City of Leicester) to second:

Conference believes the teaching profession has no confidence in Ofsted, particularly under the leadership of the current chief inspector Michael Wilshaw.

Ofsted

MOTION 19 (Brent) to move,
(Brent) to second:

Conference observes that the misguided and inappropriate target driven policies of Government under the present Secretary of State has reduced the morale of teachers in general and NUT members in particular to unprecedented depths. Furthermore the failure of the Secretary of State to repudiate the statements by the Chief Inspector of Schools has exacerbated the situation to intolerable levels.

Conference also notes Ofsted gradings continue to encourage bullying head teachers to pursue policies that significantly increase the general workload and create a climate of fear among staff resulting in unprecedented levels of stress related illness.

Conference believes that as the situation continues to deteriorate to the extent that this can no longer be tolerated.

Conference therefore instructs the Executive to

1. Declare that Ofsted is no longer fit for purpose and must be abolished; and
2. Campaign for the removal of Michael Gove as Secretary of State and Michael Wilshaw as head of Ofsted.

Sex & Relationships Education

MOTION 20 (East London) to move,
(Hackney) to second:

Conference believes that all young people are entitled to good quality information and advice to enable them to enjoy healthy relationships and sexual wellbeing.

Conference further believes that schools have a vital role to play in this by providing impartial and factual information as well as the space to ask questions and to discuss related issues in a respectful, safe and supportive environment.

Conference is concerned that there is currently no statutory requirement for all schools to teach PSHE and Sex and Relationships Education (SRE) and that many young people leave education ill-informed or unaware of relevant services or their rights.

Conference notes:

1. Recent surveys which show that young women in schools and colleges face high rates of sexual harassment, assault and name-calling;
2. The growing evidence that young women suffer low self-esteem and negative attitudes to their body resulting in high levels of dieting, self-harm and lack of confidence;
3. The lack of access to good quality SRE advice and information for disabled young people;
4. The high levels of homophobic bullying and harassment suffered by LGBT young people in schools;
5. The high levels of violent assault suffered by women at the hands of their partners from an early age; and
6. The loss of funding for teenage-pregnancy services and other community sexual health and family planning services used by young people.

Conference believes that the sexual objectification of women, and the sexual stereotyping of people generally within society, are major obstacles to equality in practice and is committed to challenging this both for its members and for the students they teach.

Conference condemns the attempts by anti-choice groups to present inaccurate and misleading information in school, and to some groups of parents, and congratulates the Union for raising this matter with the Secretary of State.

Conference congratulates the London NUT Women's Network on their multi-agency public meeting on sex and relationships education for young people and encourages members to take similar initiatives in their divisions so that teachers are at the forefront of discussions on what good SRE provision should be.

Conference instructs the Executive to:

- i) Continue to work with End Violence Against Women, Abortion Rights, Education for Choice, and other related groups, to develop campaigning on these issues;
- ii) Press the Secretary of State to ensure proper provision for PSHE and SRE in all schools and colleges with delegated, ring-fenced funding;
- iii) Campaign to raise the profile of SRE in schools and colleges by ensuring members are kept informed of issues and resources including, but not limited to, advisory committees, mailings, circulars and the NUT website; and
- iv) Encourage and enable Associations and Divisions to hold local meetings with SRE as a theme.

Amendments

20.1 (St Helens) to move,
(Norwich and District) to second:

Add new paragraph 7:

“Conference notes the rise in homophobia in school, and the uneven responses to this across different schools. In addition, Conference notes that attacks on sex education limit the rights of LGBT students, and are likely to lead to increased bullying and unhappiness.”

Add new point (v):

- v) Publicise examples of good practice in challenging homophobia.

Assessment

MOTION 21 (Southend) to move,
ANNE SWIFT (North Yorkshire) to second:

Conference restates its commitment to an assessment system which recognises children’s achievements and provides information to teachers to aid their teaching, based on professional judgement. Currently, assessment in all its forms endeavours to serve too many purposes, including school, and increasingly individual teacher, accountability. It is right that the public, including employers, demand a system of assessment leading to qualifications that is rigorous and reliable. Currently the drive for increasing numbers of young people to achieve ever higher results is having a deleterious effect for all children. Due to this the curriculum is narrowed and even the teachers of very young children are pressured to achieve results in a small number of measurable outcomes. This leads to a “too much too soon” formal curriculum.

There is a wealth of evidence from well -respected academics and experience in Wales to show how formative assessment can improve outcomes without a narrowing of curriculum experience and how summative assessment on a sampling basis can provide system wide evaluation. The use of summative assessments to measure progress is arbitrary and unreliable, particularly as schools are judged on the progress made by pupils from one year group to another. The recent GCSE fiasco illustrated other failings in the system; the pressures to improve standards year on year, for schools to be above national averages to be considered “good” in Ofsted terms and the Government’s desire to remove grade inflation by capping GCSE results.

Recent Government pronouncements both in England and Wales will not improve the situation and show a lack of understanding of the current examinations system and any clear vision for the future; in fact they are looking backwards to reinstate exams based on a previous model.

Conference urges the Executive to:

1. Campaign for the dismantling of the current assessment arrangements for EYFS, KS1 and KS2 pupils;
2. Research the best practice from other systems which promotes achievement and motivates pupils to succeed;
3. Campaign with other bodies and professional Associations to produce a system of qualifications which has the confidence of young people, higher and further education, employers and the public;
4. Demand that the Government conduct a thorough review, in consultation with the profession, of the whole system of assessment and examinations to produce a coherent system which ensures breadth of curriculum provision, motivation for children and young people and recognition of their achievements; and
5. Demand that an independent body oversee examinations, qualifications and assessments without political interference.

Amendments

21.1 (Flintshire) to move,
(Flintshire) to second:

Add at the end of Point 1: 'and in Wales campaign to stop the National Literacy and Numeracy tests.'

Point 4, after 'demand that the Government' add 'in both England and Wales.'

EDUCATION: SECONDARY SECTION

Saturday, 30 March

Third Session

(to be taken at 2.00 – 2.30pm)

GCSEs (Composite)

MOTION 22

ROBIN HEAD (Executive) to move,
JOE FLYNN (Croydon) to second:

Conference is appalled at the treatment by Ofqual and the Government of young people who sat GCSE English in 2012. Conference notes that since GCSEs were introduced, teachers and students have worked hard to achieve a steady and increasing success rate. Conference condemns the consequences of the changes to grade boundaries in 2012 resulting in 45,000 candidates having to re-sit English in November.

Re-sits did not help young people who missed the grades needed to apply for colleges, workplaces or to enter apprenticeships. Thousands of young people who re-sat exams were no longer in schools or colleges and had no access to the preparation necessary to improve their grades six months after first taking them. Conference condemns this treatment of young people.

Conference opposes the political interference of Government which precipitately and without consultation, moved the arbitrarily determined floor targets from 35 per cent to 40 per cent, the level below which the Secretary of State will force a school to become an academy. Conference notes the contradiction in the requirement placed on schools to achieve 40 per cent A*-C grades and Ofqual's stated intention of 'stabilising' the number of C grades. This represents an unfair rationing of grades. Conference condemns also the fact that this must mean that schools can only 'improve' their results if results in other schools drop.

Conference believes that:

1. The GCSE English results fiasco effectively revealed that there is a de facto 'quota' of students able to achieve a C grade or above each year of around 60 per cent;
2. The existence of such a 'quota', far from protecting educational standards from the perils of 'dumbing down', in fact is hugely damaging as it not only writes off 40 per cent of 16 year olds as effective failures, but also leads to students who have genuinely achieved the required standard having their grades arbitrarily lowered if 'too many' of them pass in a single year; and
3. Edexcel were correct to argue, in their letter to Ofqual regarding the GCSE fiasco that KS2 data can only ever be "at best an indicator of performance", for KS4, and that Ofqual's dismissal of this argument and insistence that Edexcel makes sure their results tally with KS2 data implies, as the Union's statement released at the time pointed out, that Ofqual believes that secondary education is essentially a waste of time.

Conference further believes that:

- i) The Welsh Government was correct to intervene in the GCSE results fiasco to order the regrading of Welsh students' papers, and that it is beyond unfair, not to say absurd, that English students who took the

- Welsh Exam Board's exam have not had their papers re-marked because of Ofqual's intransigence;
- ii) Ofqual's reaction to the Welsh Government's actions – essentially blaming Welsh nationalism – was deeply political, cynical and wrong;
 - iii) The situation in Wales where there is one exam board, and the Government itself is the regulator for that board, played a role in forcing the Welsh Government to act; and
 - iv) The Secretary of State tacitly endorsed the actions of Ofqual throughout the fiasco but was able to maintain public political distance because of Ofqual's supposed independence.

Conference notes that:

- a. The school leaving age is due to rise to 18 in 2015; and
- b. A growing body of mainstream opinion including some near and in the Labour Party, and the CBI, are calling for the abolition of exams at 16.

Conference is concerned that the introduction of an external examination such as the E-Bacc will result in a narrow range of subjects being offered to students. Conference believes that the E-Bacc will have an adverse effect on what schools teach, with non-English-Bacc subjects being hit hardest. Conference is alarmed that subjects such as Religious Education and Art and Design will be squeezed off timetables as schools re-organise their curricular time to accommodate the English-Bacc subjects.

Conference believes that an overarching diploma should be established for all students that comprises both externally and internally assessed components and include both vocational and academic programmes. Conference is alarmed that non-achieving Baccalaureate students will receive a statement of achievement which will result in a two-tier system of education, demotivating students and encouraging absenteeism from schools and colleges.

Conference instructs the Executive to:

- I. Continue to work with an alliance of Local Authorities, schools, unions and individual pupils and parents to achieve fairness for students in the examination system;
- II. Work with parents and students to press for an objective, robust and independent qualifications system;
- III. Campaign for an alternative 14-19 system of education without academic, vocational and 'soft and hard' subject divisions;
- IV. Campaign against the Government's introduction of the English Baccalaureate which will narrow the curriculum by excluding subjects such as Music, the Arts, Religious Education and Design and Technology;
- V. Oppose piecemeal tinkering of the 14-19 qualifications system, such as the proposals to introduce an A level and Tec-Bacc before existing qualifications have been properly evaluated;
- VI. Campaign for the teaching profession to be seen as a key partner in 14-19 reform and not merely as 'passive deliverers' of qualifications;
- VII. Campaign for the curriculum and assessment system not to be subject to political interference and for the establishment of an independent body made up of teaching professionals to drive policy in this area;
- VIII. Campaign for a system of assessment, designed in consultation with teachers and experts in the field that is based on teacher moderated assessment, with external testing to ensure consistency;
- IX. Campaign for the abolition of Ofqual and the establishment of a single exam board for exams in England, accountable to the DfE;

- X. Campaign for the abolition of exams at 16, including by lobbying the Labour Party to include such a pledge in its next election manifesto; and
- XI. Produce materials for our own members as part of an attempt to start a wider debate inside and outside the Union on what should replace GCSEs including, but not limited to materials focused on the implications of the Tomlinson Report of 2004.

Amendments

22.1 (Composite) (Hackney) to move,
(East London) to second:

Add new paragraph 1 and 2 and re-order:

Conference applauds the broad based campaign that forced the Secretary of State to abandon the EBC, and congratulate the Executive for leading this initiative.

Conference reaffirms its belief that, while we continue to have to prepare students for examinations at 16, they are best served by a modularised GCSE with a variety of assessment methods, rather than one resembling the old GCE O-level with an end of course written exam –and where there are opportunities for including course work if this is considered appropriate.

Add new paragraph 8:

Conference condemns the decision by the courts to rule in favour of Ofqual and the exam boards, to the detriment of our students, and notes with concern that the judgement, by individuals with no professional interest in education appeared to comment on the educational aspects of different sorts of examinations.

STRATEGY, FINANCE AND COMMUNICATIONS SECTION

Saturday, 30 March

Third Session

(to be taken at 2.30 – 4.30pm)

MOTION 23 JERRY GLAZIER (for the Executive) to move,
DAVE HARVEY (for the Executive) to second:

That the Strategy, Finance and Communications Section of the Annual Report of the Executive be adopted (Annual Report of the Executive pages 102-145)

Amendments

23.1 (City of Sunderland) to move,
(City of Sunderland) to second:

‘Reference Back’

to Page 36 Legal and Professional Services Sub Committee

Para 25.1 (b)

Compromise Agreements

No Confidence in the Secretary of State for Education

MOTION 24 (Camden) to move,
(Camden) to second:

Conference believes that the Secretary of State for Education has been responsible for a range of policies and actions that have been, and will be, severely damaging to the education system. In doing so, he has lost the confidence of the teaching profession.

Conference believes that the Secretary of State for Education has failed to conduct his duties in a manner befitting of the head of a national education system. Conference notes that the Secretary of State for Education has:

1. Worsened the over-politicisation of education policy by failing to consult the expertise of teachers and independent researchers when forming policies, instead choosing to base policy on dogma, misleading rhetoric, and his own limited experience of education;
2. Demoralised the teaching workforce by exacerbating a misleading discourse of failure around the performance of schools and teachers which dominates media coverage of education;
3. Presided over an inspection regime which deliberately cultivates fear and anxiety amongst teachers.
4. Undemocratically failed to consult Local Authorities, boards of governors, parents, children and teachers when making drastic changes to community schools, such as cancelling Building Schools for the Future Projects and enforcing academy status; and

5. Brought the Department for Education into disrepute by carrying out Government business through private email in an attempt to avoid exposure through legitimate Freedom of Information requests.

