



ANNUAL CONFERENCE

2014

BRIGHTON

FINAL
AGENDA

INCLUDING
AMENDMENTS TO
MOTIONS AND
ALLOCATION
OF CONFERENCE
SESSIONS

18 – 22 APRIL 2014

Teaching and Trade Unionism
Our Pride, Our Passion

NEW ARRANGEMENTS FOR SPEAKERS

Delegates are reminded of the new arrangements for speakers' cards that have been in operation since last year:

- The Speakers Card Table will open at 3.45pm on Friday 18 April 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.
- 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

Brighton 2014

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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 Seventh Session (5.30pm Monday 21 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 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 18 April		Motion	Page
1 st Session	Minutes	1	
(Public)	Appointment of Scrutineers	2	11
4.30-5.30 pm	Installation of President		
	Vote of thanks and presentation to Ms Beth Davies	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

Kate Smurthwaite of the People's Assembly will address Conference during this session.

Friday 18 April			
2 nd Session	Adoption of Standing Orders	9	13
(Public)			
5.30-6.00 pm			

Saturday 19 April			
3 rd Session	Presidential Address		
(Public)	Report of Conference Business Committee	10	21
9.15-10.30 am	Reception of the Report of the Executive	11	21
	Reception of the Report of the Wales Committee	12	21
(Private)	Adoption of the Report of the Officers	13	21
10.30 am-12.30 pm	Education: General	14-19	22

Camila Batmanghelidjh from The Kids Company will address Conference during this session

4 th Session			
(Public)			
2.00-2.30 pm	Education: General (continued)	14-19	31
2.30-4.30 pm	Strategy, Finance and Communications	20-25	32
4.30-5.00 pm	Accounts	26-27	43
(Private)			
5.00-5.15 pm	Report of Stoke Rochford Management Limited	28	43
(Private)			
5.15-5.30 pm	Report of the Examiners of Accounts	29	43
(Private)			
5.30 pm	Adoption of the Financial Statements	30	43
(Private)			

Sunday 20 April		Motion	Page
5 th Session (Public)			
9.45-10.00 am	Representative of the Year, Officer of the Year		45
10.00-11.00 am	International	31	45
11.00-12.00 am	Education: Special Education Needs	32-33	47
12.00-13.00 pm	Equality	34-35	51

A presentation from the Union Delegation to Palestine will be made during this session

Monday 21 April

6 th Session (Public)			
9.15-12.30 pm	Employment Conditions & Rights	36-43	55

*The Fred and Anne Jarvis Award will be presented during this session
The Blair Peach Award will be presented during this session*

7 th Session (Public)			
2.00-2.45 pm	Salaries, Superannuation & Education Economics	44-45	73
2.45-4.00 pm	Education: Early Years/Primary	46-48	77
4.00-5.30 pm (Private)	Organising & Membership	49-52	82

Tuesday 22 April

8 th Session (Public)			
9.15-10.30 am	Equality Conferences	53-55	89
10.30-11.00 pm	Resource Management	56-57	92
11.00-12.00 noon	Unfinished Business		
12.00-12.15pm	Adoption of the Annual Report of the Executive	58	96
12.15-1.00pm	General Secretary's Address to Conference		
	Vote of thanks in relation to organisation of Conference	59-60	96
	Thanks to the Chair	61	96
	Close of Conference		

III DEPUTATIONS TO ANNUAL CONFERENCE 2014

UK Guests

Association of Teachers and Lecturers
Alison Sherratt

Association of School and College Leaders
Ian Bauckham

National Association of Head Teachers
Steve Iredale

VOICE
Yvonne Johns

Musician's Union
John Smith

British Isles Guests

Educational Institute of Scotland
Larry Flanagan

Educational Institute of Scotland
Phil Jackson

Ulster Teachers' Union
Stephen McCord, UTU

Overseas Guests

Australian Education Union (Australia)

Angelo Gavrielatos

Massachusetts Teachers' Association (USA)

Paul Toner

GUPT (Palestine)

B Abusnaina

S Abumufareh

Trinidad & Tobago Unified Teachers' Association

Davanand Sinanan

SNES-Fsu (Spain)

Odile Cordilier

EGITM-SEN (Turkey)

Mehmet Bozgeyik

Burcu Yilmaz

FENPROF Portugal

Manuela Mendonca

AFT (USA)

Adam Urganski

John Pavone

CTF (Canada)

Dianne Woloschuk

Opening Session of Conference

Friday, 18 April

(to be taken at 4.30 – 5.30pm)

(● indicates formal business)

The Chair will be taken at 4.30pm by Ms Beth Davies (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 Liverpool Conference 2013 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:

Pam Collins, John Roberts, Rachel Baxter, Samidha Garg, Phil Katz, Jon Morgan, Nick Kirby, David Powell, Helen Hill, Judy Ellerby, Celia Dignan, David Wilson, Jon Hegerty, Sian Bassett, Sarah Lyons, Sandra Bennett, Martin Fisher, Nick Raine, Pauline Browne, Des Hart, Nick Childs, Jessica Pearce, Darryl Long, Anne Mallach, Mike McDonald, Avis Gilmore, Kit Armstrong, Ian Stevenson, Hilary Bucky, Paddy Marshal, Andy Woolley, Bob Stapley, David Evans

- **Installation of New President**

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

- **Vote of Thanks and Presentation to Ms Beth Davies**

MOTION 3 MR JERRY GLAZIER to move:

That the best thanks of the Conference be, and are hereby, tendered to Ms Beth Davies 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 Beth Davies as a memento of her years in office.

Ms Beth Davies 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 2013**

MOTION 5 MR J STANLEY (CEO, 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.

- **Priority voting on amendments to the Report of the Executive**

The Chairperson to call on the Scrutineers to collect the voting cards for the priority voting on amendments to the Report of the Executive.

Second Session of Conference

Friday, 18 April

(to be taken at 5.30 – 6.00pm)

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 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).
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- 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.
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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.

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** GERALD CLARKE (Camden) to move,
(Camden) to second:

In paragraph 8 add a new point e) to read:

“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.”

Re-number accordingly.

Third Session of Conference

Saturday, 19 April

- **Presidential Address**

Ms Max Hyde will deliver her inaugural address to Conference.

- **Report of Conference Business Committee**

MOTION 10 MS KIRI TUNKS (for CBC) to move,
MS JANE BASSETT (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.

- **Adoption of the Report of the Wales Committee**

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

That the Report of the Wales Committee be now adopted.

- **Adoption of the Report of the Officers
(Private)**

MOTION 13 (National Officer) to move,
(National Officer) to second:

That the Report of the Officers be now adopted.

Amendments

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

Officers of the Union, Paragraph 4, Page 1

“Reference Back”

EDUCATION: GENERAL SECTION

Saturday, 19 April

Third Session

(to be taken at 10.30am – 12.30pm)

MOTION 14 ALEX KENNY (Executive) to move,
ROBIN HEAD (Executive) to second:

That the Education & Equality Section of the Annual Report of the Executive be adopted (Annual Report of the Executive pages 53-67).

DEFINITION OF TEACHER

MOTION 15 (Essex) to move,
(Southend) to second:

Conference recognises that only those who have undertaken and completed training and statutory qualifications can be described as being teachers.

Conference rejects any notion of an 'unqualified teacher' status, category or term and does not recognise it as having legitimacy within the schools education system.

Conference therefore instructs the Executive to engage with all appropriate bodies to achieve a consensus and regulatory definition of who can be described as a teacher.

Amendments

15.1 (Islington) to move,
(North Somerset) to second:

Delete current second paragraph, and replace with:

“Conference believes that the employment of unqualified teachers in schools is a threat both to the education of students within that school, and to the professional development and status of those unqualified teachers, who are likely to find themselves paid less and to be working in worse conditions.

Conference rejects any notion of an ‘unqualified teacher’ status, other than as being a recognised route towards becoming a qualified teacher.”

Amend third paragraph to read:

“Conference therefore instructs the Executive to:

1. Engage with all appropriate bodies to achieve a consensus and regulatory definition of who can be described as a teacher;
2. Support any individual employed in a school as teacher in seeking support in professional development, leading to qualified teacher status, and to being employed on the same terms as qualified teachers;
3. To continue to place the demand for a qualified teacher for every child at the heart of our campaign for education; and
4. Call on whichever party forms the next government to bring forward legislation to this effect.

15.2 (City of Sunderland) to move,
(Portsmouth) to second

Add new third paragraph:

Conference deplores the deliberate deception practised upon parents, carers and guardians who are misled into believing that their children are being taught by qualified teachers.

ACADEMIES AND FREE SCHOOLS

MOTION 16 (Waltham Forest) to move,
(Islington) to second:

Conference notes that:

1. The Coalition's flagship policy of opening 'free' schools regardless of local demand for school places and without the support of the whole education community in local areas is proving to be costly, wasteful and divisive;
2. Whilst some free schools have succeeded, many have unfilled places and some have seen catastrophic failure in leadership due in large part to the absence of the requirement to employ qualified teachers; and
3. The Secretary of State continues to use powers to force 'failing' schools to become academies, handing them over to sponsors without democratic or transparent process and often against the clear wishes of parents.

Conference believes that:

- i. The Secretary of State's reform agenda remains motivated by ideological commitment to a "supply side revolution" and creation of a market of competing schools and flies in the face of mounting evidence about how to improve school systems;
- ii. This privatisation and deregulation of education is contributing a sense of deep seated crisis in the education system and is failing to meet the basic demand for school places; and
- iii. The government's attempt to create a new 'middle tier' is incoherent and wholly inadequate to the task required of it.

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 AAA, parents and other stakeholders;
- b. Call on the government to restore the role of Local Authorities as a 'critical friend' to schools offering support and challenge in raising standards;
- c. Call on the government and opposition to commit to creating a new regulatory framework that demands a 'level playing field' between all schools – regardless of type – and to ensure that every child has a qualified teacher;
- d. To continue to support members in academies and free schools to ensure there is no undermining of national pay and conditions; and
- e. Continue its longstanding financial support for the Anti-Academies Alliance and other campaigning groups opposed to academisation and free schools as part of the wider National Campaign for Education.

Amendments

- 16.1** (Coventry) to move,
(Islington) to second:

After Conference notes that:

Add new points:

4. The Labour Party has made it clear that it will not reverse the government's reforms, despite the increasing body of evidence that free schools and academies do not lead to better standards of education, and that there is growing concern about financial mismanagement and, at times, unacceptable financial practices;
5. Despite anti-trade union practices and rhetoric, there is the potential to organise in Free schools, as evidenced by the successful strike action at STEM6 in Islington, where members took strike action in defence of their conditions of employment and the right for a trade union to be recognised; and
6. That many local councillors are aware of the difficulties the establishment of Free Schools creates, and have been supportive in opposing them, and in defending the rights of teachers and students within them.

After "Conference instructs the Executive to", add new f and g:

- f. Call upon the Labour Party, should it become the next government, to convert Free Schools into locally maintained schools under the aegis of local and democratically elected education authorities
- g. Congratulate members at STEM 6 on their successful action, and build on their experience to advise members in Free Schools of their rights and the support they can receive from the Union.

- 16.2** (Oldham) to move,
(Oldham) to second:

Add new point (f)

- f. Develop an alternative democratic governance of all schools, in particular academies and Free Schools, and publish this in a pamphlet form to be sent out to members and the education and political communities.

This new governance to include the election of school governors and to represent local interests. Governors should include support staff, teachers, parents, local authority elected members and possibly pupils.

- 16.3** (Waltham Forest) to move,
(Lambeth) to second:

Add to Conference notes - new point 4:

4. The success of recent initiatives such as the Education Question Time events in West London, south London, Derby and Newcastle that are engaging parents and a new generation of teachers in debate about future of education.

Add to Conference instructs - new point f:

- f. To commit additional funds to help develop more Education Question Time events, a National Campaign for Education network with an enhanced social media profile.

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

Under 'Conference instructs the Executive to: - add a new point c. and renumber.

New point c:

- c. Continue to lobby MPs of all parties for an end to the free school programme; with no new Free Schools to be approved and the restoration of local authorities' power to open new schools where they are needed.

16.5 (Southend) to move,
(City of Sunderland) to second:

Add to b. after government "enact regulatory change and provide necessary resources".

**OFSTED
MOTION 17** (Redbridge) to move,
(Redbridge) to second:

Conference notes that:

1. The OFSTED process is unsatisfactory;
2. Teachers have known for some time that OFSTED is a flawed system. The real purpose of OFSTED is not to improve standards but to show that government policies are working and to unfairly criticise teachers. OFSTED criteria are used to bully teachers. Teachers would welcome a chance to show their skills by fair and constructive observations. OFSTED fails to do this;
3. Professor Robert Coe, Director of Durham University's Centre for Evaluation and Monitoring, whose work on school standards has been cited by the Secretary of State was quoted in the TES as saying, "the approach of England's schools inspectorate, OFSTED, to school improvement is not supported by research". He also told a major conference on research in education that practice in schools needed to be more closely linked to academic analysis. "OFSTED", he said, was "part of the problem. It is not research based or evidence based"; and
4. Lesson observations based on narrow minded OFSTED criteria lead to increased workload, undue stress and illness.

Many OFSTED inspectors have not taught for a sustained period in a classroom for decades.

Conference believes that:

- i. OFSTED is not fit for purpose;
- ii. OFSTED is the root cause of stress and illness in many teachers;

- iii. OFSTED needs radical and innovative changes, or it should be thrown into the dustbin of history; and
- iv. We must put a stop to the tyranny of OFSTED.

Conference instructs the Executive to:

- a. Enable teachers to give their experiences of OFSTED bad practice on the Union's website, or a separate website;
- b. Highlight the weaknesses of OFSTED's practices in the traditional media and electronic media;
- c. Produce a poster campaign to inform the public of OFSTED's bad practice;
- d. Conduct a survey as soon as possible and another in a year's time to measure the effectiveness of the campaign; and
- e. Inform the government that OFSTED is under special measures; and that if it is not reformed, the Union will look into ways of not cooperating with the process.

Amendments

- 17.1 (Composite)** (Conwy) to move:
(Executive) to second:

Insert a new third, fourth and fifth paragraph after "in a classroom for decades".
Conference recognises that the current approach to school inspection is one symptom of a wider problem: the lack of a coherent vision for education, trust in teachers, ministerial policies which de-professionalise teachers and a raft of accountability frameworks which are dis-jointed, piecemeal and deeply harmful to teaching, education and social justice.

In building the case for an alternative approach to accountability, Conference instructs the Executive to fully utilise the evidence from the recent Executive delegation to Finland, a nation where, instead of 'inspecting' schools, the Government invests in initial teacher education, values excellent professional development and models 'evidence- informed' policy making.

Conference believes an Independent Review is urgently needed to examine:-

- i. All systems of accountability which schools are currently subject to, in particular, the use of examination results for accountability purposes and the role of OFSTED and Estyn in institutional evaluation; and
- ii. How to secure a single system of institutional accountability which fosters ownership of evaluation and development by the profession and school communities.

Insert new action points:-

- f. Produce a Union database identifying the outcomes of all OFSTED inspections together with the names of lead inspectors in order to determine recurring pattern;
- g. Call on the Welsh Government to review the operation of ESTYN and the newly reorganised Regional Consortia to develop a system of school improvement that includes support as well as challenge. In building the new system unions should be fully consulted to ensure that the outcome is a system that is agreed by those who use not imposed on them from above;

- h. Develop and intensify the work with the Too Much Too Soon Campaign to oppose the new approach announced by OFSTED in March to early years inspection and seek withdrawal of the OFSTED letter to inspectors;
- i. Demand an Independent Review of the effect of the current school accountability mechanisms on children and young people, on teaching and learning, on professional practice and teacher well-being, and on schools and their ability to serve their local community; and
- j. Develop with relevant partners new models of accountability based on what works well in other countries where teacher professionalism and trust are key to high standards of education.

17.2 (Cambridgeshire) to move,
(Bury) to second:

Add new paragraph after “Many OFSTED inspectors have not taught for a sustained period in a classroom for decades.”

“Conference also expresses its serious concern that the outsourcing of OFSTED inspections to private organisations has the potential to create a fundamental clash of interests, with, for example, inspectors with relationships with an academy chain inspecting schools that could subsequently be taken over by that chain.”

In the section “Conference believes that” delete points iii. and iv. and add new point:

- iii. OFSTED delivers no benefits to teaching and learning and is primarily a political tool aimed at bullying teachers and extending forced academisation.

Delete the section beginning “Conference instructs the Executive to:” and replace with:

Conference therefore has no confidence in OFSTED and instructs the Executive to work with other teaching unions and academics to:

- a. Commission research into the impact of OFSTED on the educational experience of children, and into the impact of alternative monitoring and evaluation systems, such as those operating in Finland;
- b. Recommend, publicise and build support for a credible evidence based alternative to OFSTED, run by and for practicing teachers, which is respected as fair, professional, developmental and supportive; and
- c. Establish a broad based campaign, alongside other unions, academics, parents, students, and political and community organisations, to abolish OFSTED.

Add final paragraph:

“Conference further calls on the Executive to investigate procedures for declaring and acting on a trade dispute over the workload and stress implications of OFSTED.”

17.3 (Camden) to move,
(Camden) to second:

After ‘Conference notes that’, insert, “many members feel:”

Before ‘Conference believes’, insert:

David Green, CEO of Civitas had the following criticisms of OFSTED in the Spectator in January 2014:

1. OFSTED's ethos is still influenced by the desire to enforce compliance with centrally-imposed targets, rather than to encourage the professional development of school leaders and teachers.
2. OFSTED's imposition of standards is erratic and often varies with the personal tastes of individual inspectors. The style of inspection should be more about senior teachers giving professional advice to colleagues than grading schools. It's true that it can be useful to have an agency that says when a school is so inadequate that it ought to be subject to special measures, but OFSTED's 'outstanding', 'good' and 'requires improvement' categories are too subjective to be of real value.
3. In schools, ethical conduct is best achieved when teachers identify themselves with the moral obligation to do the right thing for their pupils. Moral obligations are best reinforced by a shared professional ethos and by the mutual oversight of colleagues. The objective should be continuous personal improvement, rather than public 'naming and shaming'.

In March this year, Policy Exchange also published a report into OFSTED, in which they found "that lesson observations – which take the majority of an inspection in terms of time and money – are neither valid nor reliable in their present form" and concluded that "that significant changes should to be made to the way in which OFSTED conducts school inspections to make it as effective as it both should be and needs to be in future if educational standards are to increase."

Conference would be wary of the motivations of any Conservative party member who recommends the abolition of OFSTED, because without the existence of an independent mechanism to inspect schools the government could have absolute power over the fate of our schools.

However, Conference largely agrees with the statements of those people above."

Add, "Further, .." before the line "Many OFSTED inspectors..."

Replace current i. with "OFSTED, in it's current form, is not fit for purpose."

**BRINGING DOWN THE BARRIERS – TEN YEARS ON
MOTION 18** (Lincolnshire) to move,
(Somerset) to second:

Conference notes that in 2004 the Union produced an educational strategy, Bringing Down the Barriers. In the introduction Steve Sinnott described it as "a powerful strategy for education in England for at least the next five years, if not longer." He further wrote "The Statement is rooted in the traditions and history of the National Union of Teachers."

Conference knows that during the past 10 years many of the policies and principles proposed in Bringing Down The Barriers have been under attack. This has forced the Union onto the defensive mode has had the unintended consequence of too much time being spent on saying what the Union is against rather than what it is for.

Conference believes that now is the time to update Bringing Down The Barriers to both represent the voice of Union members and all members of the teaching profession. Conference believes that the update must be based on thorough research and evidence and must involve school communities, parents, young people, teachers and all who work in schools.

Conference instructs the Executive to:

1. Review Bringing Down The Barriers in the light of the current education system and failing coalition policies to identify areas and statements which need bringing up to date;
2. Continue partnership working with such groups as Compass which has a broad base of representatives including National Children's Bureau, National Governors Association, National Union of Students, the TUC with a view to gathering more evidence and to also have a platform where Union policies can be promoted; and
3. Bring an updated version to Annual Conference 2015.

Amendments

18.1 (Cambridgeshire) to move,
(Cambridgeshire) to second:

Delete paragraph 3 and replace with:

However, Conference notes that the Union has produced a new vision for education, as it was asked to do by a previous Conference as well as the 'Valuing Teachers, Valuing Education' document and that these documents can form the basis of a more aggressive campaign by the Union. In particular these documents can be used to drive forward the National Campaign for Education as supported by NUT Conference 2012 and 2013 and the UNISON conference in 2013.

After "Conference instructs the Executive to:"

Delete point 1 and replace with:

'Support with financial grants and organisational capacity work at a local level that seeks to create National Campaign for Education networks';

In point 2:

Insert after 'the TUC', 'supportive academics and others'

Delete point 3 and replace with:

'Organise in partnership with local networks and other organisations a 'National Campaign for Education' Conference before the end of 2015'

DEFEND SCHOOL HISTORY AND THE COMMEMORATION OF WORLD WAR I

MOTION 19 (Islington) to move,
(Camden) to second:

Conference notes:

1. The plans announced by the government to commemorate the start of World War 1;
2. The proposals such as to re-develop of institutions such as the Imperial War Museum and to provide school visits to the battlefield memorials for 2 students from each school; and
3. The failure of the Secretary of State's highly personal plans to reform school history in 2013 after widespread opposition was mobilized by a range of groups including the Historical Association, the Royal Historical Society and the Defend School History group.

Conference believes that:

- i. It is important children are educated about the events of the 'Great War' and their effects on soldiers, their families and future generations;
- ii. Children need to have access to a range of different views about the war, using a wide range of evidence in order to ensure a rigorous and balanced account of the conflict; and
- iii. That there is a danger that government sponsored commemorations could fail to capture the breadth of experience and range of different viewpoints, lapsing in to jingoistic, xenophobic and nationalistic accounts of the war.

Conference instructs the Executive to:

- a. Circulate advice about how to support education and debate about World War 1;
- b. Encourage Divisions and Associations to support education and debate about the war, as well as holding, where possible, local events to remember those who suffered and died;
- c. Organise a national conference before July 2014 to debate issues raised by the commemoration of the war in conjunction with a range of historians, history organisations and the Defend School History group;
- d. Support and help organize as part of the CPD programme a study group visit for NUT history & citizenship teacher members to see the key sites in France & Belgium; and
- e. Call on the government to ensure that commemorations are balanced and avoid encouraging jingoistic, xenophobic and nationalistic interpretations of the war.

EDUCATION: GENERAL (CONTINUED)

Saturday, 19 April

Fourth Session

(to be taken at 2.00 – 2.30pm)

See Pages 22 to 30

STRATEGY, FINANCE AND COMMUNICATIONS SECTION

Saturday, 19 April

Fourth Session

(to be taken at 2.30 – 4.30pm)

MOTION 20 JERRY GLAZIER (for the Executive) to move,
HAZEL DANSON (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 2-44)

Amendments

20.1 (Blackburn and Darwen) to move,
(Blackburn and Darwen) to second:

Page 6, Section 8

“Reference Back”

There has been insufficient involvement of the Executive and the management’s proposals for the new staffing structure do not provide the best possible model for the future of the Union.

CHILD POVERTY (COMPOSITE)

MOTION 21 (Birmingham) to move,
(Executive) to second:

Conference notes that:

1. Approximately 3.5 million (27% of all children) in the UK live in poverty and that the UK has proportionally more children in poverty than most other rich countries and that one third of British children are forced to go without at least one of the things they need, such as three meals a day or adequate clothing;
2. Prior to the 2010 general election, David Cameron said ‘Ending child poverty is central to improving child well-being’. Before the election there was also cross-party support for the Child Poverty Act which commits both current and future governments to take action to eliminate child poverty;
3. There is a clear class divide in society and that working class children are bearing the brunt of cuts to welfare and education;
4. The £22bn cuts in welfare spending being made in this single year will exacerbate this trend. In fact, cuts to housing and benefits, particularly to disability allowances, and the closure of Sure Start centres have created more poverty and distress;
5. Currently in England 1.2 million children from poor families do not get free school meals and that 700,000 children from poor working families are not even entitled to this key support;

6. Food banks opening at a rate of three a week across the country and the increasing number of families reliant on them. More than half of those using food banks are in work, but their wages do not cover the cost of food for themselves and their families. A third of food bank recipients are children according to a report by The Tressel Trust;
7. Poverty is the single greatest threat to the well-being of children and families; growing up in poverty can affect every area of a child's development - social, educational and personal;
8. The recent report on homeless families by Shelter, which found that there are now approximately 80,000 homeless children in Britain. These children are living in emergency accommodation which is often unsuitable, unsafe and likely to have a negative impact on their education. This number could dramatically increase with the impact of the Bedroom Tax;
9. Cutting spending on education is a false economy – developing the skills of our young people is essential to economic growth and that children from poor families are more likely to struggle in education and are six times more likely to leave education with no qualifications than more well off children;
10. It is the role of trade unions to campaign aggressively against cuts and child poverty. Conference welcomes the support that the Union has given to organisations working in this area, particularly the Child Poverty Action Group and also recognises the excellent work that the union has done in recent years in providing campaign material and resources in areas such as domestic violence and play. These should be used as a model for this campaign; and
11. The survey of teachers which the Union conducted jointly with the Child Poverty Action Group found that teachers had seen significant increases in children arriving at school hungry, being unable to go on school trips or afford uniforms. Teachers also reported children moving schools because they could no longer afford to live in the area.

Conference welcomes the Government's decision to fund free school meals for all infant children from September 2014. The health and educational benefits of providing healthy free lunches will greatly exceed the cost to the public purse. Conference notes, however, that children do not stop being hungry at 7 years of age.

Conference instructs the Executive to:

- i. Ensure that child poverty is a key campaign issue in the Union's work prior to the general election;
- ii. Continue working with anti-poverty charities and campaign groups involved in fighting against government cuts and for a living wage;
- iii. Approach the Campaign to End Child Poverty coalition and children's charities about co-ordinating efforts to highlight before the next general election the growing child poverty problem;
- iv. Highlight the work of these organisations in union publications and materials;
- v. Work with other unions eg UNISON, PCS and trades councils to actively campaign against child poverty;
- vi. Organise with these unions a joint lobby of parliament against child poverty;
- vii. encourage local associations to invite speakers and consider affiliations to organisations campaigning on child poverty;
- viii. Continue to campaign for the re-instatement of the Education Maintenance Allowance;
- ix. Continue to campaign for universal free school meals for all children and young people;

- x. Continue to support the People's Assembly against austerity and cuts and encourage local participation in the local People's Assembly groups being set up across the country;
- xi. Work through Education International, the European Trade Union Committee for Education and independently to resist the cuts and austerity agenda blighting the EU;
- xii. highlight the consequences of poverty on children's access to learning and education and to conduct an immediate survey of members about the impact of poverty on children in their classrooms;
- xiii. continue to refute accusations that schools are to blame for the impact of the consequences of poverty on children, and to demonstrate and publicise the ways in which schools use all tools at their disposal to counteract the effects of poverty; and
- xiv. Commission a report on educational inequality and child poverty.

Amendments

- 21.1** (Wokingham and District) to move,
(Wokingham and District) to second:

Add to Conference Notes:

- 12. The extension of Free School Meals to KS1 children in September 2014. Whilst supporting this policy in principle, Conference is appalled at the way that this policy has been produced with no forethought on the effect of education in the schools affected. Many primary schools no longer have kitchens and have no space to give so many children lunch. The government has no idea of what expenditure is required in individual schools – Mr Gove's advice is simply that he is sure that schools will make it work.

Add to Conference instructs the Executive:

- xv. To make the Union's support for Free School Meals to be made absolutely clear;
- xvi. To publicise the appalling lack of planning and forethought when this policy was announced;
- xvii. To survey schools involved and publicise the problems that they face, seeking to maximise the embarrassment to the government of the difficulties that this policy will create; and
- xviii. To resurvey the schools involved once the policy is in place, and publicise any negative effect on the education of children.

- 21.2** (East London) to move,
(Hackney) to second:

Add new points 12 and 13 after "Conference notes that:"

- 12. Whilst the Tory and Lib Dem coalition government asserts that the economy is improving and living standards are rising, schools see that families increasingly have to use food banks to survive and opportunities for young people continue to be restricted. Tuition fees and cuts to EMA have reduced access to higher and further education and any increase in employment is often in private sector jobs with poor job security, zero-hours contracts, no access to pensions and on low pay; and
- 13. This government has failed to set a target for reducing child poverty.

Add new third and fourth paragraphs:

Conference condemns any attempts by the media and politicians to scapegoat those on benefits. Conference notes that bankers and executives and particularly those in high level positions in academy chains and trusts, are continuing to draw excessive salaries, while those on benefits see a drop in income.

Conference notes that families hit by the bedroom tax are seeing a cut in income. These cuts disproportionately impact on families with members who have disabilities. This also affects the many children living in families where parents are separated and hampers their ability to visit families where 'spare' rooms are being targeted.

Add new points after Conference instructs the Executive to:

- xv. Support organisations working with families facing benefit cuts, severe housing need and debts due to benefit cuts;
- xvi. Oppose the bedroom tax and work with organisations campaigning against the bedroom tax;
- xvii. Support campaigns against benefit cuts and highlight the impact of the bedroom tax and cuts to benefits on children; and
- xviii. Raise the issue of child poverty with government and with politicians in the run-up to a general election.

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

Add new point 8 and renumber accordingly:

- 8. Organisations such as the Child Poverty Action Group, the Refugee Children's Consortium and the Joseph Rowntree Foundation have found that child poverty is particularly high among the children of migrants, often exacerbated by the extra difficulties in the obtaining of benefits or their outright denial. Poor migrant children also have the greatest difficulty in accessing the education system.

Add new xiv and renumber accordingly:

- xiv. Work with all relevant organisations to protect and improve the rights and welfare of migrant children.

21.4 (City of Leicester) to move,
(City of Leicester) to second:

In point 4 delete 'and the closure of Sure Start Children's Centres'.

Add new points 5 and 6 and re number accordingly.

- 5. The systematic cuts to the Early Intervention Grant (EIG) which funds Sure Start Children's Centres and the top slicing of the EIG to pay for nursery provision for 2 year olds. This has led to the closure, or down-sizing, of hundreds of Children's Centres, to the detriment of some of the most needy and vulnerable children in England.

6. The relentless attack on support and provision for 16-19 year olds, beginning with the scrapping of the Education Maintenance Allowance and the Future Jobs Fund. The proposed cuts to funding for post 16 education in Sixth Forms and FE Colleges over the next 3 years will reduce courses and opportunities for young people adding to the numbers of young unemployed.

In the section beginning 'Conference instructs the Executive to:

add new point ix and re-number accordingly.

- ix. Campaign for appropriate levels of ring-fenced funding for a national network of Children's Centres based on local needs.