Conference feels that this approach will increasingly result in competent teachers choosing to leave the profession, as well as difficulties in recruiting and retaining successful new teachers.

Conference believes that, under the current Secretary of State for Education and this approach to education policy, the quality of education offered by schools in the country is at threat and will decline.

Conference affirms that it has no confidence in the ability of the Secretary of State for Education to successfully govern educational policy in the United Kingdom.

Conference therefore calls for the Secretary of State for Education to be replaced by an individual who will restore professional and public trust in the state education system.

Amendments

24.1 (Composite) (West Sussex) to move,
(Nottingham City) to second:

Add in the first sentence after 'Secretary of State for Education' the words "together with his Coalition Government colleagues'.

In 2nd paragraph, delete the first sentence ('Conference believes.....education system').

Numbered point 1: delete "worsened the over-politicisation of education policy" and replace with "Ridden roughshod over the educational workforce and community".

In 3rd paragraph, delete the word 'competent'.

In the 5th paragraph, delete the words 'United Kingdom' and replace with 'interests of children, young people and their families and communities'.

Delete the final paragraph and replace with:

'Conference calls for the Secretary of State to resign and for the government to abandon its drive to force schools into academy status and its negative attacks on teachers and schools. We instruct the National Executive to develop a systematic political campaign to lobby political parties and the TUC to adopt policies which would:

- i. support comprehensive education;
- ii. abolish the target-driven league table agenda;
- iii. replace Ofsted with an agreed system of inspection and support for teaching;
- iv. reaffirm the role of local elected authorities in the management of education across their areas; and
- v. bring all academies and free schools into the maintained sector.

24.2 (Lambeth) to move,
(Lambeth) to second:

After 2nd paragraph add new point:

6. overspent the budget for turning local schools into academies by £1billion and now plans to privatise academies and free school, allowing them to be run for profit.
7. introduced a new curriculum with little or no consultation and without proper regard for evidence and professional advice and experience. Despite his EBC u-turn, the Secretary of State's plans guarantee 'failure' at the heart of the education system.

After final paragraph, add:

Conference calls upon the Executive to campaign at every level, including consideration of strike action, to stop the privatisation of free schools and academies.

24.3 (Executive) to move,
(Executive) to second:

Add new paragraph two:

Conference welcomes the U-turn on the EBC forced on the Secretary of State for Education by the Union-convened campaign and which demonstrated the increasing isolation of the Secretary of State from the profession and the educational needs of pupils.

Government Attacks on Workers' Rights (Composite)

MOTION 25 (Executive) to move,
(Bristol) to second:

Conference condemns the Government's numerous and severe attacks on the rights of workers and the ability of trade unions to represent and defend their members.

These include:

1. Further restricting unfair dismissal law by doubling the qualifying period;
2. Reconsidering requirements for union consultation in collective redundancy and TUPE situations;
3. Introducing punitive expensive fees for ET claimants;
4. Limiting the role of "industrial" wing panel members;
5. Threatening dismantling of life-saving health and safety protections;
6. Repealing protections against discriminatory third party harassment;
7. Reviewing the public sector equality duty;
8. Hindering collection of evidence by abolishing the statutory questionnaire procedure;
9. Introducing the "Jackson" changes which undermine union legal services; and
10. Limiting the criminal injuries compensation scheme.

Most recently the Government has proposed an initiative to allow employees to trade their rights for shares and introduced a last minute change disguised as a “technical” amendment to the Enterprise and Regulatory Reform Bill to turn health and safety law back 114 years, reducing employers’ liability for breaches of a statutory duty. This follows the smokescreen of the “red tape challenge” which seeks to hide the dismantling of real protections.

Conference condemns the failure of successive Governments to ensure that UK trade union laws meet international standards, maintaining byzantine balloting requirements and restrictions on solidarity action, and is determined to vigorously oppose any further restrictions to unions being free to respond to the democratic mandate of their members.

Conference views with dismay the excessive workloads, bullying and exploitation continuing every day in our schools and public institutions. Our ability to fight back is severely hindered by the continued existence and expansion of anti-trade unions legislation, laws which prevent the quick execution of defensive united collective action. Further, Conference also notes the recent attacks including additional regulation restricting facility time and health & safety protection. These powers are intended to sap the vitality out of the free operation of trade unionism and workers’ rights leaving workers disempowered, and lawyers increasingly interfering on behalf of employers.

Conference congratulates all those who have added their voices to those calling for an end to these attacks on working people and calls on the Executive to:

- i) Campaign within the TUC and with other interested groups to raise awareness of the Government’s attacks on ordinary workers and opposition to the Government’s proposals;
- ii) Consider opportunities for a litigation strategy to attack implementation of these proposals;
- iii) Redouble its efforts to achieve fair employment protections for all teachers; and
- iv) Set up a commission inviting other private sector unions to participate to:
 - a. Examine the legal status of these anti-trade unions laws and the extent and response to reduced health and safety representation;
 - b. Re-examine the legal status of the laws with respect to EU law and Human Rights legislation;
 - c. Draw up a list of preferred changes; designed to correct the laws and imbalance against the worker and to present these changes to the Labour Opposition for implementation in the event of the return of a Labour Government; and
 - d. Name a day of action and campaign aimed at defeating the coalition laws.

Amendments

25.1 (Composite) (Windsor and Maidenhead) to move,
(Executive) to second:

Add new paragraph six:

Conference welcomes the formation of, and decision to affiliate to, the Campaign for Trade Union Freedom.

Conference also recognises the work of the Institute of Employment Rights in bringing together academics, researchers, lawyers and trades unionists to promote workers rights, and welcomes our involvement in the Institute. Conference calls on the Executive to promote the publications, campaigns and other work of the Campaign for Trades Union Freedom and the Institute of Employment Rights to associations, divisions and the membership.

25.2 (Islington) to move,
(Islington) to second:

Add immediately before “Conference congratulates”:

Conference also recognises that throughout history unjust laws have had to be defied and broken in order to bring about change.

Add new point v) to “Conference calls on the Executive to”:

- v) Recognise and make clear to members that there may be occasions on which trade unionists have no choice but to break the anti-union laws if they are to exercise their fundamental right to take collective action to protect their interests and those of the children they teach.

25.3 (Ealing) to move,
(Ealing) to second:

In para 2 add new point

11. Consideration of enforcing a 50% turnout on ballots for strike action

Add immediately before Conference congratulates:

Conference also recognises that throughout history unjust laws have had to be defied and broken in order to bring about change.

Add new point v) and vi) to Conference calls on the Executive to:

- v) Encourage the TUC to act on agreed policy, and give consideration to the practicalities of a general strike
- vi) Recognise and make clear to members that there may be occasions on which trade unionists have no choice but to break the anti-union laws if they are to exercise their fundamental right to take collective action to protect their interests and those of the children they teach.

Extended Use of the Political Fund

MOTION 26 NICK GRANT (Ealing) to move,
(Lewes, Eastbourne and Wealden) to second:

Conference is concerned that there is now a major gulf between the educational needs of learners and the consensus policies of UK political parties. This is of increasing significance for all public sector workers because of the political foundation of the investment decisions and social policies governing our services.

Conference believes that this is most clearly exemplified in policies that:

1. Promote the spread of private management of public funds in Academies and Free schools, and the consequent erosion of local public control of educational provision;
2. Decrease the opportunities for universal access to life-long learning; and
3. Weaken the ability of trade unions in education to represent their members.

Conference also recognises the frustrations of members with those political parties and their leading figures who have not supported campaigns and actions that the Union has been involved in to defend comprehensive education, and our pay, pensions and conditions in recent years.

Conference therefore believes that the scope of the union's Political Fund should be extended to disburse funds for the purposes of supporting, or even standing, candidates in local, regional and national elections who will explicitly campaign for NUT policies.

Conference will not condone the Union's affiliation to any particular political party or seek to dictate to its members who they should vote for in elections. However, Conference does instruct the Executive to:

- i) Explore all organisational, legal and financial implications for the Union of standing or supporting candidates in elections, particularly in respect of the Representation of the Peoples Act;
- ii) Engage in dialogue with other unions and campaign organisations with whom we could co-ordinate such an approach to elections;
- iii) Organise a thorough survey of Union Associations and Divisions based primarily on local forums and collective debate, rather than individualised, electronic returns by members to Head Office; and
- iv) Report via a memorandum with recommendations on the findings of this work to Conference 2014, so that if sanctioned by conference the requisite ballot of members can be conducted soon afterwards.

Amendments

26.1 (Executive) to move,
(Windsor and Maidenhead) to second:

Delete all after paragraph three and replace with:

Conference instructs the Executive to look at broadening the use of the Political Fund to increase the Union's capacity to promote policies during general elections.

Challenging the Negative Portrayal of Teachers and Schools

MOTION 27 JENNIE HARPER (Croydon) to move,
ANIA GIEJGO (Croydon) to second:

Conference is very aware of the difficulties being faced by the teaching profession as it is under a barrage of attack on many fronts. Conference accepts that when this attack is occurring we need our Union to be strong in our defence and to stand up for us as members.

Conference feels that we are in danger of being buried under a mountain of negativity. That there is a real sense of the positive aspects of many of our working lives not being heard or acknowledged let alone being used as examples of why we deserve to be treated with respect as a professional group.

Conference knows that there are many excellent teachers that are changing lives every day. We know this, our children know this, our parents know this and it is time the wider community was made more aware.

Conference demands that our Union does more to promote teaching and teachers positively. To answer our detractors with statistics and examples that prove we are doing our utmost to give children the chance of a future they deserve. Conference states that it is time we answered negativity with positivity. We will not allow our profession to be beaten down.

Conference demands:

1. That when press releases are written, an effort is made to demonstrate how teachers will respond positively to events and ensure that children do not suffer;
2. That when statistics concerning failure are presented to the public we emphasise the percentage of passes and any increase or improvement;
3. We contact the press when positive events happen in schools and within our Union; and
4. We have a section in 'The Teacher' magazine that is set aside for members to share positive experiences as a teacher.

Amendments

27.1 (Lewisham) to move,
(Lewisham) to second:

Add as fifth and sixth paragraphs:

Teachers should be confident that, if we take our case in defence of education to parents and the public, we can win widespread backing for our work and for our Union campaigns. For example, a recent poll placed teachers as one of the most trusted of all professions and we have positive experience, for example in two recent disputes in Outer London, of parents giving support to NUT and NASUWT members who have had to take strike action.

Conference agrees that, as part of the current campaign to oppose performance-related pay (PRP), we must make sure that publicity is produced aimed at parents and the public explaining the damage that PRP will inflict on education, and how it will further lower teacher morale, worsen the destructive culture of excessive targets and testing in our schools, and create undue pressure for both teachers and students alike.

Order of Business for Private Session

(To be taken at 4.30 – 5.30pm)

Accounts

(To be taken at 4.30 – 5.00pm)

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

MOTION 28 IAN MURCH (Hon. Treasurer) to move,
That the Financial Statements be now received.

MOTION 29 IAN MURCH (Hon. Treasurer) to move,
That the Auditor's Report be now received.

Report of Stoke Rochford Management Limited

(To be taken at 5.00 – 5.15pm)

MOTION 30 SIMON JONES (Chairperson) to move,
IAN GRAYSON (Vice-Chairperson) to second:
That the Report be now received.

Report of the Examiners of Accounts

(To be taken at 5.15 – 5.30pm)

MOTION 31 ALYSON PALMER (Examiner of Accounts) to move,
JUDY MOORHOUSE (Examiner of Accounts) to second:
That the Report be now received.

MOTION 32 IAN MURCH (Hon. Treasurer) to move,
That the Financial Statements be adopted.

NATIONAL AWARDS

Sunday, 31 March

Fourth Session

(to be taken at 9.45 - 10.00am)

The President to present the Representative of the Year

The President to present the Officer of the Year

The President to present the Blair Peach Award.

INTERNATIONAL SECTION

Sunday, 31 March

Fourth Session

(to be taken at 10.00 – 11.00am)

The Girl Child

MOTION 33

MAX HYDE (Executive) to move,
MARILYN BATER (Executive) to second:

Conference notes that the Millennium Development Goals have addressed gender inequality in education and improvements in maternal health. Despite this focus the circumstances for girls globally remain a real concern.

The shooting, by the Taliban, of Malala Yousafzai, the 14 year old Pakistani school girl and advocate of education for girls in Pakistan, has been a shocking alert to the vulnerability of the girl child in many countries. The Union has supported the campaign to redress this tragedy, asking the Government of Pakistan to proclaim that all girls have the right to an education, free from harassment and intimidation.

This year the United Nations declared 11 October 2012 the inaugural Day for the Girl Child. This international day aims to promote equality and opportunities for girls around the world in areas such as law, nutrition, health care, education, training, and freedom from violence and abuse. This day is a clear recognition of the need to take action to protect the human rights of girls.

The Union calls on the Government to:

1. Place a particular priority on the education of girls, especially in areas of conflict;
2. Develop a strategic approach towards the rights of the girl child across the countries in which the Department for International Development operates;
3. Ensure that:
 - i) international development aid achieves gender parity in education enrolment and completion rates;
 - ii) school buildings are safe, hygienic and accessible so that girls are able to learn without fear;

- iii) discriminatory practices, such as expulsion on the grounds of pregnancy or marriage, be eradicated; and
- 4. Advocate for the girl child at every opportunity in communication with other Governments and donors.

Conference notes that the denial of girls' rights can also have a devastating impact on the lives of their families. While progress has been made towards achieving gender parity in primary schools, with girls now representing 53% of out-of-school children compared to 60% in 2000, the fact remains that millions of girls worldwide face horrific discrimination, abuse, neglect, exploitation and violence.

Conference calls on the Executive to:

- a. Provide all support possible to Malala Yousafzai in her campaign for girls' education;
- b. Urge local Associations and Divisions to provide particular focus on campaigns related to the education of girls;
- c. Urge local Associations and Divisions to lobby local MPs to support Government action for the rights of the girl child;
- d. Raise awareness among members of initiatives which advocate for the safety and rights of girls in fragile states; and
- e. Give consideration to marking the Day for the Girl Child in October 2013.

Amendments

- 33.1** (North Tyneside) to move,
(North Tyneside) to second:

Before "Conference calls on the Executive to" insert:

Conference welcomes the Steve Sinnott Foundation's education for all day and international schools partnership campaign to be highlighted in UK schools on 21st June 2013 and confirms the Union's continuing support for the Foundation.

- 33.2** (Birmingham) to move,
(Birmingham) to second:

Add new third paragraph:

Conference notes that we would obviously challenge any attacks on women's and girl's rights and that the situation for women in Pakistan is educationally stark. According to the United Nations Development Programme the ratio of women to men who receive secondary education in Pakistan, is 0.502 ranking Pakistan 120 out of 146 countries in terms of the Gender-related Development Index. One of the reasons for this is the amount of money that is spent on the military. Pakistan itself has the seventh largest army in the world and that a Unesco report in 2011 said that it spent 7 times the amount on arms than schools. The report states that one-fifth of this budget would be enough to finance universal Primary education in Pakistan.

Add new fourth paragraph:

Conference notes that Pakistan is the 5th largest recipient of military aid from the United States and that it sanctions the use of its airfields for the US drone attacks.

Conference notes that since the war on terror over 175 children have been killed in Pakistan by the Drones, among them two cousins Tarik Khan and Waheed Khan, 16 and 12 year old. Conference believes that all children should be free to move without threat of violence from any side. Conference believes that the government of Pakistan should raise the Drone attacks at the United Nations and seek any legal redress open to it under international law.

Add a new fifth paragraph:

Conference notes that David Cameron said in February 2013 that Britain's International Aid funding should also be used for "security and peacekeeping". This led Oxfam to say that aid should be spent on "schools not soldiers" and for the British Red Cross to say that "blurring the lines between aid and military objectives will not only reduce the resources available to meet the needs of the most vulnerable, it also risks the access and safety of aid workers." While the politics of aid can be controversial, Conference notes that formally combining aid efforts with military efforts will exacerbate the problems of the 'War on Terror' that Britain is still engaged in. The US have excused the deaths of children killed by their drone strikes as being part of protecting 'global security' after all.

After the Union calls on the government:

Add new iv) in Point 3:

- iv) to refrain from using International Aid money on and "security and peacekeeping" operations.

Add new v) in Point 3:

- v) to refrain from or assist in the use of Drones as they impact communities and prevent children receiving education and in some cases threaten their lives.

After Conference instructs the Executive to:

Add new point f)

- f. Join with aid agencies in condemning any use of aid spending for military "security and peacekeeping" operations.

Add new point g)

- g. Give consideration to working with British and international charities working to end violence particularly the use of Drones in some of the poorest regions of the world and in conjunction with these charities raise awareness about the true nature of the impact of the wars on children and their education. In particular the Union should promote some of the excellent work done by Reprieve in UK and Pakistan.

Solidarity
MOTION 34

MAGGIE BANNING (Breconshire) to move,
MARY COMPTON (Radnor) to second:

Conference congratulates the Chicago Teachers Union on its magnificent stand for properly funded public education against the privatising and anti-teacher and anti-union policies of Mayor Rahm Emmanuel. Conference also congratulates teachers in every continent who have stood up over the last year to policies, which have sought to further impoverish, to de-professionalise and to persecute them – such as the contract teachers of Kashmir, the Independent Teachers Movement in Egypt and the Kenyan National Union of Teachers.

Conference also salutes the struggles of students all over the world – for example in Chile, in Quebec and in Spain – as they fight for free, democratic and public education both at school and university level in their different jurisdictions. Conference deplores the violence, which has been meted out to students involved in these struggles by the forces of the state – including in the UK.

Conference recognises that the issues facing us – privatisation, de-professionalisation, standardised testing, performance related pay and cuts, are experienced by teachers in most parts of the world. Conference sees these measures, which coupled with a demonisation of unions and teachers make up the 'reform' agenda which is generally characterised as neo-liberal, as the biggest threat to public education in the world.

Conference believes that the strongest forces to fight for education are teaching and students unions in their own countries, working alongside local communities and activists for public education. Conference rejects the paradigm which would see the World Bank and centrally determined goals and reductive targets as being the way forward to guarantee education for all but rather seeks to support activists, unions and communities as they resist neo-liberal education policies and fight for the kind of critical and creative education, which we would want for our own children.

To this end, conference instructs the executive to:

1. Receive a report at each of its meetings on the struggles of teaching unions globally;
2. Investigate ways of working with other unions, particularly in Europe, to resist neo-liberal education reform, including in particular cuts and austerity and develop alternatives, both through EI and ETUCE and independently;
3. Identify a key issue such as the use of temporary contracts and share experiences and learn from teaching unions all over the world in their struggles against such an issue;
4. Rename the International Development Fund, the International Solidarity Fund, and to consider new ways of using it, such as paying for speakers from unions in struggle to talk to Union members, contributing to the strike funds of such unions where practicable or funding research into new forms of global solidarity; and
5. Further encourage, develop and train international solidarity officers in Local Associations.

Amendments

34.1 (Composite) (Central Nottinghamshire) to move,
(Ealing) to second:

Insert two new sentences after first sentence (ending 'Mayor Rahm Emmanuel'):

Their action is an encouraging example of how teachers' strike action can be successful in resisting attacks on education and how, despite media attacks, Chicago's parents overwhelmingly backed the CTU's stand. Conference congratulates the Chicago Teachers Union for the way that they built support for their action both within their membership and within their local communities and wish them success in their ongoing struggles against school closures.

Add at the end of point 3 (after 'such an issue'):

and use the Teacher magazine to publicise those lessons;

Add at the end of point 1

"and seek to invite to each Annual Conference as a guest speaker a representative of a teaching union internationally which has engaged in significant struggle over the preceding year."

Add a new point 6:

6. Invite the Chicago Teachers Union to write a report for the Union that explains the organising strategy that they have adopted and lessons that they may have learned from their struggles that may be of benefit in strengthening our own action campaigns.

Add new point 7:

7. Seek to organise a speaking tour by representatives of the Chicago Teachers Union, and to organise a delegation of members to Chicago.

EDUCATION: GENERAL SECTION (Continued)

Sunday, 31 March

Fourth Session

(to be taken at 11.00am – 13.00 pm)

See Pages 21 to 32

ORGANISING AND MEMBERSHIP SECTION (Private)

Monday, 1 April Fifth Session

(to be taken at 9.15 - 11.15am)

MOTION 35 ROGER KING (Executive) to move,
ALAN RUTTER (Executive) to second:

That the Organising and Membership Section of the Annual Report of the Executive be adopted (Annual Report of the Executive pages 146-159).

Amendments

35.1 (South Nottinghamshire) to move,
(City of Sunderland) to second:

‘Reference Back’

Page 51 – Executive Review of the Age Criteria for the Young Teachers’ Section.

Reducing age from 35 to 30

Building a Unionised Teaching Workforce in New Circumstances

MOTION 36 KEVIN PRICE (Wokingham and District) to move,
MICHAEL PARKER (Westminster) to second:

Conference recognises that the breakup of the system of Local Authorities, national pay and conditions, and the employment of unqualified teachers presents a threat not only to the education service but also to an organised teacher workforce. This requires a determined and extensive reaction by the Union.

In a recession, teachers’ pay and conditions will be placed under downward pressure if they are determined school by school, and/or chain by chain. As a consequence thousands of our members will face unfair and uncertain arrangements. Only a significant response by the Union to these changing circumstances can challenge this.

Conference recognises that:

1. The Union needs to consider changes to its local, regional and national structures to ensure that they are best suited to defend and represent teachers and education in the new situation; and
2. Whilst professional unity has been the Union’s aim for many years, there is now a pressing need for and an increasing demand for a merger of the existing teacher unions.

Conference further recognises the following principles that underlie effective, democratic, teacher trades unionism:

- i) Negotiations should be carried out by democratically elected representatives of the members affected;
- ii) Since decisions are increasingly made at school level, this requires strong school groups with trained and elected representatives;
- iii) School organisation alone is not sufficient to defend teachers let alone make educational advance a reality again. Local democratic organisation of teachers is essential to:
 - a. Recruit, train and support school representatives;
 - b. Build campaigns to defend education and public services;
 - c. Establish relations with other interested groups, e.g., parents groups;
- iv) Our activists should as far as possible be representative of the membership in terms of age, gender and other characteristics; and
- v) We must not accept that any schools are 'no go areas'.

Conference welcomes the work of the Executive, carried out through its task group on representation of members, in preparing the Union's reaction to these changes and calls on the Executive to:

- I. Ensure that nationally and regionally the Union has relationships with major employer and other supra school bodies, such as chains, churches and the co-op;
- II. Support Local Associations and Divisions in campaigning for release time for school representatives and local officers by all employers, be they maintained, academy, free school or sixth form college;
- III. Continue to work with other teacher unions, including heads Associations, to oppose the delegation of such release time – and to seek political support for the retention of this time;
- IV. Develop chain and cluster organisation to complement our association structure – including by resourcing organising campaigns and by experimenting with chain 'branches', chain 'secretaries' and email networks of chain representatives.
- V. Support and resource campaigns for recognition in free schools alongside other TUC affiliated unions;
- VI. Redouble efforts to recruit, retain and train school and college reps – including by developing resources for reps, building a reps website, ICT training resources and working with Associations and Divisions to set up reps networks;
- VII. Support Divisions that request help, either because they are having facilities time cut or because the existing amount is inadequate, to develop and resource an organising plan, including the use of organising teams to recruit reps, build school groups, campaign for release time for local officers and where appropriate build smaller local structures. The Union should experiment to find the most effective models;
- VIII. Open a dialogue with other unions facing the similar challenges as a result of privatisation and withdrawal of facility time;
- IX. Redouble efforts to work with other teacher unions and to build a campaign for a merger of existing teacher unions;
- X. Give further consideration to membership regulations to ensure we can organise all those who are teaching or training to teach; and
- XI. Give further consideration to local, regional and national structures to ensure they are fit for the purpose of defending teachers and education in these new circumstances and report to Conference next year.

Amendments

36.1 (Composite) (Southend on Sea) to move, (Croydon) to second:

In point VII add at end of last sentence: “these models should include the possibility of using Union resources to release activists from their teaching commitment to allow them to work on these organising plans.”

Add new point VIII and re-number others:

- VIII. Recognise the pressure on lay activists arising from increasing casework demands, to pilot and resource methods of ameliorating those demands including by further developing a member contact centre and extensive web based self-help materials.

36.2 (Composite) (Waltham Forest) to move, (Bradford) to second:

After “workforce” in the first paragraph add new sentence:

“Conference also recognises that attacks on facilities arrangements in many areas are due to the Coalition Government’s determination to undermine the effectiveness and ability of the teaching unions to represent their members both individually and collectively.”

In last sentence of the first paragraph delete “ and extensive reaction” substitute “resistance”.

Fourth paragraph point (i):

Insert after “representatives” the words “of the local division in the area”.

Fifth Paragraph:

Point IV delete “branches” substitute “associations”

Delete point VII

Substitute new VII:

- VII. Support Divisions that request help because they are having facility time cut by ensuring that the Union gives the Division officers maximum support from Regional Office and National Headquarters, if necessary declaring a dispute with the LA concerned and supporting the salaries of key officers of the Division from the Sustentation Fund for the duration of the dispute. The aim is to protect members in schools by enabling them to continue to obtain support from their local Division. The Executive is instructed to support the furtherance of a dispute in these cases by all means necessary, including strike action, in the Division concerned.

Add new point XII:

- XII. Keep, as a fundamental requirement of the outcome of this work, the principle that our members must continue to be represented by elected teachers, whether at their school, in their dealings with their employer, in their campaigning activities or at national level, and ensure that elected representatives have the necessary amount of paid release to carry out these responsibilities.

36.3 (Calderdale) to move,
(Calderdale) to second:

After “workforce” in the first paragraph add new sentence:

“Conference also recognises that attacks on facilities arrangements in many areas are due to the Coalition Government’s determination to undermine the effectiveness and ability of the teaching unions to represent their members both individually and collectively.”

In last sentence of the first paragraph delete “and extensive reaction” substitute “resistance”.