ATTACKS ON TRADE UNIONS

MOTION 22 (Executive) to move,
(Executive) to second:

Conference notes that the Coalition Government is determined to attack facilities time for trade union representatives. In September 2013 the Department for Education launched a consultative review of facility time in schools. The consultation paper, which referred solely to the cost of facility time and neglected to mention the benefits to local authorities and other employers of having union representatives, was another illustration of the political will to undermine the role of trade unions. Research commissioned for the TUC from the University of Hertfordshire has found that for every £1 spent on facility time between £3 and £9 of benefits are accrued.

Conference further notes that the Transparency of Lobbying, Non-Party Campaigning and Trade Union Administration Bill represents another attack on trade unions. The Bill will limit the activities that unions and other third-party organisations can undertake in the year before an election and cuts by around two-thirds the amount of money that can be spent on campaigning. New proposed limits on expenditure at a constituency level would have meant that at the 2010 general election the Union would not have been able to support the many effective campaigns organised by Hope not Hate and Unite Against Fascism against the British National Party at the last election. The Bill also puts unnecessary, costly and overly bureaucratic burdens on unions by requiring them to appoint an independent assurer to validate membership lists and giving new powers for the Certification Officer to investigate union membership. This is nothing short of Government interference in unions' right to self-organise.

Conference instructs the Executive to:

1. Continue to work with the other education unions and the trade union movement more widely, wherever possible, to defend facilities time;
2. Provide Divisions with resources to help them make the case to general election candidates, councillors, local authorities and employers that paid facility time is essential in continuing to support the efficient and effective delivery of a quality education service; and
3. Intensify lobbying work against the Transparency of Lobbying, Non-Party Campaigning and Trade Union Administration Bill and support calls by the TUC for it to be withdrawn in its entirety (or repealed).

Amendments

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

Add new point:

4. Campaign for any future Labour government to repeal the Transparency of Lobbying, Non Party Campaigning and Trade Union Administration Bill and anti Trade Union laws.

GENERAL ELECTION 2015

- MOTION 23** (East London) to move,
(East London) to second:

Conference notes that the next General Election is just over a year away and that education policy is likely to feature prominently as an electoral issue.

Conference notes the damage done to education, children and teachers by the Coalition government and believes that more of the same will make this worse.

Conference believes that the Union is in a good position to intervene in the general election 2015 positively promoting our policies and vision and highlighting the negative effects of government policy.

Conference therefore instructs the Executive to seek the support of other organisations in drawing up a General Election Education Manifesto for use the pre-election period.

Conference believes this manifesto should cover the following areas:

1. School governance, place planning and local democracy;
2. Curriculum and pedagogy;
3. Assessment and awards;
4. Teacher and school accountability;
5. Qualified Teacher Status, teacher professionalism and professional development;
6. Funding; and
7. Lifelong learning.

Conference further instructs the Executive to draw up a campaign plan to;

- i. Win support for this manifesto from teachers, parents, governors and the wider public; and
- ii. Seek commitments from all parties and candidates of all parties which might be in government on all areas above and on teacher pay and conditions and engagement with their unions.

This campaign could include:

- a. Billboard and other form of advertising;
- b. The use of social media;
- c. Regional Education Question Time hustings with invites to parliamentary candidates from the main parties;
- d. Writing to parliamentary candidates from the main parties, particularly those in marginal constituencies, seeking commitments on key areas and publishing the results; and
- e. Providing a model set of questions for members to send to parliamentary candidates.

Amendments

23.1 (Composite) (Leeds) to move,
(Lewisham) to second:

Add after the second paragraph:

Conference also notes, and condemns, Labour's education spokesperson Tristram Hunt's comments that he would not, if in office after the election, reverse most of the Coalition's education policies. Conference also notes that the bitter experience of governments in France and Denmark over recent years shows that, whoever is in office after the next election, we will have to organise and fight to defend teachers and education. Conference believes that intervening in the general election 2015 can be a vital part of this process.

Conference believes also that the Union has a responsibility to campaign, together with other organisations of the labour movement, on the wider issues of social inequality and injustice, as well as on educational issues.

Conference welcomes the fact that labour movement and community campaigning has won pledges from the Labour Party to repeal the bedroom tax and the Health and Social Care Act; but notes that these moves are nowhere near enough to reverse trends to greater social inequality and injustice, and that all major parties say they are committed to continuing public sector cuts.

Conference therefore instructs the Executive to produce, in addition to the education manifesto, a short list of demands with which the Union, in cooperation with other union and community organisations where possible, will approach parties and parliamentary candidates.

These demands should include the idea, proposed in the Union's 2011 pamphlet, that there is "an alternative to cuts, privatisation and job losses... Taxing the banks is a fairer way to balance the UK budget..."

They should also include restoration of workers' trade-union rights taken away by 1980s-90s Tory legislation, and the full restoration of the National Health Service as a well-funded public service rather than a subsidised market system.

Those ideas should figure together with educational themes in the Union's publicity campaign around the election.

In paragraph 5 after "... cover the following areas", add: "in line with Union policy".

In fifth paragraph:

In point 6, add 'revenue and capital' after "Funding":

Add new points 7 and 8 and re-number:

7. Early years provision and education;
8. Young people, education and employment; and

Amend new point 9, to read:

Further and Higher education as well as Lifelong learning.

After Conference instructs the Executive....

Insert a new point ii and re-number:

- ii. Produce materials for members making a critical assessment of the education policies of the political parties;

Add new points:

- iv. Seek support from other trade unions, the National Union of Students, other educational campaigns and academics to campaign on the wider issues of social inequality and injustice, as well as on educational issues.
- v. 'To continue to support initiatives working towards a National Campaign for Education, including Education Question Times and, where possible in the run up to the election holding hustings.

After "This campaign could include:" in point c replace 'main' with 'political'.
General Election 2015

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

Add new point 7 and renumber:

7. Provision of sufficient school places; and

Add at end:

Conference further believes that:

- I. Proposals from both the current government and opposition to try to eliminate the budget deficit in one Parliament by means of spending cuts will lead to direct cuts in schools as well as to other areas like welfare, housing and local authority spending that indirectly affect education; and
- II. Investment in education is one part of an alternative economic strategy to generate environmentally sustainable growth through state led investment in socially necessary and environmentally vital infrastructure.

Conference resolves to work with other Trade Unions to promote this alternative during the election campaign.

23.3 (Southend) to move,
(City of Sunderland) to second:

Point 6 replace with:

"Differentiated needs based national funding formula".

THE UNION'S DUTY OF CARE

MOTION 24 (Leeds) to move,
(Lewisham) to second:

Conference is aware of the Union's duty of care towards its employees but also believes it holds a similar responsibility towards its lay activists, which is not well-defined. Some lay officers undertake support for members, whilst released under facility time, but other officers and activists provide support on an entirely voluntary basis. Conference believes the Union's duty of care should apply equally to both.

Conference believes that the following areas require urgent action.

1. Stress Reduction

Conference notes the significant stress that can be experienced by those who undertake casework in support of members. Increasingly, this support is provided for members who are themselves subject of work-related stress and may be victims of an associated mental condition. Providing such casework can be emotionally intensive and can have a knock-on effect on the caseworker.

In other occupations, the provision of such support is matched by 'supervision' procedures to ensure the health of the case-worker is not at risk. Conference believes that adequate support measures need to be established for lay caseworkers in the Union.

2. Protection for Whistle-blowers

Conference notes the potential importance of whistle-blowers within any organisation. This principle has already been accepted by the Union in relation to its employees. In their case a whistle-blower policy already exists to protect them. This does not extend to lay activists within the Union leaving them vulnerable to an inappropriate response. Conference believes that it is in the interests of the Union for whistle-blower protection to be extended to lay activists.

3. Disciplinary Procedures

Conference notes that apart from the provisions of Appendix III Section 3 (10), the Union rules are silent on how disciplinary hearings should be conducted. This allows the disciplinary panel to adopt a procedure which may, or may not, protect the rights of those subject to the disciplinary process. Conference believes that our own internal procedures should always provide a leading example of best practice. Accordingly, the National Disciplinary procedure should electively provide a level of protection to any members subject to or involved in such a Disciplinary procedure as contained in Article 6 of the Human Rights Act 1998:- 'The Right to a Fair Trial', setting out a clear procedure for all disciplinary hearings that is consistent with the safeguards provided by the Human Rights Act in relation to criminal and civil procedures.

Conference therefore instructs the Executive to take urgent action to meet its duty of care by addressing the above areas and to include the progress made within the Executive Report presented to the 2015 Annual Conference.

Any necessary rule revisions should also be included in the Executive Report presented to the 2015.

Amendments

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

Amend the first paragraph as follows:

The first sentence to read: (additional text in bold)

'Conference is aware of the Union's **legal** duty of care towards its employees but also believes it holds a similar responsibility towards its lay activists which is not well-defined **in law.**'

The third sentence to read:

‘Conference believes the Union’s duty of care should apply to both.’ (delete ‘equally’)

Amend numbered paragraph 2 ‘Protection for Whistle-blowers’ to read:

‘Conference notes the potential importance of whistle-blowers within any organisation. Conference welcomes the legal protection from dismissal or detriment which is available to workers who have exposed malpractice to their employer or a prescribed body. Conference notes that this legal protection does not extend to lay activists within the Union. Conference believes that it is in the interests of the Union for whistle-blower protection to be extended to lay activists.’

In numbered paragraph 3 ‘Disciplinary Procedures’

Add additional sentences at beginning of paragraph

‘Conference notes that ‘Appendix III – Union Discipline’ of the Union’s rules sets out a procedure by which members of the Union can bring a complaint to a National Disciplinary Committee, that another member has been guilty of conduct detrimental to the interests of the Union or unprofessional conduct. Conference endorses the existing provision that those elected to the National Disciplinary Panel should be longstanding members, elected after nomination by associations, and confirms that the role of Union employees should continue to be confined to that of administrator and/or secretary to a Committee.’

In the same paragraph, at end of current second sentence after ...‘the disciplinary process’ add ‘so Conference welcomes the Executive’s adoption of a procedure which will be made available to all parties in a disciplinary case.’

24.2 (City of Leicester) to move,
(City of Leicester) to second:

Delete next to last two paragraphs from ‘Conference therefore instructs’ and insert:

Conference therefore instructs the Executive to:

- a. Take urgent action to meet its duty of care by addressing the above areas by no later than Conference 2016 and to include a report of the progress made in the Executive Report presented to NUT Annual Conference in 2015.
- b. To take immediate steps to ensure no disciplinary action is taken against any lay member of the Union arising from issues they have raised as a ‘whistle blower’ while it is considering how best to meet its duty of care.
- c. To include in the Executive Report to Conference in 2015 and/or 2016 any necessary rule changes required to enable it to meet the Union’s duty of care to lay members.

THE BEDROOM TAX AND CHILDREN

MOTION 25 (Portsmouth) to move,
(Southend) to second:

Conference notes that the “Bedroom Tax”, disingenuously referred to by the Conservative led government as their spare room subsidy, will hit hundreds of the poorest families in England and Wales. The Equality Impact Assessment conducted by the Government estimates that two thirds of affected households include a person with a disability.

All claimants of housing benefit who are deemed to have at least one spare bedroom will be affected. This includes:

1. Separated parents who share the care of their children and who may have been allocated an extra bedroom to reflect this;
2. Parents whose children visit but are not part of the household; and
3. Disabled adults and children, including those living in adapted or specially designed properties.

Conference believes that the Bedroom Tax is family unfriendly to the point of being cruel. It demonises and discriminates against the most vulnerable people in society. It forces families to move away from areas where they have support from friends and family into areas where they have none. This in turns means that children are having their education disrupted by having to move schools, not to mention the pressure of living in a family trying to cope with poverty.

Conference calls on the Executive to:

- i. Survey Divisions and Associations to find evidence of the effect of the “bedroom tax” on children and young people;
- ii. Make members aware of the results of the survey in order to raise their awareness of this policy’s detrimental effects on children and young people;
- iii. Raise the issue with Government at every possible opportunity; and
- iv. Make it very clear that the Union opposes the “Bedroom Tax”.

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

MOTION 27 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 28 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 29 JUDY MOORHOUSE (Examiner of Accounts) to move,
ALYSON PALMER (Examiner of Accounts) to second:
That the Report be now received.

MOTION 30 IAN MURCH (Hon. Treasurer) to move,
That the Financial Statements be adopted.

NATIONAL AWARDS

Sunday, 20 April

Fifth 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

INTERNATIONAL SECTION

Sunday, 20 April

Fifth Session

(to be taken at 10.00 – 11.00am)

PALESTINE

MOTION 31 (East London) to move,
(Croydon) to second:

Conference welcomes the visit to the Occupied Palestinian Territory by a delegation of Executive and non-Executive members in October 2013, and the strengthening of links between the National Union of Teachers and the General Union of Palestinian Teachers.

Conference notes the ongoing oppressive and unjust regime imposed by the state of Israel on the Palestinian people and is especially concerned at the impact on young people and their families.

Conference endorses the following demands and calls on the British Government to actively pursue these objectives:

1. The dismantling of the 700 Kilometre long Wall condemned by the International Court of Justice in July 2004;
2. The ending of all illegal settlements which now control 42.7% of the West Bank (UN figures);
3. The ending of all moves to cut East Jerusalem off from the West Bank through a process of settlement expansion and the demolition of Palestinian homes;
4. The support for the UN call for the end of the blockade of Gaza;
5. The dismantling of the Israeli army's 532 Checkpoints (UN figures);
6. The ending of the inhuman treatment of Palestinian Child Prisoners as documented by Defence for Children International/Palestine Section;
7. The rescinding of the Government's Prawer Plan to destroy Bedouin villages inside Israel and forcibly transfer the people out of their established villages; and
8. The right of the Palestinians inside Israel to develop a curriculum which preserves their heritage and ends discrimination in education.

Conference reaffirms its commitment to campaigning in solidarity with the Palestinians in their struggle for peace and justice and calls on the Executive to distribute the report of the 2013 delegation as widely as possible publicising it through the Teacher and all appropriate Union channels.

Conference instructs the Executive to:

- i. Support TUC policy, to “boycott the goods of, companies who profit from illegal settlements, the Occupation and the construction of the Wall”;
- ii. Pressure the UK Government to call on the Israeli Government to comply with international law and human rights treaties;
- iii. Work to win the backing of Education International and the ETUC(E) for these policies and to seek to collaborate with like minded unions internationally;
- iv. Convey these views to the Israeli Teachers Union;
- v. Express our solidarity with the GUPT for its objectives for education and discuss with them ways to develop this solidarity;
- vi. Call for an end to the discrimination against Palestinian students and teachers within Israel;
- vii. Encourage divisions to make links with Palestinian teachers and schools including organising delegation exchanges;
- viii. Encourage Associations, Schools and Divisions to publicise the report of the delegation to members; invite speakers to their meetings and encourage active membership participation in work on this issue;
- ix. Organise a special meeting for Division representatives and International Solidarity Officers to present the report, explain Union policy, outlining ways to develop the work and incorporate regular updates in Divisional Secretaries briefings and school representatives training; and
- x. Continue to campaign for the rights of Palestinian children including child prisoners and work to engage all members in this campaign encouraging individual membership of and affiliation to the Palestine Solidarity Campaign and support for Action for Palestinian Children Prisoners.

Amendments

- 31.1** (Buckinghamshire) to move,
(Kirklees) to second:

Conference instructs the Executive:

Add new point:

- xi. Educate the membership through publications, divisions and international solidarity officers of the ‘Pinkwashing’ propaganda used by Israel to make their citizens and the wider world believe that they are progressive in respect of LGBT rights, while distracting attention away from the human rights abuses they have instigated by their occupation of the West Bank and Gaza.