Fourth paragraph point (i)

Insert after “representatives” the words “of the local division in the area”

Fifth Paragraph

Point IV delete “branches” substitute “associations”

Delete point VII

Substitute new VII

“Support Divisions that request help because they are having facility time cut by ensuring that the Union gives the Division officers maximum support from Regional Office and National Headquarters, if necessary declaring a dispute with the LA concerned and supporting the salaries of key officers of the Division for the duration of the dispute. The aim is to protect members in schools by enabling them to continue to obtain support from their local Division. The Executive is instructed to support the furtherance of a dispute in these cases by all means necessary, including strike action, in the Division concerned.”

Add new point XII

“Keep, as a fundamental requirement of the outcome of this work, the principle that our members must continue to be represented by elected teachers, whether at their school, in their dealings with their employer, in their campaigning activities or at national level, and ensure that elected representatives have the necessary amount of paid release to carry out these responsibilities.”

36.4 (Windsor and Maidenhead) to move,
(Windsor and Maidenhead) to second:

In the first paragraph

Add new sentence after “workforce”: “Conference also recognises that attacks on facilities arrangements in many areas is due to the Coalition Government’s determination to undermine the effectiveness and ability of the teaching unions to represent their members both individually and collectively.”

In last sentence of the first paragraph delete “and extensive reaction” substitute “resistance”.

In final paragraph:

In point VII.

Add at end of last sentence:

"these models should include the possibility of using Union resources to release activists from their teaching commitment to allow them to work on these organising plans."

Add new points VIII and IX and re number others:

- VIII. Support Divisions that request help because they are having facility time cut by ensuring that the Union gives the Division officers maximum support from Regional Office and National Headquarters, with the aim of defending members right to be represented by elected teachers on paid release time from their employer. The Executive is instructed to support the furtherance of a dispute in these cases by all means necessary, including strike action.
- IX. Recognising the pressure on lay activists arising from increasing casework demands, to pilot and resource methods of ameliorating those demands including by developing a member call centre and extensive web based self-help materials.

Add new point XII

- XII. Keep, as a fundamental requirement of the outcome of this work, the principle that our members must continue to be represented by elected teachers, whether at their school, in their dealings with their employer, in their campaigning activities or at national level, and ensure that elected representatives have the necessary amount of release to carry out these responsibilities.

Professional Unity (Composite)

MOTION 37 (Havant) to move,
KEN RUSTIDGE (Lincolnshire) to second:

Conference believes that a united teaching profession is our best hope of achieving better terms and conditions for teachers and a first rate education system for children. A united teaching profession can best be achieved through one union representing all teachers in all sectors.

Conference believes there has never been a better time to turn the Union's aim of professional unity into a reality.

Conference believes we must begin to genuinely work towards professional unity for the good of our members and all teachers and children. The Union believes this is what the majority of teachers would want and expect us to be working towards and achieve.

Conference notes the joint national strike action of ATL (taking national action for the first time in 127 years) with NUT and UCU on 30th June 2011 was a great success. That the further strike on 30th November 2011 with the ATL, NAHT, NASUWT, NUT, UCU and other public sector unions was the greatest display of education union unity ever.

Further, Conference congratulates the Union on its historic partnership with the NASUWT in the current joint action. We must continue to forge a new era of inclusion and collaboration with our colleagues from other teaching unions.

Together we are stronger to tackle the problems and challenges facing the teachers in the classroom today – excessive workload, poor pupil behaviour, excessive observations and monitoring, Ofsted, Pensions, Terms and Conditions and Pay.

Conference therefore calls upon the Executive to:

1. Produce an analysis of the financial and other benefits of there being one union for all teachers in all sectors;
2. Publicise the findings of our analysis to all teachers by Conference 2014;
3. Vigorously campaign for one union for all teachers in all we do and promote this in all our publications giving our campaign a high priority and prominent profile on our websites;
4. Explore both formally and informally with all the other teacher and lecturer unions the possibilities of partnerships, confederations or mergers;
5. Organise a teachers' professional unity conference as soon as practicably possible, open to all teachers; and
6. Report back to Conference 2014 on the progress made towards our aim of professional unity.

Conference urges schools and Local Association and Division branches to seek to call joint union meetings wherever possible to build greater unity.

Amendments

37.1 (Calderdale) to move,
(Calderdale) to second:

Add new second paragraph before existing second paragraph:

“However Conference also believes that any move towards professional unity should not:

1. sacrifice the principles of democracy within such a union;
2. sacrifice the principle that such a union should be lay-led; and
3. dilute the commitment to action to ensure the Union’s objectives are achieved – i.e. should not lead to a ‘lowest common denominator’ approach.”

37.2 (Lewisham) to move,
(Lewisham) to second:

Insert in first sentence after ‘united teaching profession’, ... “prepared to use its strength to take united collective action” ...

Delete second paragraph.

Delete second sentence of fifth paragraph starting “We must continue to forge” and replace with “We must continue to seek to develop opportunities to build joint campaigns, up to and including national strike action with colleagues from other teaching unions. We should seek to develop such co-ordination through discussions at a national leadership level, through joint meetings at regional and divisional level and through joint meetings of teaching colleagues in schools.

Insert new seventh paragraph:

Conference recognises that, in principle, united action across the teaching profession can strengthen our ability to oppose such challenges. However, the Union has to concretely weigh up at each stage the advantages to be won through amending our preferred strategy in order to achieve joint action as against the risks that we could be held back from pursuing a strategy which is sufficiently robust to tackle the problems and challenges we face.

37.3 (Leicestershire) to move,
(Leicestershire) to second:

That the phrase "Conference therefore calls upon the Executive" in the first sentence after the sixth paragraph be deleted and replaced with "Conference therefore instructs the Executive".

Defending and Developing an Effective Lay Led Union (Composite)

MOTION 38 (Bradford) to move,
(Calderdale) to second:

Conference recognises that the greatest strength and distinguishing feature of the Union is that it is a lay-led, democratically controlled Union at all levels. Conference commits itself to preserving this, and instructs the Executive to give the highest priority to the work and expenditure needed to achieve this.

Conference recognises that recent Government policies present an extremely serious threat to that lay-led model. In particular:

1. The growth in the number of academies and free schools;
2. The new national funding arrangements which encourage the delegation of most of the DSG and take effect from April 2013;
3. Cuts to Local Authority funding and services; and
4. Political attacks on the principle of trade union facilities from Government ministers.

Conference congratulates those Divisions who succeeded in winning the de-delegation of trade union facilities funding in School Forum votes in the last year and welcomes the work carried out by the Union to support this objective. The fact that the vast majority of Local Authorities will retain facilities funding this year is a major success for the Union's campaign.

Conference welcomes the fact that work has been done through the Executive and its Task Group to identify potential solutions to the threat to our lay structures and our ability to represent members and campaign locally. However, it also recognises that in some areas the situation has already moved on from a threat to real damage which emphasises the need to intensify our efforts.

While it is a key priority to defend existing provision, Conference recognises that there will inevitably be gaps in that provision and that these will be variable across Association and Divisions and across time within Associations and Divisions. There is no single response which will fit all circumstances. Conference believes, therefore, that the protection and development of an effective lay-led structure will require a persistent, flexible and long-term strategy.

Conference instructs the Executive, as part of that strategy, to ensure that the following actions are carried out and prioritised:

- i) Continue to work with other school unions and, where possible, Local Authorities to win positive decisions at School Forum level to protect existing facilities funding;
- ii) Develop further the good work that has been done to recruit, retain and train school representatives and the Union's organisation at school level;
- iii) Review the role of school groups within the Union's structures with a view to establishing more formal powers and responsibilities for members at school level compatible with the role and powers of local Associations and Divisions;
- iv) Step up efforts to negotiate buy-in arrangements with academies including by the deployment of the organising team to support local officers in pressing free-standing converter academies to re-join local arrangements;
- v) Negotiate, where buy-in has been clearly rejected, arrangements for paid-release for conveners in academy chains using the statutory duties under the Trade Union and Labour Relations (Consolidation) Act Employment Protection Act and, where applicable, the Burgundy Book;
- vi) Pilot a campaign to systematically seek paid-release and training for school and health and safety reps in converter academies which refuse to pay into local arrangements;
- vii) Develop, a matter of urgency, Union accountability structures within academy chains which run in parallel to the geographical Association and Division structures and allow for the election of a convener/negotiator, regular consultation with members and networks of representatives;
- viii) Identify, as a matter of urgency, both resources and mechanisms which would allow the Union to supplement and enhance the employer-funded release of union representatives to carry out union duties. This should include support for mechanisms developed and resourced at a local level;
- ix) Give whatever support is necessary to allow our local structures to function in areas where facilities time is removed or is inadequate;
- x) Regularly consult Regional and Wales representatives of Divisions and Associations through the Support for Local Associations and Divisions Working Party and through briefings of Division Secretaries;
- xi) Organise this work through regular meetings of the Task Group;
- xii) Review the Union's membership regulations to ensure that we can organise all those who work with children in schools, sixth form colleges and Local Authority support services; and
- xiii) Report on this work to next year's Conference.

Amendments

38.1 (Composite) (Croydon) to move,
(Windsor and Maidenhead) to second:

Under vi: delete "pilot" and replace with "conduct"

Delete point viii) and Insert:

- viii) Strongly reaffirm the responsibility of employers under the Trade Union and Labour Relations (Consolidation) Act 1992 to provide facilities time for NUT representatives to carry out trade union duties.

Casework and Caseworkers

MOTION 39

(West Hampshire) to move,
HELEN REEDER (Portsmouth) to second:

Conference notes with growing concern the increasing demands on Local Association and Division caseworkers.

Conference notes the work of the working party for the Support for Local Associations and Divisions, (SLAD), and the resolution 'Representing members and maintaining a lay led union' at Annual Conference 2012. Conference believes, however, that as yet, neither have had beneficial effects for the Union's caseworkers.

Conference notes with great interest the research on casework carried out by West Hampshire Association in the summer of 2012 and the resulting findings and report.

Conference believes that the demands on caseworkers are continuing to increase and that urgent action is required to reduce these.

Conference also notes:

1. The increasing volume, complexity and the associated time commitment of cases;
2. The level of seriousness of cases that local caseworkers are now being expected to manage;
3. The greater volume of casework being passed to Associations and Divisions from Regional Offices.
4. That Regional Officials are not able to spend as much time in Associations and Divisions as previously;
5. The much greater current pressures in their teaching roles, on in-service members, make it more problematic for them to carry out casework;
6. The regrettable reduction in facility time in some areas, exacerbated by the growing number of academies;
7. The growing number of Associations and Divisions with some or total reliance on retired members to act as caseworkers; and
8. The confusing range of remuneration being made to some caseworkers, for example, facility time/honoraria/direct payment by Associations or Divisions.

Conference therefore calls upon the Executive to:

- i) Research the views of all Associations and Divisions regarding all aspects of providing casework support for members, to include: volume, methods, support, complexity, remuneration, etc. This questionnaire must be distributed before the end of June 2013;
- ii) Present the collated findings to a one day meeting of Association and Division secretaries in October 2013;
- iii) Seek in the meantime to investigate and put into effect such measures as will directly assist caseworkers in dealing with their increasing burden; and
- iv) Bring recommendations to Annual Conference 2014 which will provide direct and positive support to all those who carry out the vital role of caseworker for the Union.

Amendments

39.1 (Executive) to move,
(Executive) to second:

Delete numbered point 8.

Action point ii) Delete “one day meeting of Association and” and insert “briefing” after “secretaries”.

STRATEGY, FINANCE AND COMMUNICATIONS: WALES SECTION

Monday, 1 April Fifth Session

(to be taken at 11.15 - 11.45 am)

Consortium Working

MOTION 40 (Flintshire) to move,
(Flintshire) to second:

Conference endorses the decision taken by the Union in Wales to support the formation of consortia. Consortium working has the potential to provide enhanced support for teachers and schools more cost-effectively. However, Conference is alarmed at the ways in which the four consortia have developed, in particular:

1. The variations in the management and governance structures being adopted;
2. The heavy emphasis on monitoring and challenge and the lack of emphasis on support;
3. The over-reliance on "System Leaders" at the expense of subject or phase specialism;
4. Some of the recruitment practices adopted; and
5. The absence of any significant redirection of savings to Wales' under-funded schools.

Conference rejects the creation of four mini Estyns, staffed by persons who cannot provide the subject expertise often required by schools. Conference is also concerned at the potential threat to the tenure of some staff and the refusal of the host Authority for the north Wales service to recognise the Union in contractual negotiations.

Conference instructs the Executive to:

- i) Continue to support consortium working as long as the emphasis on support is stronger than on monitoring and challenge;
- ii) Reject the operational direction of any consortium which does not demonstrate the above balance;
- iii) Publicise and take up with the Welsh Government any aspects of the development and work of consortia which are likely to be damaging to schools and teachers;
- iv) Provide support, up to and including strike action, to any groups of members whose tenure or conditions of service are adversely affected by the creation of the four consortia; and
- v) Take action, up to and including strike action, against any service or its host Authority where the Union is not afforded full negotiating rights.

Conference further recognises that the creation of the services will pose challenges to the Union's organisational structure and resources in Wales and instructs the Executive to keep both under review and provide such additional support as may be required, particularly during the period immediately before and after the establishment date of each consortium.