EDUCATION: SPECIAL EDUCATION NEEDS

Sunday, 20 April

Fifth Session

(to be taken at 11.00 am – 12.00 pm)

SPECIAL EDUCATION AND INCLUSION

MOTION 32 (Leicester) to move,
(Kirklees) to second:

Conference reiterates its policy of 2011 of supporting inclusive education and developing disability equality in mainstream schools.

Conference recognises that Part 3 of the Children and Families Bill (though expanding the protection of a Statement through the Education Health and Care Plan (EHC Plan) to 0-25 year old children and young people), does not provide adequate safeguards for the large majority of children and young people with special educational needs at the school/college based stage.

Conference is further concerned at the damaging impact and pace of change envisaged by the government, in particular:

1. The introduction from April 2014 of mandatory changes in school funding and the higher needs block;
2. The negative impact of these funding changes on both mainstream and special schools additional needs block and Age Weighted Pupil Unit, that will lead to a reduction in funding for special educational needs (SEN);
3. The proposed change over from Statement to EHC plan of three years from September 2014;
4. The exclusion of disabled children and young people without SEN from these changes;
5. The increased statutory responsibility on Local Authorities at a time of reduction in Local Authority budgets, in particular reductions in specialist and advisory teachers in SEN and disability; and
6. Proposals to phase out teaching assistants.

Conference recognises the negative impact of the above changes on the inclusion and education of disabled children and young people and those with SEN.

Conference therefore instructs the Executive to enter into urgent policy discussions with the Opposition and other interested parties in the voluntary sector, trade unions and parents' organisations, to develop a strategy of damage limitation and to ensure alternative mechanisms are developed to enable all children and young people with SEN to have their needs met and to maximise the development of inclusive practice throughout the education system. Following these discussions and not later than January 2015. Conference instructs the Executive to launch a public campaign to ensure this plan becomes a General Election issue.

In order to safeguard the provision for disabled children and young people and those with special educational needs and to ensure that teachers' workload is not increased in meeting these needs, Conference instructs the Executive to carry out the following:

- i. Produce guidance for all members on the impacts the above changes will have on students and staff;
- ii. Launch a publicity campaign on the impacts and the possible alternatives; and
- iii. Support for members on a school-by-school basis and across Local Authorities in balloting for sustained industrial action to protect existing provision, jobs and conditions.

Amendments

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

Delete point 4 and replace with new point 4:

4. Notwithstanding the late incorporation of disabled children/ young people without SEN into some of the statutory duties, there remains a significant disconnect between SEN and Disability Equality Duties which cover many of the same pupil/student population.

Add new points 7, 8 and 9:

7. The weakening of the presumption of inclusion by conflating previously different tests that will make it far harder for those children and young people with SEN who want a mainstream placement to secure one ;
8. The loss of the Individual Education Plan and the new Draft Code of Practice placing the responsibility on class and subject teachers for recording progress and meeting parents of children at the School Stage. This has significant increase of workload implications;
9. The right of Special Academies and Special Free Schools to enrol children and students with SEN on an indefinite basis, without an EHC Plan, which is not permitted for maintained and non- maintained Special Schools.

Add new point ii and renumber subsequent points:

Provide advice and support to Divisions urging them to ensure the Local Offer fully reflects the choice of a range of quality inclusive mainstream provision with sufficient places, for children and young people, with the whole range and severity of impairments.

32.2 (Rochdale) to move,
(Rochdale) to second:

4th paragraph, after “education of disabled children and young people and those with SEN” add:

Furthermore, Conference condemns comments from The Equality and Human Rights Commission (EHRC) that Inclusion is only right for some disabled children.

Add new bullet point after iii:

- iv. Campaign for a fully inclusive education system which ensures that disabled children are not excluded from education on the grounds of disability.

A LOTTERY IN SEN PROVISION – WHO WILL PAY THE PRICE?

MOTION 33 (Executive) to move,
(Executive) to second:

Conference condemns the introduction by Government, with unnecessary speed, a set of poorly tested and ill planned SEN reforms under the guise of a promise to parents that provision for children and young people with SEN will improve and that co-ordination and co-operation between different children's services will be made easier.

Conference notes that:

1. Analysis of free school admissions by the Union shows less inclusive pupil intakes;
2. The availability of specialist advisory and support services to help teachers identify and meet the special educational needs of children is a postcode lottery with pupil need far outstripping the availability of services;
3. Government approaches to curriculum development, assessing pupil progress and assessing school teacher and performance take insufficient account of evidence about child development, ranges of pupil ability and additional educational needs – this hinders and frustrates inclusive practice, teaching and curriculum planning;
4. The proposed new SEN Code of Practice makes the role of each agency far less clear and will lead to a situation where schools are expected to act as the lead agency for children with additional needs where educational need is not the reason for a team around the child; and
5. Equity and appropriate child centred provision for children with special educational needs is put at risk by current education reforms, which stand in stark contrast to former approaches such as the 'Every Child Matters' policy.

Conference instructs the Executive to:

- i. Commission research on the cumulative impact of the Government's education "reforms" on pupils with SEN in various settings;
- ii. Campaign to retain an appropriate role for teacher expertise and teachers' professional judgement in decisions about appropriate provision for a child and naming a school;
- iii. Ensure the "Year of the Curriculum" resources produced by the Union support and empower teachers in all settings to develop the curriculum for pupils with SEN;
- iv. Closely monitor the use, and impact of, personal budgets and direct payments to parents of children with special needs for education provision.;
- v. Continue to campaign in defence of pupil referral units and to demonstrate the pivotal role for these schools in re-integrating individual pupils and offering behaviour support to schools; and
- vi. Continue to campaign, through the Compass Inquiry, for a middle tier in education to ensure collaboration between- and shared responsibility across- all schools in a local area, as the only way to ensure an education system which is equitable and accessible for children and young people with special educational, additional or behavioural needs.

Amendments

- 33.1** (Brent) to move,
(Brent) to second:

After bullet points 1-5, add:

6. Government/Ofqual changes to exams and qualifications and the way these are used to judge schools' positions in the league tables are at best exclusive and at worst discriminatory. For example, Ofqual's moving of the goalposts in English Language GCSE by banning January exams and disregarding speaking and listening results (even from those students that had already sat them) was a blatant attempt to disguise improvements in results by pupils from more disadvantaged backgrounds and those with SEN. At the same time the narrowing of qualifications deemed worthy of success excludes and downgrades the achievements of students who follow a less academic route such as BTEC and underlines the Secretary of State's ridiculous statement that all pupils should be above average.

After bullet point vi, add:

- vii. Campaign for Ofqual to be held to account and to make changes only at the start of each new cohort of students, (not halfway through the course as happened with the speaking and listening changes). Demand that Ofqual publish their Equality Impact Assessments on the changes from modular to linear GCSEs and the disregarding of the Speaking and Listening grade in English.
- viii. Continue to campaign for a broad education and set of qualifications right through secondary schools and for the proper recognition of qualifications besides academic GCSEs (BTEC, Arts Awards, etc).

EQUALITY

Sunday, 20 April

Fifth Session

(to be taken at 12.00 – 13.00 pm)

DISCRIMINATION OF OLDER WOMEN TEACHERS

MOTION 34 (Coventry) to move,
(Coventry) to second:

Conference is concerned that there is an increasing trend in schools of targeting teachers who are over 50 with a view to end their employment early. Sickness Absence and capability procedures are commonly used against teachers in order to prematurely end their contracts. Conference notes the marked increase in casework involving teachers in this age category, especially women teachers, who make up the vast majority of members in the Union. This has a detrimental impact on their health and wellbeing, their living standards and future pension.

Conference notes that:

1. The recent changes to the Appraisal and Capability Procedures, introduced by the Government, means that schools are able to use the threat of capability much more easily;
2. The abuse of 'Career Stage Expectations' are leading to increased expectations of older teachers, often above and beyond the legal requirements of the School Teachers' Pay and Conditions Document;
3. This group of teachers are more likely to be paid on the Upper Pay Scale and are therefore seen as more 'expensive' to schools; and
4. Many women in this age category will also be coping with the symptoms of the Menopause.

Conference welcomes the TUC guidance for union representatives on Supporting women through the Menopause, and the research carried out by The British Occupational Health Research Foundation (BOHRF) who commissioned researchers at the University of Nottingham, led by Professor Amanda Griffiths, to explore women's experience of working through the Menopause.

Menopausal women can experience hot flushes, headaches, tiredness and sweating. High workplace temperatures, poor ventilation, poor or non-existent rest or toilet facilities, or a lack of access to cold drinking water at work can make all of these symptoms worse. Other symptoms can include blocks of memory loss, not being able to finish a sentence, feelings of anxiety, increased stress levels and loss of confidence as well as excessive, unpredictable menstruation.

Conference believes that employers have a responsibility to take into account the difficulties that women may experience during the Menopause, and that female workers should be able to expect support and assistance during what is, for many, a very difficult time.

Conference notes that the Union has included some of these issues in a Women's Health and Safety briefing. However, Conference believes that there needs to be a much more thorough document produced that can suggest reasonable adjustments, advise on discriminatory matters and share practice on how we can support older women teachers.

Conference calls upon the Executive to:

- i. Commission research into the impact of recent policy changes on older members especially on women teachers and the links to the Menopause;
- ii. Urgently draw up a guidance document on this issue for local Associations to promote within their area; and
- iii. Produce training materials for Officers and Reps to highlight these concerns and provide practical ways of supporting our members.

Amendments

34.1 (Kirklees) to move,
(Waltham Forest) to second:

Conference notes:

Add new point 2:

2. Older teachers should have access to suitable CPD training in order to address changes in teaching methods. Schools should view training and support as a means of making sure that all older teachers do not fall behind with new developments in teaching.

Conference believes:

Add after, 'a very difficult time':

Employers have a further responsibility to recognise that commonly experienced conditions such as the menopause do not always manifest consistently across different individuals and should be supportive of individual needs and experiences.

Call upon the Executive to:

Add new iv:

- iv. Encourage all schools to include advice about the menopause in all Health and Safety policies with the view to supporting female staff during this time.

Add new v:

- v. Encourage schools to support work flexibility during this time including: temporary waiver of fulltime contracts; temporary job shares

Add new vi:

- vi. Encourage schools to set up an external body through the Local Authority to identify training needs in older teachers

Add new vii:

- vii. Support school groups to take action up to and including strike action if schools refuse to make suitable adjustments to accommodate the needs of women experiencing symptoms that affect their ability to teach during the menopause.

34.2 (Croydon) to move,
(Camden) to second:

Delete at beginning "Conference is concerned that there is" and insert:

"Conference welcomes the fact that the employment rate for women in the UK aged 50 to 64 has increased by 14% over the last 2 decades. However at the same time women over 50 have felt the full force of the Government's austerity measures including"

Add at end new point iv.

- iv. Draw upon the recommendations of the recent TUC Report 'Women over 50 in the Workplace' including :
 - a. Ten days paid carers leave a year;
 - b. An unpaid leave entitlement, similar to parental leave, for grandparents;
 - c. More flexible sickness absence procedures to cater for menopause-related absence;
 - d. Removal of Employment Tribunal Fees for age and sex discrimination cases; and
 - e. Amendment to Equality Act 2010 to allow combined discrimination claims for age and sex.

34.3 (Somerset) to move,
(Portsmouth) to second:

Title replace OF with AGAINST.

Add new i. and re number:

- i. Draw together recent data from the new NUT ADVICE LINE, Litigation unit and casework to assess this increasing and worrying trend of permanently ending contracts.

RACISM AND IMMIGRATION

MOTION 35 (Sheffield) to move,
(North Somerset) to second:

Conference notes:

1. The government's plans to introduce a new Immigration Bill, which aims, in the words of the Home Secretary, to create "a really hostile environment for illegal immigrants";
2. That currently the new Bill is likely to include proposals to:
 - i. Extend powers to take fingerprints, check passports and intervene in weddings and civil ceremonies;
 - ii. Impose a levy on the use of the NHS for time limited immigrants;
 - iii. Impose checks on applications for bank accounts and driving licenses; and
 - iv. Reduce the number of grounds for appeal from 17 to 4, following the imposition of a deport first, appeal later policy.

3. The continuing campaign in the media, frequently backed by government spokespersons and political parties such as UKIP, against immigrants and making use of inaccurate 'evidence' to back up reports of 'benefit tourism' and the claiming of benefits; and
4. The continuing prevalence of Islamophobia, as seen in the reactions, for example by, the English Defence League who sought to whip up racial and religious hatred following the tragic murder of Lee Rigby.

Conference further notes the tragic consequences of people's desperation to migrate in, for example, the deaths of large numbers of migrants who drowned near Lampedusa.

Conference believes that the government's proposals will:

- a. Contribute to the creation of an atmosphere of racism and intolerance which will impact on immigrants, both legal and illegal, as well as on ethnic minority communities in this country;
- b. Extend the powers of the state to interfere in people's private lives in a manner that is both demeaning and dangerous to civil liberties in this country;
- c. Put at risk the lives and well-being of children and their parents, and jeopardise their right to a decent education; and
- d. Are likely to contribute to a poisonous atmosphere in the run up to the European and local elections in June 2014.

Conference instructs the Executive to:

- I. Work with the Trade Union Congress to oppose the proposals in the Immigration Bill; and
- II. Publicise the Union's opposition to the bill to members, and to give members guidance.

Amendments

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

Add action point:

- III. Produce and disseminate teaching materials on topic of immigration.

EMPLOYMENT CONDITIONS AND RIGHTS SECTION

Monday, 21 April
Sixth Session

(to be taken at 9.15 - 12.30 am)

MOTION 36 TONY TONKS (for the Executive) to move,
HEATHER MACKENZIE (for the Executive) to second:

That the Salaries, Superannuation, Employment Conditions & Rights Section of the Executive be adopted (Annual Report of the Executive pages 73-86).

ATTACKS ON TEACHERS PAY AND CONDITIONS

MOTION 37 (Croydon) to move,
(Birmingham) to second:

Conference notes that teachers' pay, pensions and conditions of service are all under attack by the Coalition Government. This is part of the general pattern where living standards have fallen for workers in the public and private sectors of the economy since 2008, and average wages are now no higher than they were in 2000. The situation for young teachers is particularly difficult with the combination of student loan repayments, tax and pension contributions resulting in them having a marginal rate of income tax of 49 per cent.

Conference congratulates NUT and NASUWT members and activists for organising the regional strikes in June and October 2013. The strikes were well supported and showed that the profession is united in its opposition to the Government's changes. The NUT declares its willingness to co-ordinate industrial action on pay offers with other public and private sector unions.

Conference condemns the:

1. Deletion of the national pay scale;
2. Removal of pay portability between schools;
3. Introduction of school specific pay progression;
4. Below inflation cost of living rise of just one per cent, which followed a three year pay freeze;
5. Secretary of State's determination to remove statutory limits on teachers' work – 195 days a year, 1265 directed hours a year, PPA time, no cover and 21 administrative tasks;
6. Continued increase in pension contributions;
7. Removal of the one per cent pay rise for NHS staff and the continuing low pay for too many local government employees; and
8. The government's repeated attempts to divide the working class – private against public, employed against unemployed, etc.

Conference believes that the report of the STRB confirms its lack of independence and that it has just sought to implement the will of the Secretary of State.

Conference believes the changes to pay will:

- i. Lead to a deterioration of industrial relations in schools;
- ii. Lead to unfair pay decisions;

- iii. Make teaching a less desirable career for graduates;
- iv. Widen the pay gap between male and female teachers;
- v. Undermine teacher morale; and
- vi. Continued below inflation pay rises set back economic recovery.

Conference condemns the Secretary of State for not seeking to negotiate changes to pay and pensions, and instead impose wide-ranging changes to conditions.