Literacy and Numeracy Framework in Wales

MOTION 41 (Rhondda Cynon Taf) to move,
(Rhondda Cynon Taf) to second;

Conference notes with dismay the planned introduction of the Literacy and Numeracy Framework (LNF) in Wales. The Welsh Government seems intent on following a path abandoned by England years ago.

Conference is concerned about the impact of annual testing of all year groups of pupils against arbitrary expected standards. The imposition of such testing has several negative impacts as it:

1. Devalues teachers professional judgement and professional standing;
2. Causes additional workload for teachers;
3. Causes increased and inappropriate stress for pupils at a young age;
and
4. Compounds failure for those who are working at a lower level.

Conference reiterates that the Union has high expectations and aspirations for all pupils but notes that these must be based on the child and not on a normative expectation. As teachers we want the best outcome for all our pupils and strive to ensure that this can be achieved but we recognise, as professionals, that we have to start with the child.

Conference notes with concern that the expectations in the LNF for year on year progression are tied in to particular year groups. Conference is concerned that little attention has been paid to child development in the preparation of the LNF, - it would appear to be what the Education Minister aspires to achieve not what pupils can achieve.

Conference regrets that an outcome of this initiative will be that pupils as young as 5 may be labelled as failing because they are not meeting the so-called "expected standards" at the end of their Reception year (and in subsequent years).

Conference instructs the Executive to launch a campaign immediately to seek an urgent review of the LNF to address the concerns raised above.

Banding in Wales

MOTION 42 JASON CLARK (Cardiff) to move,
ANGELA JARDINE (Cardiff) to second:

Conference believes that the Banding of schools in Wales is unfair on pupils, schools and teachers. This Wales-only method of ranking schools has recently been applied to secondary schools, and Conference is dismayed that the Welsh Government plans to extend this practice to primary schools once literacy and numeracy test data are available.

Banding has arisen from press-fuelled panic about underachievement in Welsh schools which takes no account of social deprivation or even valid comparisons with other countries. It is completely fallacious in the way that it adds together 11 incommensurable judgements (based on crude statistical quartiles) to sum up a school's performance into a single digit from 1 (the best), to 5 (the worst).

The Wales Education Minister describes banding as being for the purpose of directing support to schools that need it, however there has been no extra money available for this support, and the local press has treated banding as

new league tables. Conference notes that the publication of the secondary school banding figures has already caused a loss in morale and real misery for some schools, and while challenge and support are indispensable, the current banding system is deeply flawed and unfair to schools. Additionally, the conclusions of the banding exercise are often in conflict with the judgements made by Estyn regarding the very same schools.

Conference therefore instructs the Executive to:-

1. Develop a campaign, built on the work of Professor John MacBeath under the 'Schools Speak for Themselves' initiative to demand a change to these crude and unfair judgements made by the Welsh Government; and
2. Lobby Assembly Members from all political parties in Wales to ensure this flawed system is not imposed on the primary school sector

EDUCATION: PRIMARY/EARLY YEARS SECTION

Monday, 1 April

Fifth Session

(to be taken at 11.45 am – 12.30 pm)

Primary Curriculum (Composite)

MOTION 43 (North Somerset) to move,
(Birmingham) to second:

Conference deplores the Secretary of State for Education's narrow-minded and ill-informed interference with the review of the Primary National Curriculum. It regards this as an abuse of power, which will damage educational standards, undermine children's interest in learning and demoralise pupils, parents and teachers.

In particular, Conference notes:

1. Excessively detailed lists of spellings and grammar, arithmetic procedures and scientific facts will lead to cramming and rote learning and leave little scope for enquiry, critical thinking, creativity and experiential learning. It will dumb down children's learning and thinking, and reduce primary education to a narrow Nineteenth Century elementary school model;
2. The failure to work co-operatively with the teaching profession, including its professional and curriculum organisations, has resulted in rigid and unworkable programmes of study with targets which are not age-appropriate and which take no account of the diversity of children's development, including EAL, SEN and the impact of poverty; and
3. The high pressure to cover the prescribed content for each school year will make it difficult to consolidate the learning of less advanced or advantaged pupils, and will increase the tail of underachievement and disaffection.

Furthermore, Conference suspects that the prescription of unachievable targets in the core subjects may be designed to set up large numbers of schools for failure by Ofsted and their subsequent privatisation as academies or 'free schools'.

Conference calls on the Executive to support local associations and divisions in encouraging teachers to engage with governors and parents in a campaign and action to preserve the best qualities of primary education, including:

- i) An emphasis on the education of the whole child;
- ii) A broad understanding of 'the basics' including rich opportunities to develop spoken language, reading and writing for enjoyment and understanding, and a recognition that learning to read involves much more than synthetic phonics;
- iii) A broad and balanced curriculum with sufficient time for humanities, creative arts, practical activity and discussion;
- iv) School-based curriculum planning to preserve the best elements of entitlement within the earlier National Curriculum and with encouragement for innovative development including critical thinking, problem-solving, creativity, the use of new technologies and cross-curricular learning; and

- v) A recognition of the diversity of children's needs, interests, languages, experience, cultures and talents and the importance of teachers, in consultation with parents and carers, exercising their professional judgement and adapting teaching to ensure the best possible progress and engagement of all their pupils.

Further, Conference condemns the manipulation of the primary curriculum and teaching methods through the imposition of unnecessary tests, in particular Year 1 phonics screening and the year 6 spelling, grammar and punctuation test.

Conference welcomes the findings of the NUT/ATL/NAHT survey into the usefulness of the phonics tests carried out in 2012 and notes that teachers stated that the tests either told them nothing that they did not already know or that it classified more accomplished readers as failures as students attempted to make sense of 'made up words'.

Conference is concerned that these tests serve no educational value but the effect of judging schools and children by them will truncate the breadth of education that students should enjoy. The Year 6 spelling, grammar and punctuation test will lead to schools prioritising teaching for the test at the expense of a broad education.

At a time when public spending is being severely cut Conference notes the financial implications of administering such tests.

Conference calls on the Executive to:

- a. Call on the Government to end these discredited tests;
- b. Produce a leaflet for parents explaining the educational arguments for getting rid of these tests;
- c. Work with other leading unions to campaign against these tests;
- d. Discuss with other unions the possibility of boycotting these tests in 2014; and
- e. Continue to promote *Reading For Pleasure* regularly in the Teacher magazine.

Conference recognises the importance of sharing pupils' progress with parents. However, Conference recognises the educational damage done to young learners by labelling them as failures and therefore rejects the idea that parents should be informed in writing that children have failed a test at the age of 5 or 6.

Amendments

- 43.1** (Lambeth) to move,
(Lambeth) to second:

After para ending "broad education" add:

Conference notes the successful coalition that the Union coordinated to force a u-turn on the EBC.

After action point e, insert new points f, g and h:

- f. Organise a working party comprising primary teachers, academics in the field, subject organisations and other primary education organisations. This

- working party should produce campaign materials and organise events to campaign around the primary curriculum.
- g. Support the Lambeth Primary Conference's Charter For Primary Education initiative*.
 - h. Support the setting up of primary schools conferences in regions.

43.2 (Oxfordshire) to move,
(Oxfordshire) to second:

Conference notes the re-introduction of Writing Tests for the end of KS2 in 2013 in a "new" format based on 1950's style punctuation and grammar exercises.

While entirely appreciating the need to teach punctuation and grammar returning to a test design taking writing out of context will narrow the focus of the teaching of writing throughout KS2 with more concentration on exercises and less on writing for a purpose.

Replace a and b in "Conference Calls" with new points a, b and c:

- a. Call on the Government to end the discredited Y1 Phonics Test
- b. Call on the Government to withdraw the new Y6 writing test in favour of Teacher Assessment.
- c. Produce a leaflet for parents explaining the educational arguments against testing that is neither educationally sound or in the interests of the child.

Renumber c, d and e as d, e and f

* A copy of the Lambeth Primary Conference's Charter For Primary Education will be circulated in Delegates Conference wallets.

RESOURCE MANAGEMENT SECTION

Monday, 1 April

Sixth Session

(to be taken at 2.00 – 2.30pm)

MOTION 44 IAN GRAYSON (Executive) to move,
NICK GRANT (Executive) to second:

That the Resource Management Section of the Annual Report of the Executive be adopted (Annual Report of the Executive pages 177-182).

Executive Member Representation

MOTION 45 ANNETTE PRYCE (Buckinghamshire) to move,
LEE RYDER (Buckinghamshire) to second:

Conference notes that there is a vast difference between the numbers of Union members that each Executive member represents. This is highlighted by the size of Districts 21 and 15 which have, respectively (according to the 2011 Annual Report) 13,900 and 12,000 members per Executive member; when overall the average is much closer to 8,000.

Between 2001 and 2011, the overall membership of the Union increased by 26 per cent. However, the following districts have increased their membership as detailed in the table, by considerably more than that.

District (number of Executive members)	Increase in members since 2001
District 15 (one member)	28%
District 18 (one member)	32%
District 20 (one member)	38%
District 21 (one member)	34%
District 26 (two members)	40%

These districts are in the South East and show an overall increase in membership in the South East over this time.

There is currently no provision in the rules of the Union to be flexible on Executive member representation, despite the trends in increasing membership overall and in specific geographical areas.

Conference instructs the Executive to carry out immediately a full analysis of membership numbers per District and bring to Conference 2014 a rule change to allow for a review of Executive districts every four years and changed, if necessary, according to a discrete formula linking numbers of Executive members to number of members in that district.

Amendments

45.1 (Composite) (East London) to move,
(Executive) to second:

Delete final paragraph and replace with:

Conference instructs the Executive to establish a time limited Task Group on Executive member representation, and to bring forward recommendations as to appropriate rule changes and arrangements for periodic review. The time limited Task Group would consider a range of factors in carrying out its remit, including the gender balance on the Executive, the amount nature and distribution of membership within, and the size and geographical make up of, each District.

45.2 (Calderdale) to move,
(Calderdale) to second:

Delete all after the first sentence and replace with:

“These differences have grown with the differential growth in membership in different districts.

However, Conference also notes that the ability of Executive members to represent their constituents is affected by many other factors such as the geographical spread of a district, the number of Associations and Divisions in their District and the number of separate employers across the District.

Further Conference notes the current threats to facility time are also a threat to the ability of Executive members to represent members.

Therefore Conference instructs the Executive to:

1. Bring a proposal to Conference 2014 as to how the rules of the Union could allow for changes in the basis of Executive member representation;
2. Ensure that all discussions and campaigns on the protection of facility time include facility time for Executive members and National Officers; and
3. Carry out a review of Executive member representation as part of the Defending and Developing an Effective Lay Led Union agenda.”

EQUALITY CONFERENCES SECTION

Monday, 2 April

Sixth Session

(to be taken at 2.30 – 3.30pm)

Education, Disability Equality, Disability Leave and Reasonable Adjustment

MOTION 46

COLLEEN JOHNSON (Disabled Teachers Conference) to move,
MANDY HUDSON (Disabled Teachers Conference) to second:

Conference regrets the manner of current political thought which is biased in favour of individual gain and denies a welfare function to society. As well as facing escalating costs with the majority of the population disabled people are doubly disadvantaged due to cuts in care packages, benefits and reduction in support in schools and colleges. Conference notes that alongside more stringent criteria for Access to Work is it becoming much more difficult for disabled teachers to remain in work.

Conference recognises that as teachers of young people we have an obligation to promote a more ethical and supportive society, which would celebrate a diverse and inclusive approach to education. As part of this approach Conference calls on all members to promote Disability History Month and other quality focuses in their schools.

Conference is very concerned about the impact on disabled teachers of the continuing confusion that exists within many schools and employers around disability leave, disability related absence and sickness leave, which is compounded when employers/schools unlawfully combine disability related absence with sickness absence when calculating sickness absence in a discriminatory misuse of data. Conference takes the view that these should only be aggregated when the person is permanently unfit for work and/or is seeking to leave the profession. Conference deplores the fact that despite some areas having excellent disability leave policies, disability leave is not available to many teachers and there is no nationally negotiated agreement.

Conference is extremely concerned about threats to the 2010 Equalities Act and the independence of the Equality and Human Rights Commission from the Government and agrees to alert and mobilise all our members and the public to these threats to Equal Opportunities.”

Conference notes that:

1. Disability leave is a reasonable adjustment and Conference believes it should be provided to all teachers who need it;
2. Many teachers qualify as disabled under the Equality Act 2010;
3. Employers have a duty to provide “reasonable adjustments” for these disabled teachers (Equality Act 2010);
4. Many disabled teachers are unaware that “reasonable adjustments” may be available to assist in their work;
5. Many disabled teachers are afraid of requesting “reasonable adjustments” for fear of being labelled as unfit to teach; and
6. Union lay officers should be aware of examples of “reasonable adjustments” and how they could be realistically claimed for members.

Conference therefore instructs the Executive to:

- i) Run local training courses for caseworkers and officers to clarify how best to negotiate “reasonable adjustments” for members;
- ii) Produce examples of “reasonable adjustments” which have been made for members, accepting that not all adjustments are suitable for all disabled teachers, their schools and the specific barriers they face;
- iii) Use every opportunity, including the workload, pensions and anti-academy campaigns to promote discussion of a fairer society for all;
- iv) Monitor the casework of the union at Regional and Divisional level for evidence of increased hardship of disabled teachers and work with the Teacher Support Network to campaign for better treatment including disability leave to be available to all teachers who require it;
- v) Open national negotiations on disability leave to be incorporated into the Conditions of Service of Teachers or other relevant documents at local and national level;
- vi) Campaign for the separation of disability leave and sickness data to prevent discrimination;
- vii) Prepare (and ensure the delivery of) detailed briefings for Divisions and deliver such briefings to both Divisional Secretaries and Equalities Officers at nation, regional and local level for them to enter into negotiations at local level including academy providers; and
- viii) Produce a model disability equality agreement seek to negotiate with employers/schools a collective Disability Equality Agreement covering all the above points and those that currently exist in the 2010 Equalities Act and the duty to have due regard to promote equality.