Conference believes these will:

- a. Take teachers away from preparing lessons and marking;
- b. Discourage graduates from entering the profession; and
- c. Increase teacher workload, which is at an all time high.

Conference calls on the Secretary of State for Education immediately to:

- I. Commit to genuine engagement in a dispute resolution process by establishing a series of meetings in the summer term 2014 with the NASUWT and NUT chaired by himself to address the issues under dispute;
- II. Suspend the implementation of the changes proposed to the School Teachers' Pay and Conditions Document, pending the outcome of these discussions;
- III. Publish the valuation of the Teachers' Pension Scheme conducted on the basis of the 2010 criteria and factors; and
- IV. Commit to a pay rise for teachers in line with inflation.

Conference instructs the Executive to:

- A. Continue the campaign of joint strike action with the NASUWT;
- B. Continue the campaign of non-strike sanctions with the NASUWT;
- C. Encourage and resource associations in taking up pay and conditions at local schools;
- D. Encourage school groups to take action to win pay and conditions policies that are in line with Union policy;
- E. Continue to press the case for co-ordinated strike action with other unions involved in campaigns to defend members pay and conditions of service; and
- F. Publicise the four demands, in the previous section, to all members as a matter of urgency.

Amendments

- 37.1** (Executive) to move,
(Executive) to second:

Para 4 - Delete and replace with:

'Conference condemns the Secretary of State's attempt to persuade the STRB to make changes to limits on working time and cover, rights to PPA time and protection against bureaucratic tasks. Conference welcomes the STRB's decision to retain statutory limits on working time and other key provisions in its 23rd report but notes that the STRB did recommend the removal of STPCD guidance and again failed to recommend any steps which would reduce teacher workload. Conference believes that the STRB's report is nevertheless a huge rebuff to the Secretary of State, who was forced to back down on his proposals, and a victory for the sustained support by NUT members for the NUT's campaign.'

Para 6 - Delete and replace with:

‘Conference condemns the Secretary of State for imposing his changes to pay and pensions in the face of opposition from teachers and for failing to take any action to reduce teacher workload. Conference reaffirms its opposition to these changes and reaffirms its demand that they are withdrawn.’

Para 8 - Delete bullet points I, II, III & IV and replace with:

- I. Commit to participating personally in the discussions which are now on-going, which should deal with the direction of Government policy, not simply about its implementation, and in meetings with the NUT which seek to resolve our dispute
- II. Agree to the immediate demands on pay, workload and accountability agreed by the Executive in March, including continued publication of pay spine points and guidance to schools on portability and budgeting for all teachers to make pay progression, pending the outcome of discussions on policy on teachers’ pay and conditions;
- III. Agree that the proposed study on the health and deployment implications of working to 68 should also consider whether 68 is an appropriate pension age for teachers, and agree to publish a valuation of the Teachers’ Pension Scheme conducted on the basis of the 2010 criteria and factors; and
- IV. Commit to a pay rise for teachers in line with inflation, which will be payable to all teachers and on all elements of their pay

Para 9 (instructions to Executive) - Bullet point A - delete and replace with:

- A. Continue the campaign of strike action, including joint action with the NASUWT and / or with other unions where possible.

Bullet points C and D - delete and insert new bullet point C:

- C. Support and encourage members to win victories at school and local level on pay policies, appraisal policies, working time and other issues, including through strike action where necessary.

Renumber consequentially.

37.2 (Composite) (Central Nottinghamshire) to move,
(Leeds) to second:

Insert in second paragraph after “the Government’s changes”:

Conference regrets that the NUT was the only teaching union that has since been prepared to call further strike action but congratulates all those who helped build our national strike on March 26. We believe that a commitment to a programme of continuing strike action will be necessary if we are to achieve significant gains from any negotiations with the Secretary of State and call on other teaching unions to return to taking action alongside the NUT.

Replace 5 with:

5. Worsening levels of workload evidenced by the DfE Teachers’ Workload Diary Survey 2013 which indicated that primary teachers are working, on average, nearly 60 hours a week.

Add at the end of 6:

After “continued increase in pension contributions” ... for a pension that many teachers will not be able to claim in full until they are 68 or more;

Delete sentence starting “Conference believes that the report of the STRB confirms ...”

Delete everything from “and instead impose wide-ranging changes ... until “all time high”.

Reword II and IV to read:

II. Withdraw the changes made to the School Teachers’ Pay and Conditions Document in 2013, in particular the legislation intended to limit pay progression and pay portability, pending the outcome of these discussions;

IV. Commit to a £2,000 pay-increase for all points on the teachers’ pay scales.

Add a new point V:

V. Commit to making proposals by the end of the summer term which can start to reduce teachers’ overall working hours.

Reword A to read:

A. Announce a calendar of ongoing strike action, seeking the support of the NASUWT and UCAC if possible, but proceeding without them if necessary, beginning with two days of national strike action in the summer term, and escalating further in the autumn term;

Reword F to read:

F. Publicise the five demands, in the previous section, to all members as a matter of urgency.

37.3 (Calderdale) to move,
(Waltham Forest) to second:

In 5, delete all and replace with

“The Secretary of State’s decision to remove the section on Work Life Balance from the School Teachers’ Pay and Conditions Document, including the provision that teachers cannot be required to carry out the 21 administrative tasks listed there.”

In 8, delete the word “local” and replace with “the”.

In A, delete the word “joint” and add at the end “and other unions where possible”

Add a new G:

G. Build a community campaign that makes clear the link between the Government’s contempt for teachers, its savage cuts in public services focused on our most deprived communities, and its refusal to invest in a high quality public education service for all of our children that is publicly delivered and under democratic control; and

Add a new H

- H. Make it clear to the leadership of the Labour Party that they will have no 'easy ride' from teachers in the run-up to the General Election, and that we expect them to make explicit commitments to improve the pay and working conditions of teachers, as well as to restore spending and democratic accountability to education and other public services.

THE USE OF NUMERICAL TARGETS AND OFSTED GRADES IN SCHOOL APPRAISAL AND PAY POLICIES (COMPOSITE)

MOTION 38 (Calderdale) to move,
(Waltham Forest) to second:

Conference notes that because of different school pay policies that have been adopted in schools this academic year, teachers are now in a situation where they are having OFSTED grades imposed upon them in observations. Also they are having numerical targets imposed upon them relating to pupil progress during their appraisal and performance management cycle. Instead of progress towards agreed targets as the basis for lesson observation teachers are now being required to achieve good or outstanding OFSTED grades for all observations in their appraisal.

Conference further notes that:

1. The bases of these targets are pay policies that are not compliant with the NASUWT/NUT checklist;
2. Targets are not based on mutual agreement but rather based on the need for schools to compete with each other in local and national league tables;
3. All unrealistic targets, that have not been met from 2014 can, and in many cases will, result in teachers not getting a pay increase due to the fact that the targets have not been met;
4. Ofsted graded lesson observations are the result of the fear that school management has of Ofsted inspections (where one days notice is given) and the need to be "Ofsted ready";
5. In many schools pay policies the number of Ofsted graded lesson observations exceed the NUT/NASUWT limit of three observations for any purpose;
6. Teachers are being judged as failing if they do not achieve a good or outstanding judgement for an Ofsted graded lesson observations;
7. In many cases the Appraiser is not qualified to apply OFSTED criteria; and
8. These points result in increased stress to unbearable levels because in many cases teachers will not be awarded a pay increase because they have not achieved good or outstanding in all observations.

Conference believes that all observations in an appraisal/performance management review cycle should conform to the Union's appraisal policy.

Conference calls upon the Executive to:

- i. Advise members that they should not agree to numerical pupil progress targets;
- ii. Support members in schools where such targets are imposed by the school's management and who ask for the Union to support them in a dispute with the school;
- iii. Support members in schools where numerical targets are imposed and/or where OFSTED graded observations have been imposed;

- iv. Support members in individual schools and across divisions for ballots for action up to and including strike action where there are disputes over imposed targets or imposed OFSTED grading;
- v. Support a call for action up to and including strike action, both in schools and across Associations and Divisions in schools that have called a dispute over the use of Ofsted graded lesson observations in the Appraisal /PMR cycle; and
- vi. Work with Local Authorities to recommend borough wide NUT/NASUWT compliant pay and appraisal policies.

Amendments

38.1 (North Somerset) to move,
(Executive) to second:

Add new points to Conference further notes that:

- 9. The idea that quality of teaching and learning can or should be reduced to a single “grade”, often based on a 20 minute snapshot of a single lesson, is fundamentally flawed;
- 10. Numerical targets for individual teachers are also in themselves fundamentally flawed, as education is an inherently collective and collaborative process across a whole school; and
- 11. That there are schools in this country, and whole education systems elsewhere, in which different and better approaches to appraising the quality of teaching and learning, of schools, and of individual teachers are used.

Paragraph 3:

Delete ‘appraisal policy’ and replace with ‘classroom observation protocol’

Paragraph 4:

Amend bullet point i. to read

- i. Advise members that they should not accept numerical pupil progress targets which are imposed or which they deem to be unachievable or otherwise inappropriate; and that the concept of ‘targets’ is inappropriate and that policies should refer instead to ‘objectives’;

Delete bullet points ii, iii, iv and v, replace with new bullet point ii, iii, and iv below and renumber accordingly.

- ii. Support members in schools and across divisions/associations for ballots for action, up to and including strike action, where there are disputes over imposed targets or the imposition of Ofsted grading in respect of lesson observations;
- iii. Work with appropriate bodies and individuals to produce materials outlining the full case against both numerical targets and Ofsted gradings of lessons; and
- iv. These materials should include detailed examples both from this country and elsewhere of alternative and better approaches.

CAPABILITY PROCEDURES

MOTION 39 (Central Nottinghamshire) to move,
(Calderdale) to second:

Conference notes that since May 2012 many schools have introduced Capability policies that are based on or are exactly the same as the DFE Model Capability Procedure. These policies in many cases include:

1. No informal capability stage but instead go straight to a formal capability meeting and formal procedure;
2. No set time given for the teacher to improve; and
3. No guarantee of support in order for the teacher to improve.

Conference further notes that: These policies can be used in a way that is expedient to removing members from their jobs and allows school management to do this without supporting members to improve.

Also that these policies can be used against teachers who are perfectly capable of doing their jobs.

It has also become apparent that many teachers at the top of the Upper Pay Scale, or teachers over 50, especially women and many from ethnic backgrounds have been the victims of the use of these Capability Policies.

Conference believes that Capability policies should only apply to teachers where genuine concerns have been raised about their capability during the annual Performance Management Review/ Appraisal cycle.

Conference therefore calls upon the Executive to update its own Model Capability Procedure from 2006 to include sections that:

- i. Assess fully why the teacher is not capable of performing their duties;
- ii. Have an informal stage that gives a reasonable time period to review performance;
- iii. Have an informal procedure that is purely supportive in nature and builds in a management plan of support that emphasises training, mentoring and counselling where necessary;
- iv. Only set targets for improvement that are reasonable and achievable; and
- v. Only move to a formal stage if the teacher is unwilling to co-operate with the support program or if problems continue after a period of applying a genuine support program.

Conference further calls upon the Executive to support members in schools with action, up to and including strike action, in schools that do not have a capability policy that includes an informal stage or is not compliant to the Union's Model Capability Policy.

Amendments

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

Para 1 –

Amend final sentence of paragraph 1 and bullet points to read:

‘These policies in many cases mean that no:

1. Informal capability stage exists, either within the capability or the appraisal procedure, to allow concerns to be addressed and resolved without going into formal capability proceedings;
2. Adequate minimum period of time is provided for teachers to improve;
3. Guarantee is given of support to help the teacher improve and no specified entitlements in terms of training, mentoring or counselling; and
4. Guarantee is given that support programmes will, whenever possible, be agreed between the teacher and school management.'

Para 5 –

Delete paragraph 5 and replace with:

Conference reaffirms that all teachers should be entitled to adequate, resourced and agreed professional support, when subject to concerns about capability, which seeks to ensure that they are assisted to achieve their former standards of performance. Such support should in all cases be available initially on an informal basis, through the provisions of the appraisal procedure rather than through the capability procedure, and should only apply where genuine concerns about capability have been raised and discussed with the teacher through the appraisal process.

Para 6 –

Delete paragraph 6 and replace with:

'Conference therefore calls upon the Executive to review the Union's guidance on appraisal and capability, including model procedures and accompanying guidance to local officers, representatives and members, to help secure procedures which:

- i. Deal with capability concerns initially on an informal basis and as part of the appraisal process;
- ii. Provide for the right to representation for the teacher concerned at all stages;
- iii. Ensure full and fair discussion with the teacher as to whether, and if so why, the teacher is encountering professional difficulty;
- iv. Ensure that informal support is indeed supportive in nature and based on an agreed and documented plan of support that emphasises training, mentoring and counselling where necessary;
- v. Only set targets for improvement that are reasonable and achievable and provide an adequate minimum period of time for improvement review;
- vi. Have an informal stage that is purely informal and cannot be reported to future employers under changes to legislation in 2012
- vii. Only move to a formal capability process if the teacher is unwilling to cooperate with the informal support programme or if problems continue after a period of applying a genuine support programme; and
- viii. Continue to emphasise support for improvement during the formal process as well as during the informal support period.

Para 7 –

In paragraph 7 delete all after 'strike action' and replace with 'in schools that do not have policies on appraisal and capability which comply with the above requirements and other requirements of Union policy'.

39.2

(Lewisham) to move,
(Central Nottinghamshire) to second:

Add additional fourth paragraph:

Even where, on paper, schools have procedures in place which suggest that teachers will be supported informally where “teachers are experiencing difficulties”, in practice, too many are using the threat of the commencement of formal capability procedures as a way to bully staff into resigning, or accepting a Settlement Agreement, rather than carrying out their responsibilities to support and professionally develop their staff.

Insert after end of fifth paragraph, ending “during the annual Performance Management Review/Appraisal Cycle”:

... and only after the teacher has been given the opportunity to address any issues identified, with the provision of specific support, time and resources as a part of a supportive performance management/appraisal system.

Rewrite sentence starting “Conference therefore calls upon the Executive to update” to say:

Conference therefore calls upon the Executive to update its own Model Capability Procedure, alongside the parts of the Appraisal Policy that support ‘Teachers Experiencing Difficulties, to make sure that teachers should be able to rely on procedures that:

Amend last paragraph to read:

Conference further calls upon the Executive to support requests for action, up to and including strike action, in schools that do not have capability and/or appraisal policies in line with the Union’s model policies and/or request action to support a member who has received unfair treatment as a result of the application of such policies.

Add a further final paragraph:

Conference instructs the Executive to produce as a matter of urgency:

- a. Detailed guidance for Associations and Reps about best practice in providing genuine support for ‘teachers experiencing difficulties’; and
- b. Materials for Union notice boards making clear that the NUT will not accept capability procedures being used to bully teachers from their posts.

ATTACKS ON TEACHERS PAY AND CONDITIONS

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

Conference notes that teachers’ pay, pensions and conditions of service are all under attack by the Coalition Government. This is part of the general pattern where living standards have fallen for workers in the public and private sectors of the economy since 2008, and average wages are now no higher than they were in 2000. The situation for young teachers is particularly difficult with the combination of student loan repayments, tax and pension contributions resulting in them having a marginal rate of income tax of 49 per cent.

Conference congratulates NUT and NASUWT members and activists for organising the regional strikes in June and October 2013. The strikes were well supported and showed that the profession in united in its opposition to the Government's changes. The NUT declares its willingness to co-ordinate industrial action on pay offers with other public and private sector unions.