Amendments

46.1 (Composite) (City of Leicester) to move,
(Hackney) to second:

Add after Paragraph one:

“Conference further notes with abhorrence the closure of the Independent Living Fund, which provided additional support for disabled people with significant support needs; the decision to reassess all 16-64 year old holders of Disability Living Allowance from April 8th, to place them on Personal Independence Payment, involving much stricter criteria and likely to lead to the loss of entitlement to some 450,000 out of 3.2 million holders of DLA, as part of a planned £2 billion reduction; and many other benefit and welfare cuts that are and will adversely affect disabled peoples’ ability to seek and hold a job, including teaching. Such moves make nonsense of the Government’ stated commitment ‘to supporting disabled people to lead independent and active lives’.”

Add to end paragraph 4:

“Conferences’ concerns are deepened by decisions of the Government to remove Equality Impact Assessments, the removal of employer liability for harassment by third parties, to set up the current closed review of the future Public Sector Equality Duty and the removal of duties from the EHRC’s remit”.

Add new points xi, x and xi to the last paragraph and renumber:

- ix) Recognising that we represent a substantial number of disabled members, who are and will be detrimentally affected by cuts and reductions in

- Disability Benefits; Reaffirm the Unions support for Disabled People Against the Cuts (DPAC) and others fighting the draconian attack on disabled people and extend the support of the union to members seeking or defending their entitlement to Welfare Benefits, particularly the Personal Independence Payments;
- x) To work with Divisions and Associations, schools, other unions, the TUC, Disabled People's Organisations(DPOs), NGOs, community groups and the public to build a mass campaign to protect Equalities Legislation and the functioning and independence of the Equality and Human Rights Commission including, initially alerting all members of current threats;
 - xi) To develop, through a Conference of the four union Equality Committees of the Union and Association/Division Equality Officers to develop:- a strategy and list of demands for restoring equalities legislation; a strategy for the development of equalities in schools and; to seek the support of those identified in (x) for this programme."

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

Black Members' Place is in the Union

MOTION 47

SAM MAKINDE (Black Teachers Conference)

to move,

LEONORA SMITH (Black Teachers Conference)

to second:

Conference welcomes initiatives taken by the Union and some of its Divisions to increase the active participation of black members at all levels of the Union and the wider trade union movement. However, Conference is concerned that progress in this regard has been far too slow and that we must redouble our efforts to bring about full participation and representation of black members within our local and national structures.

Conference therefore instructs the Executive to:

1. Review, as a matter of urgency, the structures and mechanisms of the Union with the explicit aim of ensuring increased participation and involvement of black members;
2. Approach other unions and organisations both nationally and internationally to explore strategies they have deployed that have been successful in increasing active involvement of black members, minority groups and other under-represented groups within their unions;
3. Consider organising a conference or seminar, before Conference 2014, for black members, and other under-represented groups within the Union, to specifically address the issue of achieving greater participation;
4. Bring a report to Conference 2014 on the progress of initiatives and activities to increase participation and involvement of black members at local and national level; and

5. Consider bringing a memorandum to Conference 2014 on improving the active involvement of members in Union activity and structures, particularly black, minority and under-represented groups.

The above should be done in consultation with the Advisory Committee for African, African Caribbean and Asian Heritage members, other relevant Advisory Committees, the Executive's Equalities Sub-Committee and Education and Equalities Committee, (liaising with other Standing Committees as appropriate) and local Associations and Divisions.

EQUALITY SECTION

Monday, 1 April

Sixth Session

(to be taken at 3.30 – 4.00 pm)

Women's Rights

MOTION 48 (Lambeth) to move,
(Bristol) to second:

Conference believes that despite the formal, legal, equality that women have won, sexism and inequality are still a huge factor in shaping women's lives today, and those of the students we teach.

As educators, teachers are in an ideal position to challenge sexism and gender stereotyping, helping girls and young women to feel confident and secure both academically and socially.

Conference is deeply concerned about:

1. Attacks on the rights women have fought for, including maternity leave, and the right to make their own choice about abortion; and
2. The rise of what has become commonly known as 'raunch culture' where the old sexism of the past has been rebranded by big business. In particular, the gains of the last 40 years in terms of women's sexual liberation are being turned back on women and girls in commodified form. Playboy bunnies adorn children's pencil cases, pole dancing is sold as an 'empowering' form of exercise, and the 'beauty pageants' of old have become a staple of student union life. The objectification of women's bodies is playing an ever more horrifying role in society and is having a disastrous effect upon the self-image of girls and young women.

Conference notes:

- i) That the number of lap-dancing clubs has increased significantly in the UK since 2004;
- ii) The growth of 'lads mags' that objectify women's bodies;
- iii) That a growing body of research into media portrayals of women as 'sex objects' shows that such attitudes cause extensive harm to women and leads to an increase in sexist attitudes and behaviours;
- iv) A large per cent of cosmetic surgery is carried out on women;
- v) Breast enlargements are the most popular form of cosmetic surgery;
- vi) The size 'zero' fixation has fed a climate where 1 in 20 women now have an eating disorder or problem;
- vii) Many diabetic women admit to not taking their insulin in an attempt to 'stay slim';
- viii) The Secretary of State for Education's unhelpful comments about 'academic rigour' reducing the need for high quality sex education; and
- ix) The Coalition Government's overturning of plans to make sex education compulsory.

Conference believes this is having a particularly damaging effect on girls and young women we teach. Far from being 'ironic' or 'empowering', the rise of the new sexism is damaging. Growing up in a world where it is normal for women's bodies to be seen as sex objects affects the way that girls in our schools grow to view themselves and their place in society.

Conference instructs the Executive to:

- a. Commission a study into the attitudes of girls and young women towards their bodies;
- b. Disseminate and, where necessary, produce anti-sexist teaching materials that take up the above issues;
- c. Support the women and men who protest against these manifestations of the new sexism;
- d. Encourage Associations to fight any attack on maternity rights with appropriate action;
- e. Campaign to raise the profile of sex education in schools;
- f. Work with teacher trainers to increase the confidence of teachers to teach sex education; and
- g. Build on the success of such initiatives as the London women's network, Let's Talk About Sex event.

Amendments

48.1 (Croydon) to move,
(East London) to second

Add new second paragraph:

Conference notes the persistently high number of women who routinely face sexual and/or violent assault within domestic relationships.

Add new 3rd paragraph:

Conference believes the criminal justice system has failed to respond adequately to the experience or needs of women and their families and that this has wider implications for society as a whole.

Delete old second paragraph (new 4th paragraph) and replace with:

“Conference believes that teachers have a responsibility to challenge sexism and gender stereotyping and to help girls and young women to feel confident and secure both academically and socially.”

After “Conference instructs the Executive to”:

Delete e) and replace with:

- e. Campaign to make the delivery of Sex and Relationships Education in schools compulsory;

Add new point f) and re-letter:

Encourage teachers and schools to deliver SRE lessons as part of a broad and balanced curriculum including the dissemination of teaching resources such as ‘Expect Respect’ toolkit from Women’s Aid and ‘This is Abuse’ pack from the Home Office.

Add new point i):

- i) Update and republish the Union’s document “Silence Is Not Always Golden – Tackling Domestic Violence” and encourage associations and divisions to advertise this at meetings and to schools.

48.2 (Buckinghamshire) to move,
(Buckinghamshire) to second:

In "Conference Notes":

Insert new point iv) and move all other points down.

- iv) That Bisexual women often face negative stereotypes associated with their sexual orientation. They are marginalised and stigmatised, which can have negative consequences on their health.

In "Conference instructs the Executive to":

Amend point d.

Insert after "maternity": "and adoption".

To read:

- d. Encourage Associations to fight any attacks on maternity and adoption rights with appropriate action;

Insert new point h.:

- h. Build on the success of the Women United conference in 2013 for 2014, to include strategies to help teachers break down negative stereotypes associated with bisexuality and gender stereotyping.

48.3 (composite) (Central Nottinghamshire) to move,
(South Nottinghamshire) to second:

Add to the end of point a:

And share the findings with local associations and divisions to support them in local campaigning around these issues.

Replace point g with new point g:

- g) Encourage all associations to organise events like the successful "let's talk about sex" event run by the London Women's Network

Add new point h:

- h) Extend the work of the gender project and share resources and good practice with local associations and divisions.

SALARIES SUPERANNUATION AND EDUCATION ECONOMICS SECTION

Monday, 1 April

Sixth Session

(to be taken at 4.00 – 5.30pm)

MOTION 49 TONY TONKS (for the Executive) to move,
EDDIE RITSON (for the Executive) to second:

That the Salaries, Superannuation, Employment Conditions & Rights Section of the Executive be adopted (Annual Report of the Executive pages 183-214).

Defending Teachers' Pay (Composite)

MOTION 50 (Rochdale) to move,
SHELAGH KAVANAGH (West Suffolk) to second:

Conference recognises that the Government's pay freeze for teachers from September 2011 to 2013, added to a steady fall in the real value of teachers' pay for the previous six years and the planned increases in pension contributions, has already had a substantial effect on teachers' living standards, one that will become intolerable over the coming year. It has already damaged morale and the recruitment and retention of teachers. Proposed further years of below inflation pay rises will lead to real anger and to large numbers of teachers leaving the profession. Combined with the increasing burden of student debt and the unavailability of affordable housing, young teachers are being pushed into real poverty. For members in 6th form colleges the situation has been further exacerbated by pay rises less than those of members in schools before the pay freeze began.

Conference recognises the very real danger that the Government will seek to avoid any "catch-up" at the end of the pay freeze by de-regulating pay determination, something that it has already sought to encourage in academies and free schools.

Conference deplores the threat across the public sector to introduce local "market-facing" pay in place of the existing national pay scales. Local pay is simply a further attempt by Government to cut the pay of public sector workers. Cutting wages will harm economic recovery and lead to new areas of teacher shortage. Previous STRB consultations have shown consistent opposition from governors and head teachers to regional and local pay scales and pay bargaining. National employers in the private sector do not use regional pay and neither should the public sector.

Conference deplores the Secretary of State's intentions to promote further "pay flexibility" and performance related pay in teaching. It rejects the notion that teachers can be successfully motivated by the threat of large-scale withholding of progression up the pay scales and routine demotions as a form of punishment, as suggested in the Government's evidence to the School Teachers' Review Body. Links between pay and performance management are impossible to apply fairly. They also undermine the collegiate working that is necessary for successful teaching. Conference believes that greater "pay flexibility" would lead to further pay cuts, substantial and unjustified pay inequality and destructive competition between schools for staff. Conference

reaffirms the Union's complete opposition to performance related pay in teaching and its commitment to the removal of all such links.

Conference also reaffirms its continuing view that supply teachers should be employed on national pay and conditions for schoolteachers and have the automatic right to membership of the Teachers' Pension Scheme.

Conference notes that the agency workers regulations currently stipulate that agency workers are entitled to be paid on teachers' pay scales once they have worked for 12 consecutive weeks for the same hirer, be it one Local Authority, one academy or one free school. Many schools avoid paying the enhanced fees by terminating the contract before 12 weeks and re-hiring from another agency.

Conference notes that some agencies make significant profits by charging schools typically £170 - £190 per day and yet only paying supply teachers around £90 - £120 per day. This rate of pay is often significantly below STPCD.

Conference notes that the Regulations stipulate that a supply teacher who moves from one school to another within the same Local Authority can accumulate the 12 weeks' time as it is effectively the same hirer. Thus supply teachers living in rural areas or near a county border are at a disadvantage as they are unlikely to be placed repeatedly with one Local Authority.

Conference notes that many supply teachers have felt compelled to go with agencies due to the lack of supply teaching largely as a result of the Workforce Agreement and the increase in HLTA's and cover supervisors.

Conference believes that:

1. Supply teachers are discriminated against as a result of the regulations because if they have several placements in different schools of less than 12 weeks, they may never satisfy the criteria; and
2. Schools often end a teacher's long term placement just before 12 weeks and hire another teacher from a different agency to avoid paying the increased fee and the proliferation of new agencies indicates that this is now common practice.

Conference believes that our aim must be the re-establishment of national collective bargaining machinery for school teachers, in place of the current system by which the Secretary of State has ultimate control over pay and conditions and over his STRB advisers, and the retention of other national bargaining arrangements and pay and conditions structures.

Conference is committed to both ending the pay freeze and defending national pay and conditions for teachers in schools and colleges, and for all of our members, including Soulbury staff.