Conference condemns the:

1. Deletion of the national pay scale;
2. Removal of pay portability between schools;
3. Introduction of school specific pay progression;
4. Below inflation cost of living rise of just one per cent, which followed a three year pay freeze;
5. Secretary of State's determination to remove statutory limits on teachers' work – 195 days a year, 1265 directed hours a year, PPA time, no cover and 21 administrative tasks;
6. Continued increase in pension contributions;
7. Removal of the one per cent pay rise for NHS staff and the continuing low pay for too many local government employees; and
8. The government's repeated attempts to divide the working class – private against public, employed against unemployed, etc.

Conference believes that the report of the STRB confirms its lack of independence and that it has just sought to implement the will of the Secretary of State.

Conference believes the changes to pay will:

- i. Lead to a deterioration of industrial relations in schools;
- ii. Lead to unfair pay decisions;
- iii. Make teaching a less desirable career for graduates;
- iv. Widen the pay gap between male and female teachers;
- v. Undermine teacher morale; and
- vi. Continued below inflation pay rises set back economic recovery.

Conference condemns the Secretary of State for not seeking to negotiate changes to pay and pensions, and instead impose wide-ranging changes to conditions.

Conference believes these will:

- a. Take teachers away from preparing lessons and marking;
- b. Discourage graduates from entering the profession; and
- c. Increase teacher workload, which is at an all time high.

Conference calls on the Secretary of State for Education immediately to:

- I. Commit to genuine engagement in a dispute resolution process by establishing a series of meetings in the summer term 2014 with the NASUWT and NUT chaired by himself to address the issues under dispute;
- II. Suspend the implementation of the changes proposed to the School Teachers' Pay and Conditions Document, pending the outcome of these discussions;
- III. Publish the valuation of the Teachers' Pension Scheme conducted on the basis of the 2010 criteria and factors; and
- IV. Commit to a pay rise for teachers in line with inflation.

Conference instructs the Executive to:

- A. Continue the campaign of joint strike action with the NASUWT;
- B. Continue to press the case for co-ordinated strike action with other unions involved in campaigns to defend members pay and conditions of service;
- C. Announce a program of strike action, alongside the NASUWT where possible, but independent of them where necessary, beginning with two days of national strike action in the summer term, escalating into the autumn term;
- D. Announce a program of rolling regional action to run alongside the national strike action;
- E. Continue the campaign of non-strike sanctions with the NASUWT;
- F. Encourage and resource associations in taking up pay and conditions at local schools; and
- G. Encourage school groups to take action up to and including strike action to win pay and conditions policies that are in line with Union policy.

Amendments

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

Para 4 –

Delete and replace with:

‘Conference condemns the Secretary of State’s attempt to persuade the STRB to make changes to limits on working time and cover, rights to PPA time and protection against bureaucratic tasks. Conference welcomes the STRB’s decision to retain statutory limits on working time and other key provisions in its 23rd report but notes that the STRB did recommend the removal of STPCD guidance and again failed to recommend any steps which would reduce teacher workload. Conference believes that the STRB’s report is nevertheless a huge rebuff to the Secretary of State, who was forced to back down on his proposals, and a victory for the sustained support by NUT members for the NUT’s campaign.’

Para 6 –

Delete and replace with:

‘Conference condemns the Secretary of State for imposing his changes to pay and pensions in the face of opposition from teachers and for failing to take any action to reduce teacher workload. Conference reaffirms its opposition to these changes and reaffirms its demand that they are withdrawn.’

Para 8 –

Delete bullet points II, III & IV and replace with:

- II. Commit to participating personally in the discussions which are now on-going, which should deal with the direction of Government policy, not simply about its implementation, and in meetings with the NUT which seek to resolve our dispute;

- III. Agree to the immediate demands on pay, workload and accountability agreed by the Executive, including continued publication of pay spine points and guidance to schools on portability and budgeting for all teachers to make pay progression, pending the outcome of discussions on policy on teachers' pay and conditions;
- IV. Agree that the proposed study on the health and deployment implications of working to 68 should also consider whether 68 is an appropriate pension age for teachers, and agree to publish a valuation of the Teachers' Pension Scheme conducted on the basis of the 2010 criteria and factors; and
- V. Commit to a pay rise for teachers in line with inflation, which will be payable to all teachers and on all elements of their pay

Para 9 (instructions to Executive) –

Bullet point A - delete and replace with:

- A. Continue the campaign of strike action, including joint action with the NASUWT and / or with other unions where possible.

Bullet points C and D – delete.

Bullet point F and G - delete and insert new bullet point F:

- F. Support and encourage members to win victories at school and local level on pay policies, appraisal policies, working time and other issues, including through strike action where necessary.

Renumber consequentially.

40.2 (Brent) to move,
(Brent) to second:

After bullet points 1-8, add:

- 9. Watering down of health and safety regulations which mean that schools are seen as a low risk workplace despite having one of the highest rates for stress-related illness.

After bullet point c, add:

- d. Lead to even higher rates of stress related illness in the profession.

In bullet point C, add at the end "including those relating to health, safety, wellbeing, stress and mental health."

After bullet point F, add:

- G. Campaign to get schools recognized as a high risk workplace due to the prevalence of stress related illness, poorly managed asbestos and poor rates of accident and injury reporting.

APPRAISAL AND TARGETS

MOTION 41 (Camden) to move,
(Hackney) to second:

Conference believes that the attempt to introduce performance related pay alongside the introduction of new appraisal regulations in 2012 will exacerbate the trend towards a more punitive use of appraisal and capability procedures.

Conference notes that the introduction of performance related pay is encouraging the use of unrealistic numerical targets in order to prevent pay progression.

Conference believes as pointed out by Professor Robert Coe from Durham University that there is very little research evidence to suggest that formal observations improve standards and that indeed too many internally based observations may instead recycle bad practice.

Conference notes that the one factor that has been shown to improve standards is CPD in particular externally based inset.

Conference reasserts its belief that appraisal processes should be used in a supportive and developmental way to maintain and improve the standard of teaching and learning in our schools. Unfortunately it is too often used to force certain teachers out of schools.

Conference notes that the procedures described under the section entitled 'Teachers experiencing difficulties' of the joint NUT/NAHT/ATL appraisal policy are designed to support a teacher who is experiencing difficulties, with a variety of measures, so that they come through the process successfully with improved classroom practice.

Conference instructs the Executive to:

1. Commission research into effective appraisal/evaluation mechanisms;
2. Launch a campaign for improved CPD as best method of improving standards in education;
3. Draw up a model motion for the right of teachers to receive adequate CPD;
4. Issue advice and arguments for reps as to why numerical targets should not be used in the appraisal process;
5. Encourage school groups to use Action Short of Strike Action to fight for developmental and effective appraisal policies;
6. Collect examples of appraisal policies from divisions in order to establish best practice; and
7. Advise divisions on ways to make appraisal policies more supportive and effective. Some examples of this include:
 - i. The necessity of support being provided informally as part of the day to day activity of the school. This then should be provided as a bundle of evidence 5 days before the first meeting held under the section headed teachers experiencing difficulties;
 - ii. To require those members of senior management who are monitoring and observing a teacher who is experiencing difficulties to model a good/outstanding lesson; and
 - iii. To introduce a section within appraisal policies which gives teachers the opportunity to challenge judgements made by supplying alternative evidence (data from other classes, other observations, book monitoring etc).

Amendments

41.1 (Composite) (Central Nottinghamshire) to move,
(Executive) to second:

Para 3 –

Add at end:

“Conference further notes the findings of Coe and others that “grading” the quality of teaching through lesson observations is inherently unreliable and that Ofsted itself has confirmed that it will not grade teachers on the basis of individual lessons”

Para 5 –

Insert new paragraph after para 5 as follows:

‘Conference welcomes the Union’s advice on objective setting published in November 2013, which includes advice and arguments as to why numerical objectives should not be used in the appraisal process.’

Para 6 (instructions to Executive) –

Bullet point 4 – delete

Add new point 6

6. Support school groups to take action up to and including strike action if their Pay Policies have a section that links PMR/Appraisal, which is a means to establish recommendation for a pay increase, with the Capability Procedure.

(renumber)

Bullet point 7:

Insert in i. After “day to day activity of the school”

... along with mentoring and support as part of the ongoing appraisal process ...

Remove the reference to good/outstanding by rewording ii. to read;

- ii. The importance of ensuring that teachers experiencing difficulties have the opportunity to observe good classroom practice, including model lessons; and that managers monitoring and observing teachers should be able to recognize, explain and demonstrate good classroom practice.

Delete point iii.

41.2 (North Yorkshire) to move,
(North Yorkshire) to second:

In first paragraph, delete all after

“conference believes that the ...”

And replace with:

“introduction of performance related pay alongside new appraisal regulations in 2012 has resulted in the punitive use of these procedures”

In the second paragraph, delete:

“the introduction of performance related pay is encouraging the use of”

And insert:

“could be used” between “targets” and “in order to ...”

In the fourth paragraph, delete all after:

“conference”

And replace with:

“recognises that good quality CPD can help teachers improve and develop their practice”

Conference reasserts its belief that appraisal processes can and should be supportive, developmental and used to celebrate good practice.

In point 3, delete:

“adequate”

And replace with:

“good quality”

In point 7, delete all after first sentence and add after a comma:

“in order to protect members and ensure fairness.”

SURVEY ON WORKLOAD

MOTION 42 (Brent) to move,
(Brent) to second:

Conference observes that:

1. The basic teaching workload requires in excess of 60 hours per week;
2. Efforts to reduce it have largely failed; and
3. Efforts to prevent enlargement have largely failed.

Conference recognises that:

- i. Efforts to prevent enlargement are likely to continue to fail;
- ii. The general public will not be aware of the size of this workload; and
- iii. Bringing it to the attention of the general public may gain their tacit support.

Conference instructs the Executive to undertake a survey of members to find out their typical working hours and to publish data from this survey in the national media and on the internet.

Amendments

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

Para 3 –

Delete final paragraph and replace with:

‘Conference instructs the Executive to:

- a. Publicise further the findings of the 2013 DfE workload survey which highlighted that primary classroom teachers were working on average 59.3 hours per week and secondary classroom teachers 55.7 hours;
- b. Press the DfE to conduct such workload surveys on an annual basis;
- c. Assist reps or divisions who wish to conduct their own qualitative or quantitative workload surveys; and
- d. Take all appropriate steps to publicise and address the still-growing and unacceptable problem of excessive workload.

42.2 (Coventry) to move,
(Lewisham) to second:

Add three additional final paragraphs:

Conference further recognises that, given this enlargement of teacher workload, reducing teachers’ intolerable overall working hours requires the provision of additional time within the working day to carry out planning, preparation and assessment (PPA) tasks.

Conference notes that the statutory right to a minimum 10% of teaching time for PPA is completely inadequate for the work that is being asked of teachers. The DfE Teachers’ Workload Diary Survey 2013 recorded that primary teachers typically do 22.5 hours a week on such tasks. Even in the secondary sector, where traditionally more PPA time was timetabled than the statutory minimum, teaching loads are often being increased over time.

Conference instructs the Executive to publicise our long-standing policy for minimum 20% non-contact time for all teachers in all sectors as a key objective as part of our ongoing campaign to improve teachers’ pay and conditions.

DEFENDING INITIAL TEACHER EDUCATION AND AN ENTITLEMENT TO CONTINUOUS PROFESSIONAL DEVELOPMENT FOR ALL TEACHERS

MOTION 43 (Executive) to move,
(Executive) to second:

Conference celebrates and commends the expertise, commitment and professionalism of qualified teachers in England and Wales. Conference gives the highest possible priority to Union campaigns to re-establish the right for every child in every classroom to be taught by a qualified teacher and notes the high level of parental support for qualified teacher status.

Conference welcomes the commitments given by the Minister for Education in Skills in Wales to prioritise CPD for teachers in Wales, his recognition of a continued role for Centres in preparing new teachers well, and his respect for teachers.

Conference notes:

1. The Government's policy of prioritising school-led Initial Teacher Education and CPD, in particular through its Teaching School and School Direct initiatives, without any assessment of schools' capacity to meet these additional demands or the quality of their offer;
2. The destabilisation of Higher Education-based ITE and the closure of numerous successful education departments and faculties as a consequence of this policy;
3. The lack of statutory protections for those following the School Direct (Salaried) training route, in particular limits to their teaching responsibilities and access to professional development and support;
4. The absence of a national strategy for teachers' professional development and the neglect of Government's responsibility for supporting and improving the quality of teaching and learning for all schools and teachers, including supply teachers and those trained overseas;
5. The lack of any national professional support for the implementation of major initiatives such as the new National Curriculum and associated assessment;
6. The Government's reliance of Teaching Schools and the "market" to lead CPD provision at local level, despite schools' unequal access to such support and the lack of evaluation of the efficacy of this approach; and
7. The markedly different approach taken to ITE and CPD in the world's highest performing education systems, where teaching is typically seen as a masters-level profession which combines practical experience with theoretical education during training and where high quality CPD is an entitlement and expectation for all teachers.

Conference believes that the Government's ITE and CPD "reforms" are linked to its view of teaching as a "craft" which can be easily picked up by observation and also to its policy of allowing free schools and academies to employ unqualified teachers, as part of its on-going assault on the professionalism of qualified teachers.

Conference further believes that the Government's policies are likely to lead to a shortage of newly qualified teachers in some subjects and/or some parts of the country in the near future, due to the lack of central monitoring of school-based ITE places.

Conference instructs the Executive to:

- a. Work with other relevant groups and organisations such as UCET, wherever possible, to lobby politicians on the importance of high quality ITE and CPD, including the value of input from HEIs and the likely consequences of the current approach;
- b. Campaign for changes to the regulations which apply to School Direct (Salaried) trainees, to ensure that they are employed on a supernumerary basis; teach on a gradually increased timetable; and have guaranteed access to professional support external to the school;
- c. Conduct research into the approaches to ITE and CPD in other countries and use this to develop Union recommendations for policymakers; and
- d. Continue to use the Union's own CPD programme as a means of demonstrating the qualities and characteristics of high quality CPD provision.

Amendments

43.1 (Fylde) to move,
(Fylde) to second:

In point 7 after “during training” insert , “where theoretically guided practice is seen as the highest form of practice”.

In the section “Conference instructs the Executive to”, in point i after “including the value of” insert “theoretical”.

SALARIES SUPERANNUATION AND EDUCATION ECONOMICS SECTION

Monday, 21 April
Seventh Session

(to be taken at 2.00 – 2.45 pm)

SUPPLY

MOTION 44 (Lambeth) to move,
(Lewes, Eastbourne and Wealden) to second:

Conference deplores the continuing erosion of supply teachers' pay and conditions of service. Conference notes that cover supervisors and other school staff are routinely used by many schools in place of qualified teachers.

Conference notes that supply teaching is now almost totally dominated by private agencies who provide very little training or support for supply teachers. Conference sympathises with those teachers who work for many years on supply for private agencies without receiving any pension contributions.

Conference applauds the fact that the first NUT Supply Conference was held in July 2013 and that it was a successful event.

Conference calls on the Executive to consider the following:

1. A national recruitment leaflet aimed at supply teachers;
2. A Charter for Supply Teachers outlining best practice;
3. A campaign to force private supply agencies to pay better rates and to make pension contributions;
4. Full Disclosure and Barring Service (DBS) portability (formerly CRB) to stop teachers having to register with separate agencies;
5. To campaign for the re-establishment of local authority supply agencies;
6. A national lobby of the DfE to highlight supply issues;
7. A campaign 'Every Child Taught by a Qualified Teacher' to make parents aware; and
8. A Union Committee or Working Party comprised of regional supply reps to be organised by the Executive and to be consulted on supply issues.

Amendments

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

Para 3 –

Insert new paragraph after existing paragraph 3, as follows:

'Conference welcomes the publication of the NUT Charter for Supply Teachers outlining best practice in employing and supporting supply teachers and the work done thus far to promote the Charter, including contacting all supply teacher members and encouraging them to lobby their MPs in the run up to the 2015 General Election, and asking MPs to indicate their support for the principles of the Charter. Conference also welcomes the work done by the Union to help secure the portability of DBS (formerly CRB) certificates but deplores the failure of supply agencies to allow this.'

Para 4-

Delete bullet point 2.

Amend bullet point 3 to read:

1. A campaign on pay and conditions which demands that private supply agencies pay better rates and that the DfE allows agency supply teachers the right to membership of the Teachers Pension Scheme with mandatory contributions from employers.

Amend bullet point 4 to read:

4. A campaign to put pressure on teaching agencies to ensure portability of DBS certificates.

44.2 (North Somerset) to move,
(East London) to second:

After "Conference calls on the Executive to consider the following:"

Add new points:

9. Encouraging local associations, divisions and regions to establish networks for supply teachers with the aim of bringing supply teachers together to discuss issues of concern and campaigning.
10. Using these networks identifying some local authorities where a campaign for the re-establishment of a local authority supply pool might prove successful.

44.3 (Bristol) to move,
(Bristol) to second:

Insert:

9. Establish an annual Supply Teachers' Conference; and
10. Institute a seat on the National Executive with special responsibility for Supply Teachers.

PAY
MOTION 45 (Kirklees) to move,
(Leeds) to second:

Conference congratulates NUT and NASUWT members who have taken action over the past year to fight for their pay, pensions and conditions of service.

Conference notes with concern that teachers have suffered 10 years of below RPI inflation pay rises, equivalent to real term cuts in pay approaching 20 per cent.

Conference also notes that in a parliamentary answer last July, the Government confirmed that in 2012 average teachers' pay had reduced in real terms by £2,000 for primary teachers and £2,300 for secondary teachers from what they were in 2010.

In addition, Conference notes that teachers are now paying on average an extra 3.2 per cent of their salary towards their pensions.

Conference condemns Government changes brought in last year that mean the only pay a teacher is guaranteed is the minimum of the main pay range, currently £21,588 outside London. Further, that progression in both the main and upper pay ranges will, for all teachers, now depend on subjective teacher appraisals and outcomes often outside an individual teacher's control.

Conference is also concerned that on moving school, teachers are no longer guaranteed to keep pay progression earned at their previous school due to the abolition of portability.

Teachers understand that the link between pay and performance is impossible to apply fairly and consistently in schools. They know that performance pay undermines the collaborative working that is necessary for successful teaching.

The changes to pay brought in by the Government will individualise salaries and put more downward pressure on teachers' pay and reduce teachers' living standards still further. The level of pay has already caused recruitment problems which will continue to worsen.

Conference agrees that teachers in sixth form colleges need pay and conditions equivalent to those of school teachers and calls on the Union to continue to campaign for that.

Conference also deplores the rates that supply agencies pay supply teachers and continues to demand that all supply teachers are paid on national pay and conditions, as should all qualified teachers working in state schools.

Supply teachers employed by agencies should also have the automatic right to membership of the Teachers' Pension Scheme.

Conference reiterates the Union's long established policy of campaigning for a return to national negotiating machinery for national pay and conditions applying to all teachers in all state funded schools.

Conference calls on the Executive to build the broadest possible alliances to further strengthen our campaign with more strike action and action short of strike until our demands are achieved.

Conference instructs the Executive to continue to campaign for the following:

1. A return to national pay bargaining;
2. National pay scales mandatory in all publicly funded schools;
3. An end to the demoralising and divisive system of performance related pay;
4. A pay rise for all teachers that restores the cut in pay since this Government came to office; and
5. Fair pay for sixth form college and supply teachers.

Conference therefore:

- i. Congratulates NUT and NASUWT members who have taken action over the past year to fight for their pay, pensions and conditions of service; and
- ii. Calls on the Executive to build the broadest possible alliances to further strengthen our campaign with more strike action and action short of strike until our demands are achieved.

Amendments

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

Add new points to Conference instructs the executive:

6. To prepare a specific pay claim for next year which includes both making national pay scales statutory again and, as a minimum, begins the process of restoring the real pay cuts we have suffered as a result of this government's economic policies.
7. To campaign amongst our members to prepare the basis for a national strike ballot to win such a claim.
8. To actively approach other unions with a view to seeking the earliest and strongest possible coordinated action over pay.

45.2 (Oldham) to move,
(Coventry) to second:

Add new point 9

9. After a successful ballot to organise national strike action, on our own, should other union leaders refuse to join us. Further, Conference believes that a strategy based on action, if necessary on our own, is the way to win other union leaders' support for the action.

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

Para 6 –

Add at end:

“Conference notes with concern that this is already affecting teachers who have been subjected to pay cuts on moving school, often without warning.”

Para 9 –

Add at end:

“Conference reaffirms its support for sixth form college teachers and its aspirations on pay, conditions and funding as set out in the 2012 Conference resolution on sixth form colleges.”

Para 13 –

Add additional point after existing point 3:

3. Restoration of pay portability and protection for teachers already disadvantaged by its removal.

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

Reword Point 4. to read:

4. A £2,000 salary increase for all teachers, on top of any increase they will receive through pay progression on their salary scale.

EDUCATION: EARLY YEARS/PRIMARY

Monday, 21 April

Seventh Session

(to be taken at 2.45 – 4.00 pm)

TOO MUCH TOO SOON (COMPOSITE)

MOTION 46 (Hackney) to move,
(Lambeth) to second:

Conference notes the excellent work done by the Too Much Too Soon campaign which was launched in September 2013 to highlight the developmental damage done to children by inappropriate pressure put on them at an early age. This campaign is being run by the Save Childhood Movement and the Primary Charter to promote good practice in primary education with a particular focus on early years and the damage that a school starting age of 4 can do.

Conference notes the impact of cuts and a change in the funding formula to children's centres, nursery schools and foundation stages in primary schools.

Conference notes that children in the UK start formal schooling earlier than anywhere else in the world. This has particular influence on summer-born children but the effects will be felt by all and can be damaging and long-lasting.

Conference agrees that the Union should support the campaign and publicise its 5 key objectives:

The five objectives of the campaign are to:

1. Re-establish the early years as a unique stage in its own right and not merely a preparation for school;
2. Protect young children's natural developmental rights;
3. Prevent baseline testing;
4. Reinstate the vital role of play; and
5. Call for an English developmentally appropriate Foundation Stage for children between the ages of 3 and 7 (until the end of Key Stage 1).

Conference notes that the new curriculum is looking to assess children for 'school readiness' and yet there is no agreement amongst experts about what this means. Conference agrees that for the government school readiness is about being ready for tests, and pushing that expectation down to the Early Years Foundation Stage will inevitably lead settings to increase formal instruction and reduce opportunities for play, self-initiated learning and social development.

Conference instructs the Executive to:

- i. Continue to work with all campaigning groups and other trade unions to create an alliance of forces who will build momentum for a campaign to boycott the phonics test;
- ii. Make members aware of the dangers of a school readiness assessment;
- iii. Continue to promote the work done by Too much too soon, a campaign organised by the Save Childhood Movement and the Primary Charter in promoting good practice in primary education with a particular focus on early years and the damage that a school starting age of 4 can cause;

- iv. Promote research and good practice supporting a later starting age for formal schooling;
- v. Promote and campaign for a new “developmentally appropriate”, play-based early years framework for nurseries and schools, covering children between the age of three and seven; and
- vi. Support divisions financially and practically in hosting forums for early years practitioners, parents, academics and other professionals to discuss all of the above.

Amendments

46.1 (Lambeth) to move,
(Cambridgeshire) to second:

Delete all reference to “The Primary Charter” and replace with “The Charter for Primary Education”

In first paragraph, delete all after first sentence and replace with:

“This campaign has been organised by the Save Childhood movement and has made good links with the Charter for Primary Education. It aims to promote age-appropriate practice in primary education with a particular focus on the early years”

Add new paragraph 6

“Conference notes with concern, the Governments plans to introduce new “baseline” testing for four year olds within the first two weeks of their reception year. Such testing can only cause stress and anxiety to children at the most formative stage of their school life. We believe that formal tests have no place in the early years and that the introduction of baseline testing would have a negative impact upon the education of young children”

After “Conference instructs the Executive to”:

In point iii.

delete “and the Primary charter”

Add new point:

- vii. Publicise the dangers of testing at four.

46.2 (Rhondda Cynon Taf) to move,
(Conwy) to second:

Add new 6.

- 6. To Campaign in Wales for an assessment system which is formative and qualitative, does not constantly change and is sensitive to the needs of all learners;

Add point new vi.

- vi. Call on the Welsh Government to ensure that the Literacy and Numeracy framework does not adversely impact on the principles of play based learning in the Foundation phase.

EARLY YEARS AND PRIMARY ASSESSMENT

MOTION 47 (Newcastle) to move,
(Lincolnshire) to second:

Conference restates its commitment to an assessment system which recognises children's achievements and provides information to teachers to aid their teaching. Assessment for system wide accountability should be decoupled from assessment of individual pupils. The present system, requiring the production of evidence of attainment and progress, deflects from assessment for learning. Too much emphasis is placed on assessment of learning and the generation of numerical data. A test driven culture in our primary and early years schools condemns children and teachers to preparing for the test and removes the focus from appropriate teaching and learning. This in turn creates an unhealthy environment of competition and does little but engender a feeling of failure in children and pressure on teachers.

In light of the above Conference urges the Executive to:

1. Campaign for an exciting curriculum which puts moderated, teacher assessment at the heart of the process through a system which scaffolds children's learning and informs next steps;
2. Campaign for the removal of unrealistic floor targets and a recognition that not everything of value can be measured numerically;
3. Campaign for sampling as a means of judging the quality of the system; and
4. Ensure that assessment is for children and teachers as partners in the learning process and not used as a punitive means of judging teachers' performance and pay levels.

Amendments

47.1 (North Somerset) to move,
(Lambeth) to second:

Add after the first paragraph:

Conference notes with concern the recent talk within government of reintroducing compulsory testing at age seven and also the talk of new "baseline tests" for four year olds.

Conference believes that such tests have nothing to do with providing a quality education for the children within our schools and are devised to entrench a system of league tables that sets schools in competition with each other.

Conference further believes that children cannot learn in an environment where there is a constant fear of failure and this is why testing in primary schools is anti-educational.

Conference reaffirms its position against standardised testing at all stages of primary education.

Add new point after "Conference urges the Executive to":

5. Campaign rigorously against any attempts to introduce further standardised testing in to our primary schools.

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

Add paragraphs 2 and 3:

Conference expresses its concern about directions given by the Chief Inspector of Schools to inspectors of Early Years, instructing them to focus on "how well children are learning and making progress..., evaluating whether children are being adequately prepared for the start of their statutory schooling", and notes that this is based on a utilitarian approach to childhood, and to learning.

Conference further notes that research into early childhood and learning has consistently shown that young children learn better and develop as balanced and stable individuals through the use of play and informal learning techniques, and can be harmed by the early imposition of formal learning.

Add at end:

Further, Conference welcomes the letter circulated by Early Childhood Action and the Charter for Primary Education opposing moves to more formalised learning, and calls upon the Executive to continue to advise members on how to defend a play based curriculum and to investigate the possibility of a mass campaign of principled non-compliance with any policies which erode children's right to play in the Early Years.

47.3 (Flintshire) to move,
(Portsmouth) to second:

First paragraph first sentence delete "an" and change "system" to "systems" and add following "in England and Wales which". Delete second "for".

In 1. Change "curriculum" to "curricula" and add "in England and Wales".

THE CRISIS IN PRIMARY EDUCATION

MOTION 48 (Ealing) to move,
(North Somerset) to second:

Conference notes that:

1. The new National Curriculum for primary schools is due to be implemented in school in September 2014; and
2. This new curriculum is accompanied by a number of new policies surrounding the assessment of children, most notably, the scrapping of national curriculum levels and a move to measuring children against national averages.

Conference believes:

- i. The specifications made in the new curriculum for the tested subjects are over prescriptive;
- ii. The specifications made in the new curriculum make for a dangerously over-crowded curriculum;
- iii. The emphasis on the tested subjects will squeeze all other subjects;
- iv. The new curriculum encourages "teaching to the test";
- v. The new curriculum is based on a "transition belt" model of learning;

- vi. The new curriculum is overly focused on rote learning rather than deep understanding;
- vii. Childrens' education will be harmed by a system that put ever more emphasis on targets and testing;
- viii. The proposed assessment arrangement will result in the majority of children feeling as though they are failures;
- ix. All children deserve a broad and balanced curriculum; and
- x. The new curriculum is not in line with the needs of children and will damage children's educational experiences irreparably.

Conference instructs the Executive to:

- a. Work with teachers, other unions and campaigns such as the Charter for Primary Education, the National Association of Primary Education, The Too Much Too Soon Campaign, the Save Childhood Movement and Early Childhood Action, to campaign for the withdrawal of the new Primary Curriculum; and
- b. Produce a document that publicises the Union's opposition to the new curriculum and send to all primary members.

2. Do further work on joint union materials and by providing specific training and support for division secretaries on campaigning to secure de-delegation and enabling LAs to set up pooling arrangements for academies.

Recognising the important role played by school-based NUT representatives, Conference further instructs the Executive to provide further resources aimed at enhancing recruiting, supporting and retaining representatives.

This work should include consideration of:

- i. A dedicated website for representatives;
- ii. More resources targeted at training representatives and more advanced courses;
- iii. Conferences for representatives;
- iv. An email groups for representatives;
- v. Setting a national target for the percentage of teachers in a school with a representative with a similar target for the percentage of teachers in a school with a trained representative;
- vi. A specific national plan to achieve these targets;
- vii. Asking associations and divisions to set similar targets and to adopt local plans for achieving them; and
- viii. Continue to provide extra resources to associations and divisions facing extreme challenges through the pilot projects.

Conference reaffirms our belief that teachers would be stronger, and their position greatly enhanced, if the various unions agreed to merge on the basis of a single democratic union of teachers. Conference instructs the Executive to campaign, on this basis, for such a merger.

Amendments

50.1 (Composite) (Croydon) to move,
(East London) to second:

In first paragraph, replace the word 'will' with 'may'.

Insert in Paragraph five, a new second sentence, "The ability to access school membership records online for reps is a significant advance in giving reps the opportunity to effectively organise."

Amend point iv. to read:

- iv. More opportunities for reps to organise or communicate with one another online; and

Add new point v:

- v. Consultation with school reps on the Union's website and social media strategies.

and renumber accordingly.

50.2 (Calderdale) to move,
(Bradford) to second:

In first paragraph after “regret” delete the word “that”.

After viii, insert new paragraph:

Conference also recognises the vital importance of protecting our democratic campaigning and representative structures beyond the school level. The work to achieve this must include:

- a. Ensuring that each association and division has a functioning Officer group with the time needed to carry out its work and good succession planning; and
- b. Creating the space for local officers to carry out campaigning work by ensuring that they are not overwhelmed by casework.

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

Amend final sentence in final paragraph to read:

Conference instructs the Executive to campaign for and produce a strategy, on this basis, for such a merger.

MAINTAINING A LAY LED UNION

MOTION 51 (Buckinghamshire) to move,
(Central Nottinghamshire) to second:

Conference believes that it is vitally important for the democracy and for the effectiveness of the Union to maintain and support an effective lay structure at Association, Division and National level. Conference recognises that the Government remains determined to prevent or drastically reduce the release of elected union representatives at these levels to carry out their duties. Conference notes that, despite the good work done by the Union to prevent it, there is already evidence of facilities time being lost. It notes that the Government is consulting on ways of accelerating this process.