Conference therefore instructs the Executive to:

- i) Continue to campaign for the re-establishment of national negotiating machinery for teachers' pay and conditions;
- ii) Be prepared to organise industrial action with other unions where possible in defence of national pay rates and terms of employment, if any proposals are put forward that threaten them;
- iii) Be prepared to organise industrial action with other unions where possible in opposition to any schemes that ration movement up

- existing pay scales or introduce the concept of the routine demotion of teachers;
- iv) Call on Associations and Divisions to build broad campaigning alliances on this issue at local level, with other unions affected by the break-up of national pay bargaining, working through local trades councils and anti-cuts groups;
 - v) Continue to campaign vigorously for increases in 6th form college pay with the aim of re-establishing pay parity between staffs in 6th form colleges & those in schools;
 - vi) Put pressure on the Government to review the current regulations so that supply teachers are not adversely affected by the agency workers' regulations;
 - vii) Organise a campaign amongst all teachers on this issue;
 - viii) Campaign and encourage all Local Authorities to set up and maintain their own supply pool with all teachers paid appropriately on STPCD;
 - ix) Continue the campaign for a qualified teacher at all times in front of a class; and
 - x) Be prepared to take national strike action, in co-operation with the largest possible coalition of other teachers' organisations and public sector unions, in defence of public sector pay, as part of the Union's continuing campaign to protect public services, pay and pensions.

Amendments

50.1 (Composite) (Norwich and District) to move,
(Birmingham) to second:

Add new paragraph 2:

While welcoming joint action with the NASUWT where this is possible, Conference believes that any action, with or without any other education unions, must be based on initiating a strategy that can beat Michael Gove's attacks. We are well aware that the attacks on national pay scales, as well as the continuing pay freeze and increases in our pension contributions, are part of a programme to drive down our conditions. We believe that it is going to be easier to stop the attacks on the pay scales if we have taken a serious programme of action before they are implemented in September 2013. While we should plan for strikes into the Autumn terms, these must be built on successful escalating action in the Summer term. Thus, it is imperative that the Union is willing to take independent action, with or without another union. In addition, Conference believes that other unions, including the NASUWT, are more likely to take escalating national action if given a lead by the NUT.

Replace x) with:

- x) Instructs the Executive to organise a programme of national strike action. Following Conference, this must begin with a one day national strike in April with the action, escalating each month of the Summer Term. These strikes could be supported by additional rolling regional strike action, demonstrations, rallies and increasing the effectiveness of the Action Short of Strike Action, but the main focus must be the increasing national strike action.

50.2 (City of Leicester) to move,
(Central Nottinghamshire) to second:

Delete third paragraph and replace with:

Conference welcomes the STRB's rejection of regional pay but recognises that the proposals to introduce performance-based pay progression for all teachers could result in an even greater fragmentation and individualisation of salaries. These divisive decisions will be determined by individual school pay and appraisal policies, and based on judgements that may be discriminatory and based on factors outside an individual teachers' control.

Insert a new fourth paragraph:

Conference deplores the proposed dismantling of our pay structures, particularly:

- i) The removal of an expectation of annual pay progression along the main pay range, a feature of teachers' pay arrangements since the 1920s;
- ii) the removal of specified pay scale points on both the Main and Upper pay ranges;
- iii) the abolition of 'portability' of pay points between schools with teachers paid on the Upper pay range no longer guaranteed to maintain that range on moving schools;
- iv) the threat that even the 1% pay uplift for September 2013 might only be awarded on the basis of performance;
- v) the use of Ofsted to pressurise schools into adopting performance-related pay with new subsidiary guidance suggesting that headteachers provide inspectors with "a table showing for each salary point, the number of staff, points they have moved from, and the number that met their performance management objectives"

Replace the existing ii) with:

- ii) Announce from this Conference that, as part of our national dispute on pay, pensions and working conditions, the NUT will be calling national strike action on Wednesday 1 May and on Thursday 27 June as part of an ongoing programme of rolling and/or national strike action continuing, if required, into the autumn term and beyond.

Replace the existing iii) with:

- iii) Express publicly our wish to coordinate that programme of strike action where possible with the NASUWT and other unions opposing attacks on pay, jobs, pensions and working conditions.

In (iv), replace "the break-up of national pay bargaining" with "threats to pay, jobs, pensions and working conditions"

Insert new (v) and renumber remaining points:

- (v) Support reps and local officers in seeking to secure pay and appraisal policies that protect teachers' pay and working conditions as far as possible, including through taking strike action in individual schools and co-ordinated across schools, while recognising that national strike action to oppose these national attacks remains the most powerful way of defending teachers and education.

Insert new final additional point xii)

- (xii) Urgently put into practice a detailed organising and communications strategy including home mailings to members, materials aimed at the parents and the public, reps briefings in associations and some newspaper advertising in the run up to strike days.

50.3 (Executive) to move,
(Executive) to second:

Paragraph 1 – Insert new paragraph at start:

Conference deplores Secretary of State’s proposals to dismantle the national pay structure for teachers by ending prescribed pay scale points, implementing school-based pay determination and extending PRP to all pay scales. His proposals threaten much greater inequality and discrimination in teachers’ pay, with pay progression decisions taken on the basis of factors outside teachers’ control, such as the school’s funding position or simply whether or not a teacher’s face fits.

Paragraph 2 – Add at end:

The proposed 1% pay award will be yet another below inflation increase, further cutting living standards.

Paragraph 3 – Delete and replace with:

Conference welcomes the STRB’s rejection of regional pay but fears that school-based pay determination may turn out in practice to be worse than regional pay.

Paragraphs 5 to 10 – Delete and replace with:

Conference reaffirms its view that all supply teachers should be employed on the same pay and conditions as other teachers, as well as having the automatic right to membership of the Teachers’ Pension Scheme, and deplores the continuing failure by the DfE to take forward discussions on this area as advised by the STRB in 2008. Conference deplores both the profits made by agencies at the expense of supply teachers and schools, and the attempts made by some schools to deprive agency supply teachers of their rights to equal treatment.

Paragraph 12 – Add at end:

Conference reaffirms the policy on sixth form colleges pay and funding agreed at Conference 2012 and reaffirms its commitment both to campaign for fair funding for sixth form colleges and for parity of pay and conditions between teachers in schools and teacher in sixth form colleges and to ensure that teachers in sixth form colleges can play their part in industrial action in defence of pay.

Paragraph 13 – Delete ii) and iii) and replace with:

- ii) Continue to take forward its current strategy for industrial action to secure the withdrawal of the Government’s proposals on teachers’ pay
- iii) Support divisions and associations, school representatives and members generally, through industrial action if necessary, in securing school pay policies which protect members as far as possible against the Government’s proposals.

50.4 (Windsor and Maidenhead) to move,
(Windsor and Maidenhead) to second:

Final paragraph.

Insert new point iv) and renumber:

- iv) Consider the attack on pay within the context of attacks on pensions, education cuts and the government's drive to privatise education and develop an appropriate national strategy which responds to this broader context.

Insert new point vi) and renumber:

- vi) Work with local associations and divisions to set these campaigns in a national context, working with initiatives such as the People's Assembly Against Austerity on 22nd June.

Defending Our Pensions (Composite)

MOTION 51 (Brighton and Hove) to move,
(Islington) to second:

Conference recognises that the fight to restore decent and fair pensions for teachers has to continue, and recognises that to succeed in this objective it is very important to build a coalition of teachers' unions committed to both campaigning and action. It also welcomes the Union's commitment to campaign more widely with other organisations to protect the pensions of public and private sector workers and the state pension against the disgraceful attacks on them by the Coalition Government.

Conference reaffirms its support for good quality final salary occupational pensions in both the private and public sectors and a decent state pension. It deplores private and public sector employers and the Government using the recession as an excuse to attack occupational pensions.

Conference condemns the irresponsibility of those who make plans for the future of education based on teachers working to 68 and beyond, and gives its full and continuing support the "68 Is Too Late" campaign.

Conference believes that our pensions are fair and affordable taking into account increasing longevity. We will not allow teachers, other workers or pensioners to have their pensions slashed as a part of this Government's discredited economic strategy.

Conference condemns and will fight the "race to the bottom" in all pension provision except that of the richest.

Conference has grave concerns that the majority of our supply teaching colleagues are now obliged to acquire work via agencies, and are consequently excluded from the Teachers' Pension scheme.

Conference notes that the Teachers' Pension scheme rules are outmoded, and out of line with current working conditions for teachers not employed directly by LA's and schools.

Conference believes wholeheartedly that all teachers with QTS must be treated with parity with regard to pension rights, as well as to pay and conditions of service.

Conference calls on the Executive to work with other teacher organisations to negotiate a change to the rules to enable all teachers to access the Teachers' Pension Scheme.

Conference instructs the Executive to address this issue as a matter of urgency, and strive to make the Teachers' Pension scheme available to all qualified members of the profession.'

Conference further instructs the Executive to:

1. Continue to give the highest priority to co-ordinated efforts to defend members' pensions, as well as resisting attacks on our pay, working conditions and professionalism, recognising that national strike action will be a necessary part of a successful campaign;
2. Continue to develop our campaigning and action strategy with teacher and other public sector unions, and with pensioners' organisations and lobby groups;
3. Take the initiative in the establishment and development of an organisation to lead the defence and improvement of pensions for all workers over the long-term, an organisation that can challenge with good evidence the myths and lies about affordability spread by the Government and its allies;
4. Seek to organise national and local demonstrations, rallies and public meetings in conjunction with other unions and pensioners organisations;
5. Encourage and assist Local Associations and Divisions to build local campaigns through trades councils and other joint campaigning groups;
6. Press for commitments from opposition politicians to resist the Government's proposals and reverse them in office; and
7. Campaign alongside the TUC and the National Pensioners Convention for an appropriate increase in the state pension, which should thereafter be linked to earnings or prices measured by an index that takes into account the real increase in the cost of living of older people, whichever is the higher.

Amendments

51.1 (composite) (Oldham) to move,
(Lewisham) to second:

Add new point 8:

8. Support the demand for a one day general strike by TUC affiliated unions and, if necessary, further general strike action

51.2 (Executive) to move,
(Executive) to second:

Paragraphs 6 to 10 – Delete and replace with:

Conference continues to be concerned that supply teachers employed by agencies are not permitted access to the Teachers Pension Scheme and believes that the introduction of private sector providers into other areas of State education may increase this problem of denial of access to the Scheme. Conference reaffirms its view that all those working as teachers in State funded institutions should have automatic access to the Teachers Pensions Scheme; and welcomes the work being undertaken by the Union and the other teacher organisations to seek to secure changes to the Teachers Pensions Regulations to permit this.

51.3 (Norwich and District) to move,
(Norwich and District) to second:

Add new paragraph 2

“While welcoming joint action with the NASUWT where this is possible, Conference notes that the continuing attack on our pensions, including working to 68 and paying more for less, as well as the continuing pay freeze and the dismantling of national pay, is such that it is imperative that the NUT be willing to take independent action, with or without another union. In addition, Conference believes that other unions, including the NASUWT, are more likely to take national action if given a lead by the NUT.”

Pensions
MOTION 52

(Bristol) to move,
SARAH ANDERSON (Central Bedfordshire)
to second:

Conference recognises that the Union’s campaign to defend pensions remains of the utmost importance to members who are being made to pay more to get less and to work longer.

Teachers cannot afford to have their pay cut through the further increases in pensions contributions planned for April 2013 and April 2014. Teachers certainly cannot afford to have their pension ages increased to 68 or more as the Government intends.

Conference further recognises that our failure to take further national strike action on pensions since November 2011 has encouraged the Government to press ahead with these attacks and undermined the confidence of members in the Union’s ability to prevent these attacks succeeding. We have a responsibility to our members to make clear that we are not accepting these attacks by launching an urgent campaign of publicity and further national strike action.

Conference notes with regret that only nine Labour MPs voted against the second reading of the Public Service Pensions Bill in Parliament. Conference recognises that we cannot rely on this legislation being willingly repealed by a future Labour Government and that this is a further reason to rebuild our campaign of industrial action.

Strikes over pensions, both with and without the NASUWT, have been well-supported and seen NUT membership grow. While taking action alongside other teachers' organisations is preferable, our union must not be forced into inaction by the unwillingness of other teachers' organisations to properly mobilise to defend members' interests.

Conference believes that members will respond positively to a call for further national action and that such action, particularly if combined with other unions, can still force further concessions from this Government. Teachers have a greater social weight than most other sections of the public sector workforce and a corresponding greater ability to win such concessions.

Conference therefore instructs the Executive to:

1. Approach the NASUWT with a specific plan for escalation to national strike action over pensions – starting as soon as possible but making it clear action will go ahead even without this co-ordination;
2. Approach other unions with their own disputes over pay and pensions to explore co-ordination of action;
3. Publicise a calendar of escalating national strike action to inspire confidence in our members and to show the Government we are serious about defending our pensions; and
4. Extend the '68 is too late' campaign to win parental support for our action.

Amendments

52.1 (Executive) to move,
(Executive) to second:

Paragraph 3 – Delete first sentence and replace with:

Conference welcomes the Union's success in persuading TUC Congress 2012 to commit the TUC to continuing to support those unions which remain in dispute over pensions and believes that it is essential that the Union continues to work within the TUC and with other unions which remain in dispute for the broadest possible alliance of opposition to the Government's proposals.

Paragraph 5 – Delete.

Paragraph 7 – Delete points 1 to 3 and replace with:

Continue to take forward its current strategy for industrial action in defence of teachers' pensions and public sector pensions generally.