Conference welcomes the determination of the Union to recruit, train and support school representatives as the first line of support for members and the first level of organising. It also welcomes the work of the Union’s staff in support of members. It recognises and values the creation and work of Organisers, of Division Support Officers and of Casework Support Officers. But it reminds the Executive that these cannot be a substitute for teachers representing teachers at a level beyond the individual school. They cannot be a substitute for Division and Association Officers and Executive Members with time freed to represent and organise their colleagues.

Conference reiterates its instruction to the Executive:

1. To look fundamentally at how our lay structure can remain the leading element in our Union,
2. Consider how far this can be achieved by the defence of facilities time
3. Examine the extent to which extra resources may be needed to achieve this, and how they can be obtained.

Amendments

51.1 (Cambridgeshire) to move,
(Croydon) to second:

In paragraph 2, delete sentence beginning, “It notes that the...”, and replace with:

“The Government recently completed a consultation into facilities time the outcome of which was recommendations that would – if followed – reduce facilities time in many areas.”

In paragraph 3, delete all from, “But it reminds the Executive”, and replace with:

“Conference reminds the Executive that the bedrock of an organising union is an effective lay structure with Division and Association Officers representing members at a local level and Executive Members representing their Districts at a national level.”

Delete “Conference reiterates its instruction to the Executive” and replace with, “Conference instructs the Executive to.”

Delete existing action point 1. and replace with:

1. Monitor closely the changes in facilities time over the next year.

Delete existing action point 2. and replace with:

2. Continue the work of the Regional Organisers and look into how that can be extended.

Delete existing action point 3.

51.2 (City of Leicester) to move,
(City of Leicester) to second:

In second paragraph, delete all after:

“... the good work done by the Union”

Insert comma after:

“Union”

And replace with:

Divisions where academisation has taken large numbers of schools out of the local authority are facing a collapse of facility time and a major battle to reinstate a facility arrangement. Conference also notes that this anti-union government is determined to further undermine union organisation, in particular by removing the right to facility time for lay officers.

PROFESSIONAL UNITY

MOTION 52 (Somerset) to move,
(Portsmouth) to second:

In view of the highly successful, varied and continuing programme of joint action undertaken with NASUWT since Autumn 2012, Conference congratulates the Union, and instructs the Executive to build on this historic collaboration as a step towards professional unity.

While acknowledging that the past year has seen the pressures of constant campaigning place onerous and unprecedented demands on Union resources, at all levels, nonetheless, Conference endorses the professional unity motion passed at Annual Conference 2013, and calls upon the Executive, through the appropriate standing committee, to implement all action points without delay.

Amendments

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

In paragraph two: delete "motion" and insert "resolution".

Delete all after "Annual Conference 2013, and..." and insert:

notes the action taken to implement the resolution including the successful Professional Unity Conference held in London on 1 March 2014 attended by members of NUT, ATL, NASUWT, UCAC and UCU. Conference further notes the support for further discussions regarding professional unity from the members of all teacher unions who attended the conference.

Conference instructs the Executive to continue to work with all teacher unions to promote the cause of professional unity, to encourage closer working between teacher unions at local and school level and to develop opportunities for regional and Wales professional unity conferences during 2014.

52.2 (Croydon) to move,
(Camden) to second:

Add new second paragraph:

"Conference notes the success of the Professional Unity Conference, held in March 2014 and believes the Executive should consider holding a follow-up conference in a years' time."

Add final paragraph:

"Conference believes that the decision by the NASUWT leadership to withdraw from a national strike on pay, pensions and workload does not in any way undermine the case for a single teachers union. Conference believes that we should seek to build united meetings of all teacher unions in schools wherever possible and encourage those meetings to pressure all their leaders to seek to unite in a single union."

52.3

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

After 'successful' in the first paragraph delete the words 'varied and continuing programme of joint action undertaken with NASUWT since Autumn 2012' and replace with 'Unity conference held on March 1st 2014' and replace the word 'collaboration' with 'event'.

Add new paragraph:

Conference also welcomes the highly successful, varied and continuing programme of joint action undertaken with NASUWT since Autumn 2012. However, whilst believing that co-operation between education unions is a good thing, Conference believes that moving beyond co-operation to organisational unity is both a necessity and a top priority.

In the new paragraph three replace 'calls upon' with 'congratulates' and after the word 'Executive' add 'on the work to implement the action points' and change the comma to a full stop after 'committee'. Delete the rest of the sentence and replace with 'Conference calls on the Executive to implement any outstanding action point without delay.'

Add two new paragraphs:

Conference instructs the Executive to hold a series of similar open regional conferences on professional unity with a final national conference being held before the next Annual Conference. Further, Conference instructs the Executive to, where possible, ensure that these conferences be organised jointly with other education unions who are supportive so spreading the cost and the organisational work.

Finally, Conference instructs the Executive to bring to Conference, if serious moves towards greater organisational unity within the education sector have not already occurred, an outline plan for developing professional unity to be put to Conference for adoption and thereafter to the other education unions and to the profession as a whole.

EQUALITY CONFERENCES SECTION

Tuesday, 22 April

Eighth Session

(to be taken at 9.15 – 10.30am)

PROMOTING DISABILITY EQUALITY

MOTION 53 (Disabled Teachers Conference) to move
(Disabled Teachers Conference) to second

Conference notes with concern the on-going attacks on disabled people by the coalition government and certain sections of the media.

Conference looks to the Union to support its disabled members who find themselves hardest hit by austerity cuts and the target of a scapegoat culture which, at worst criminalises them.

Conference calls on the executive to renew their efforts to show solidarity with disabled members by:

1. Undertaking a media campaign to counteract the lies told in the right wing media.
2. Advertising the benefits of NUT membership for disabled teachers as widely as possible.
3. Developing and delivering disability equality training which is available to all union members.
4. Exploring the best ways of organising disabled members at school, association, division, regional and national level.

The above is to be accomplished by the time of Conference 2015.

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

After the first paragraph, add a new paragraph:

Further, Conference notes the successful legal challenge to the closing of the Independent Living Fund, congratulates Disabled People Against the Cuts and agrees to re-affiliate. However, Conference is dismayed at the Government's further attempts to close this vital support to disabled people with high support needs and pass it to the diminishing pool of Local Authority support. Conference instructs the Executive to support the campaign against ILF closure and other disability benefit cuts.

TRANSGENDER TEACHERS VISIBILITY AND RIGHTS

MOTION 54 (LGBT Teachers Conference) to move,
(LGBT Teachers Conference) to second:

Conference recognises that trans teachers are a very isolated, almost invisible minority who experience significant and often life-changing discrimination.

Conference understands that because of discrimination, prejudice and a lack of understanding from and information for employers, most trans teachers do not have the option to maintain a positive successful teaching career, even where they love teaching and aspire to continue.

Conference further notes the research done by the Humanist Society in 2013 which discovered that 46 schools had reintroduced the wording of Section 28 about 'the promotion of homosexuality' into their policies. This included a disproportionate number of Academies. This poses a real threat to LGBT rights and any progressive equality policy in schools. It makes the possibility of transitioning even more difficult.

Conference believes that education is a key tool for transforming attitudes and a diverse teaching profession is essential to provide a wide range of role models.

Conference remembers Lucy Meadows, a young trans teacher and NUT member, who was subjected to personal and transphobic abuse from a mainstream newspaper, who died last year. Lucy had been supported by her school and colleagues but her death reminds Conference of the prejudice and isolation created when homophobic and transphobic attitudes are used to bully and victimise workers.

Conference therefore believes that Union has a specific role to play in defending transgendered teachers' rights and opposing vigorously any return to the language of Section 28.

Conference pays tribute to this young union activist and in remembrance would like the legacy of this event to promote a wider understanding amongst the membership.

Conference instructs the executive to:

1. Mark Transgender Remembrance Day each year via twitter, the NUT website and the Teacher magazine;
2. Highlight and support any future key research on Transgender Teachers and the effects of discrimination;
3. Update our current resources for schools and divisions to use in supporting Trans members as well as other LGB members in being OUT at work;
4. Campaigns against the policies of schools which use the language of 'promoting homosexuality', echoing the institutionalised prejudice of Section 28;
5. Produce an Union model policy for schools on Sex and Relationships Education to combat the existing bad practice;
6. Actively encourage all schools to celebrate LGBT History Month;
7. Highlight to the wider membership good practice models within schools and divisions, training events and publications for challenging homophobic and transphobic bullying;
8. Respond vigorously, and publicly if necessary, to media harassment of our LGBT members;
9. Support and publicise LGBT networks both within the NUT, TUC, and any outside the union, in order to create more awareness of the support available for our LGBT members;
10. Support Schools Out as an organisation that works for LGB and T people in education together with its sister projects The Classroom and LGBT History Month; and
11. Collect more data about the issues faced by BME/LGBT Teachers and promote campaigns for Equality for those individuals.

ADDRESSING INEQUALITIES FOR BLACK TEACHERS

MOTION 55 (Black Teachers Conference) to move,
(Black Teachers Conference) to second:

Conference is concerned that diversity within the workplace remains an issue and how inequalities continue to impact on black teachers at all stages of their careers.

Conference is further concerned that the removal of the requirement to Equality Impact Assessments- a key tool for assessing how particular policies impact on different groups in society, will increase institutional racism in the workplace.

Conference is alarmed that in the current climate of staffing cuts and reduced provisions that equality issues are being regarded as a luxury rather than a necessity.

Conference condemns the current system around appraisal, pay, progression and promotion which affects all teachers and has a disproportionately adverse effect on black teachers.

Conference notes that black teachers are frequently the victims of the abuse of capability procedures and that teachers who are women, over 55, and black are at the greatest threat of being dismissed.

Conference instructs the Executive to:

1. Implement appropriate systematic procedures for ethnic monitoring at school, local authority and national levels, to enable data to be collated, analysed and utilised more effectively in strategic planning;
2. Collect gender, age and ethnic data regarding dismissals and the use of capability procedures. The data should then be used to challenge Local Authority Governing Bodies and Academies with discrimination cases, as well as to inform and influence the Union's own internal processes;
3. Survey black members on their experiences of discrimination in the workplace and associations, and actions that were taken to address it;
4. Promote diversity and equality training for all Union elected and full time officers and school based representatives;
5. Work with School Governor One Stop Shop to encourage school governors to receive training on diversity and equality in the workplace;
6. Consult with schools and local authorities about providing comprehensive data on recruitment and retention which enable career paths of black teachers to be tracked, and such data being available nationally; and
7. Ensure that the role of Principal Officer for Race Equality (which was one of the central elements of the 'Black Teachers' Memorandum' passed at Annual Conference 1991) remains as a discrete role within the Union's staffing structure.

RESOURCE MANAGEMENT SECTION

Tuesday, 22 April

Eighth Session

(to be taken at 10.30 – 11.00am)

MOTION 56 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 68-72).

Amendments

56.1 (Camden) to move,
(Camden) to second:

Final Paragraph in section 6 beginning, “The working party that because only three delegates...”

“Reference Back”

Explanation:

At Liverpool in 2013 a rule was introduced that a delegate who had already spoken three times in Conference would be put to the bottom of the speakers’ list. The Executive claim that this ruling was too much work & had insufficient worth. However, this was determined by a working party appointed by Annual Conference and should be in the hands of Conference to decide whether to retain, or not, rather than a small sub-committee of the Executive. We believe there is sufficient evidence for its retention.

56.2 (West Sussex) to move,
(West Sussex) to second:

Page 68, Point 2e)

“Reference Back”

DEMOCRACY AND EQUAL OPPORTUNITIES

MOTION 57 (West Sussex) to move,
(West Sussex) to second:

Conference resolves to put a limit of two consecutive term of office on members of the National Executive Committee. This is to address the imbalance in terms of age, ethnicity, gender, disabilities and LGBT representation on the Executive and to facilitate a greater involvement of grass-roots members. Candidates would be free to stand again after a break of one term. This rule would not apply if there were no other candidates for a particular seat.

Conference instructs the Executive to make the necessary rule changes.

Amendments

57.1 (Croydon) to move,
(Croydon) to second:

Delete all and replace with:

“Conference notes that the Task Group on Executive Member Representation set up in 2013 is due to report in 2015.

Conference further notes that amongst other issues the Task Group has gender balance in its remit.

Conference instructs the Executive Task Group to also consider fixed terms of office in its deliberations”.

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

In first paragraph, in first sentence, after “Conference resolves to” delete “put a” and replace with:

“refer the consideration of a possible.”

At end of first sentence add, “to the Task Group on Executive Representation as part of its ongoing work.”

Delete second sentence and replace with:

“The Task Group should consider the need to address the imbalance of representation on the Executive in terms of age, ethnicity, gender, disabilities and LGBT, as well as progress made by previous initiatives to increase participation in Union elections including through the recent Elections Working Group whose recommendations were endorsed by Conference in 2011.”

Delete third and fourth sentence.

Delete second paragraph.

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

Delete all and replace with:

Conference notes that last year it instructed 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.”

It notes that this Task Group has met several times and intends to consult upon and bring recommendations to Conference 2015.

Conference instructs the Task Group to consider the extent of imbalance of age, gender, ethnicity, LGBT and disability representation on the Executive, and to make recommendations on how such imbalance can be overcome as part of its report to Conference.

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

Amend sentence one (Conference resolves...) to read:

Conference acknowledges that a limit on terms of office for Executive members already exists in the election process.

Move sentence two to a new paragraph and amend sentence two (This is to address...) to read:

Conference is concerned that there is still currently an imbalance in terms of age, ethnicity, gender, disabilities and LGBT representation on the Executive and to facilitate a greater involvement of these grass roots members, requires something much greater than a rule change.

Delete sentences three, four and five (Candidates would be... etc). Replace with:

Conference resolves to place a higher priority on the involvement of all members in the election process for elections in the Union.

Conference instructs the Executive to:

1. Make the nomination and election process more easily understood by the wider membership, even when it is not an election cycle, by any means necessary;
2. Amend the general job description of Executive members to include a responsibility for providing information to members on how they can stand for Executive roles; and
3. To insert a new rule into the model rules for single and multi association divisions under 'objects' that specifies, in appropriate wording, that associations and divisions have a responsibility to promote internal union elections openly and fairly to all those that wish to participate, in accordance with the associations' own standing orders.

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

In first sentence delete all after "Conference resolves". In second sentence delete first two words "This is" and add rest to "Conference resolves" to form new first sentence.

At end of sentence add "thus obviating the need for equality seats on the National executive".

Delete the rest of motion and add at end a new sentence "Conference notes the work started by the Task Group for Executive Representation agreed at 2013 Conference and looks forward to its report to Conference 2015".

57.6 (North Yorkshire) to move,
(North Yorkshire) to second:

Furthermore, Conference believes that in order to enhance participation of members in standing for National Executive posts, divisions and associations may nominate up to four candidates to go forward to a ballot of all members within a National Executive district.

57.7 (West Sussex) to move,
(West Sussex) to second:

Remove 'of two consecutive terms of office' and replace with 'on consecutive terms of office'.

Remove 'to make the necessary rule changes' and replace with 'to refer this matter to the relevant working party/sub-committee'.

UNFINISHED BUSINESS

Eighth Session

(to be taken at 11.00am – 12.00 noon)

- **Adoption of Annual Report of Executive**

MOTION 58

(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 59

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

MOTION 60

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 61 MS TONI BENNETT to move:

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

GLOSSARY

AAA	Anti-Academies Alliance
ACAS	Advisory, Conciliation and Arbitration Service
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