EMPLOYMENT CONDITIONS AND RIGHTS SECTION

Tuesday, 2 April
Seventh Session
(to be taken at 9.15 – 11.00am)

Appraisal and Capability

MOTION 53 (Oldham) to move,
(Rochdale) to second:

Conference believes that the new Appraisal regulations which came into force in September 2012 are unnecessary and punitive, and do little to promote teachers' professional development needs or to raise standards in teaching.

Conference is concerned that the Department for Education model policy:

1. Combines appraisal and capability, placing teachers on permanent capability procedures;
2. Removes the limit on lesson observations and targets;
3. Removes the informal capability stage and advocates reduced timescales for teachers to demonstrate sustained improvement and avoid dismissal;
4. Removes the rights to a fair appeals procedure;
5. Makes little reference to support for teachers; and
6. Will promote a culture of performance related pay and punitive salary cuts.

Conference is extremely concerned that new Appraisal and Capability regulations will have a damaging effect on teachers' workload, health and wellbeing, and furthermore condemns comments by the Chief Inspector of Ofsted stating teachers must work harder for their pay as a mockery of the truth about the unreasonable burdens already placed on teachers by people such as himself.

Conference congratulates school representatives and local secretaries who have negotiated fair appraisal and capability procedures in line with Union policy and protocol, and further congratulates those who have enforced changes to unfair policies through the Union's action short of strike action. Conference instructs the Executive to:

- i) Reject the DfE model for appraisal and capability policy;
- ii) Reaffirm the need to keep separate appraisal and capability procedures;
- iii) Insist on teachers' rights to fair appraisal and capability procedures, including an open and transparent appeals process;
- iv) Oppose any moves to increase observations, accountability and workload under the new regulations;
- v) Continue to work with other unions to support members in schools in demanding fairer appraisal policies and lesson observation protocols; and
- vi) Continue to support schools in taking action short of strike action against unfair appraisal policies, and where necessary support schools in sustained strike action.

Amendments

53.1 (Composite) (Bedford) to move,
(Waltham Forest) to second:

Add new second paragraph:

Conference believes that the current government favoured approach to Appraisal and Capability also damages rather than promotes good teaching and learning and good professional practice. It imposes a mistaken and pedagogically unsound model of what "good" teaching and learning is. Such an approach creates a climate in schools in which all observation becomes judgmental and high stakes; this seriously undermines a culture of supportive, non-judgmental, peer collaboration, planning, team teaching and mutual observation and reflection which should be at the core of any serious pedagogy. It further undermines initiative, independent thought and experiment and risk taking which are essential to any dynamic approach to pedagogy, especially one which can enthuse and engage students in learning.

After "Conference instructs the Executive to":

New point vi)

- vi) Accept no appraisal policy that diminishes the Joint Principles on Teacher Appraisal and Capability, agreed by the NUT, ATL, NAHT and ASCL as model policy for adoption by local authorities and schools alongside the NUT classroom observation protocol in 2012. This includes a limit of a total of 3 observations for all purposes.

Add new point vii)

- vii) To promote material and professional development which insists on the right of teachers to use their professional pedagogical judgment both individually and collectively to challenge the Gove/Wilshaw model of what "good" teaching and learning looks like and encourage teachers to organise to fight for an alternative vision based on reflective practice, underpinned by non-judgmental peer collaboration and sound pedagogy.

53.2 (Executive) to move,
(Executive) to second:

Add at the end of ii)

‘with the focus of the appraisal procedure on supporting teachers in developing their professional practice’.

53.3 (Hackney) to move,
(Lambeth) to second:

Add after paragraph ending ‘such as himself’:

Conference notes a worrying rise in number of capability cases under the new guidelines disproportionately affecting particular groups including women over 40 and black teachers.

Conference deplores the fact that many schools are speeding up the process so that the first time the union becomes involved is at the 'transition meeting' which then leads to capability without the opportunity to suggest further support.

Add after vii) Assist divisions and associations in monitoring these cases under the new appraisal and capabilities procedures for gender, race, age and sexual preference.

Asbestos

MOTION 54

IAN GRAYSON (Newcastle) to move,
LESLEY GOULDBOURNE (Brent) to second:

Conference notes that about 20 teachers are now dying from exposure to asbestos in their schools each year. The number of pupils dying is thought to be about 200 but as their deaths are recorded by occupation they do not appear in the national statistics. These numbers are projected to increase.

Dying teachers and pupils have to prove in the courts that their school(s) had asbestos while Local Authorities deny all knowledge because their schools have been demolished or had the asbestos removed many decades previously. While employer liability insurance covers teacher claims, no insurance cover is available for pupils so Local Authorities and the governors of academies and free schools will have to pay the costs from their own funds because they have financial and legal liability for their pupils. These governors may be unable to cover the cost of the claims and leave pupils effectively uninsured.

Conference also notes that teachers and pupils are still being exposed to asbestos in schools because safe asbestos management is proving increasingly difficult in many of our ageing schools (including converter academies) and the fact that no insurance can be obtained for pupils in schools indicates the high level of risk.

Conference further notes that the Australian Government is planning to remove asbestos from all its schools. In contrast the UK Government is still maintaining that asbestos can be safely managed in schools and has no plans to remove school asbestos or even ensure that pupils are covered.

Conference requests that the Executive:

1. Intensifies its campaign to remove asbestos from all schools;
2. Campaigns for effective financial cover for pupils and supply teachers claiming compensation;
3. Promotes awareness and involvement of teachers and pupils about the threat from asbestos;
4. Encourages teachers to document all exposures to asbestos;
5. Issues advice to safety reps, reps and members in schools and academies regarding the safe management and removal of asbestos as well as its dangers; and
6. Forms links with other organisations (such as "Asbestos in Schools") that are fighting to raise awareness amongst parents and teachers of the dangers of asbestos in schools.

Amendments

54.1 (Hackney) to move,
(Hackney) to second:

Add to Paragraph 1:

Insert after "Conference notes" in line 1 "the national scandal".

In paragraph 3 delete "safe" in line 2.

Add after paragraph 3 a new paragraph:

"Conference notes with disgust the time bomb of asbestos ticking away in many of our schools, the now documented detrimental effects on staff, children and other users of these buildings and reaffirms union policy, as backed by research, that there is no safe level or 'safe' management method for asbestos".

Paragraph 5 delete 'requests' and insert 'instructs'

In point 1 insert 'all' between 'remove' and 'asbestos'.

In point 5 delete 'safe' in the second line.

Add new point 7. & 8.

7. Build a campaign for the removal of all asbestos from schools and the maintaining of a register of removals to be kept at the Public Records Office, including past removals, with other unions, the TUC and Divisions of the Union and groups and organisations with similar aims.
8. Give full support to members refusing to teach in premises made unsafe by the presence of asbestos".

54.2 (Composite) (Bradford) to move,
(Executive) to second:

Delete first sentence of second paragraph and replace with:

"Dying teachers and ex-pupils have to prove in the courts that their asbestos related illness was caused by asbestos in the school. This is often extremely difficult to prove when the school has either had the asbestos removed decades previously or has been demolished."

Under bullet point 6, delete 'Forms' and replace with 'Continues to form'. After 'Asbestos in Schools' insert 'and the Joint Union Asbestos Committee (JUAC)'.

Add new point 7:

"Encourages schools to display plans, in the staffroom or other suitable places, of the location of asbestos within the school."

Workload and Winning a Maximum Limit on Working Hours

MOTION 55 (Lewisham) to move,
(Coventry) to second:

Conference welcomes the campaign of action launched in October 2012 and the gains that have been won through the implementation of the joint action short of strike action instructions including, in some schools, escalation to strike action.

Conference recognises that the campaign has helped to strengthen workplace organisation, engaging school representatives and encouraging members to organise collectively to start to take back at least some control over their working conditions. Conference calls on school representatives and local association officers to maintain their efforts to seek to secure union workload objectives in as many schools as possible.

Conference notes the attempts by our opponents to seek to denigrate teachers in order to undermine public support for our justified campaign. Conference resolves that we must pay particular attention to explaining to parents and the public why our campaign to improve teachers' working conditions is also a campaign to improve school students' learning conditions.

Conference welcomes the decision of the Executive to propose a draft contract that sets out a 35 hour working week for full-time teachers made up of no more than 20 hours per week of pupil contact time, no more than 5 hours allocated for non-contact duties, at least 5 hours allocated for planning, preparation and assessment during the school week and with the remaining additional hours of 'elected time' for planning, preparation and assessment, within the 35 hour maximum, to take place at a time and place of the teacher's choosing.

Conference recognises that securing a lasting reduction in teacher workload is best achieved by winning the demand, set out as part of our national trade dispute with the Secretary of State and Minister for Education and Skills, to ensure just such a maximum weekly limit to school teachers' hours of work.

Conference therefore instructs the Executive to:

1. Continue to encourage Union members to act collectively to apply union instructions in defence of their working conditions and students' learning conditions, acting together with NASUWT members wherever possible;
2. Continue to support requests from school groups seeking to escalate action to strike action and, where it proves necessary to take that step, publicise that action to seek wider public and trade union support and, where possible, co-ordinate such action locally, regionally and nationally;
3. Produce model materials aimed at parents and trade unionists to explain our dispute; and
4. Call a programme of national strike action aimed at winning our national trade dispute over Teachers' Pay and Working Conditions, as well as our on-going dispute over teachers' pensions.

Amendments

55.1 (Executive) to move,
(Executive) to second:

‘Add at the end of paragraph 5

‘Conference notes and adopts the development of the Union’s class size policy objectives as set out below.

Class Size Limits

- i) A maximum class size of 20 in respect of Early Years Foundation Stage classes which should be staffed on the basis of 2 adults (one qualified teacher and one qualified support staff member (minimum level 3 NVQ or equivalent)) per 20 children;
- ii) A maximum class size of 23 in Key Stage 1 classes.
- iii) A maximum class size of 18 in practical groups, including GCSE and other classes which involve teacher assessment of pupils;
- iv) A maximum class size of 21 in respect of classes of mixed age range;
- v) Staffing establishments in relation to sixth forms to be such as to ensure a maximum class size of 10;
- vi) A maximum class size of 26 in all other timetabled classes (i.e. other than those listed above).
- vii) The maximum class size and minimum staffing ratios for mainstream schools as determined at the start of each academic year, taking account of the number of children with special educational needs and emotional and behavioural needs in order to provide effective teaching and learning for pupils in each class. In some cases this will require the allocation of additional qualified teachers;
- viii) The maximum class size and minimum staffing ratios for special school classes as determined at the start of each academic year, taking into account that pupils in special schools or units have a need for specialist SEN teachers together with provision for additional teachers/support staff to enable the teacher in charge to deal with the frequent issues which arise with pupils with special educational needs.’

UNFINISHED BUSINESS

Seventh Session

(to be taken at 11.00am – 12.00 noon)

- **Adoption of Annual Report of Executive**

MOTION 56

(To be taken prior to the General Secretary's Address no later than 12.00 noon (See Standing Order 3(c)).

MS AMANDA MARTIN (for the Executive) to move,
MR IAN GRAYSON (for the Executive) to second:

That the Annual Report of the Executive (as amended) be adopted and printed for circulation.

General Secretary's Address

(To be taken at 12.15pm)

MS C BLOWER will deliver her address to Conference.

- **Vote of Thanks**

The Chairperson to move:

MOTION 57

That the best thanks of Conference be, and are hereby given, to representatives of the town for the cordial reception given to Conference.

MOTION 58

That the best thanks of Conference be, and are hereby given, to all those associated with the running of Conference.

- **Thanks to the Chair**

MOTION 59

to move: GARHARD WILLIAMS
to second: NEIL FODEN

That the best thanks of Conference be given to the President, Ms Beth Davies, for her able conduct in the Chair.

GLOSSARY

AAA	Anti-Academies Alliance
ACAS	Advisory, Conciliation and Arbitration Service
ASCL	Association of School and College Leaders
ATL	Association of Teachers and Lecturers
BME	Black and Minority Ethnic
CPD	Continuing Professional Development
DfE	Department for Education
EAL	English as an Additional Language
EDL	English Defence League
EI	Education International
EMA	Education Maintenance Allowance
Estyn	The Education and Training Inspectorate for Wales
ET	Employment Tribunal
FBU	Fire Brigades Union
HSE	Health and Safety Executive
INSET	In-Service Training
ITT	Initial Teacher Training
LA	Local Authority
LGBT	Lesbian, Gay, Bisexual and Transgender
NAHT	National Association of Head Teachers
NQT	Newly Qualified Teacher
NUS	National Union of Students
Ofsted	Office for Standards in Education
PCS	Public and Commercial Services Union
PISA	Programme for International Student Assessment
PPA	Planning, Preparation and Assessment Time
QTS	Qualified Teacher Status

RIDDOR	Reportable Injuries, Diseases and Dangerous Occurrences
RMT	National Union of Rail, Maritime and Transport Workers
SATS	Standard Assessment Tests
SEN	Special Educational Needs
SRE	Sex and Relationship Education
STPCD	School Teachers' Pay and Conditions
TA	Teaching Assistants
TLR	Teaching and Learning Responsibility
TUC	Trades Union Congress
TUPE	Transfer of Undertakings (Protection of Employment) Regulations
UCU	University and College Union
UK	United Kingdom of Great Britain and Northern Ireland
UNICEF	United Nations Children's Fund

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