

# Allocation of conference time

The conference committee has determined the allocation of conference time.

## Wednesday 3 April – first session

		Motion
0900-0940	Adoption of standing orders	1
	Introduction to conference	-
	Report of the conference committee	2
	Adoption of the minutes of the 2023 conference	3
	Adoption of the executive report	4.1
0940-0950	Honorary membership presentation	4.2
0950-1010	Rule changes	4.3
1010-1050	President's speech	-
<b>1050-1225</b>	<b>Assessment, curriculum, and accountability</b>	<b>8-12</b>
1225-1230	Free school meals (film)	-

## Wednesday 3 April – second session

		Motion
<b>1400-1500</b>	<b>Assessment, curriculum, and accountability</b>	<b>8-12</b>
<b>1500-1700</b>	<b>Workforce, bargaining and negotiations</b>	<b>13-22</b>
1700-1725	Accounts (private session)	5-7
1725-1730	Trust Fund (film)	-

## Thursday 4 April – third session

		Motion
<b>0900-1030</b>	<b>Sector conferences</b>	<b>42-44</b>
1030-1045	Paul Nowak's speech	-
<b>1045-1230</b>	<b>Education, policy and funding</b>	<b>23-25</b>

## Thursday 4 April – fourth session

		Motion
1400-1420	Dr Husam Zomlot's speech	-
1420-1425	Save the Children (film)	-
<b>1425-1610</b>	<b>International</b>	<b>36-38</b>
1610-1630	Steve Sinnott and Blair Peach awards	-
<b>1630-1730</b>	<b>Workforce, bargaining and negotiations</b>	<b>13-22</b>

**Friday 5 April – fifth session**

		Motion
0900-0910	Professor Julia Waters' speech	-
<b>0910-1040</b>	<b>Equality conferences</b>	<b>39-41</b>
1040-1100	Nikki Simpson, Annie Higdon and Anne and Fred Jarvis awards	-
<b>1100-1145</b>	<b>Union strength</b>	<b>30-31</b>
<b>1145-1215</b>	<b>Workforce, bargaining and negotiations</b>	<b>13-22</b>
1215-1230	Show Racism the Red Card placards	-

**Friday 5 April – sixth session**

		Motion
1400-1405	Blair Peach (film)	-
<b>1405-1545</b>	<b>Equalities and social justice</b>	<b>26-29</b>
1545-1600	Officer and rep of the year awards	-
<b>1600-1725</b>	<b>Workforce, bargaining and negotiations</b>	<b>13-22</b>
1725-1730	Windrush (film)	-

**Saturday 6 April – seventh session**

		Motion
<b>0900-1030</b>	<b>Member defence</b>	<b>32-34</b>
1030-1035	Those we have lost	-
<b>1035-1105</b>	<b>General purposes</b>	<b>35</b>
<b>1105-1135</b>	<b>Unfinished business</b>	-
1135-1215	General secretary's speech	-
1215-1230	Thanks to chair and close of conference	45

# Formal Business

Emma Rose, president will take the chair

## **Motion 1      Adoption of standing orders**

Proposer      Executive

Seconder      Executive

## **Order of Business**

1. The order of business will be decided by the conference committee.

## **Conference Committee**

2. The conference committee's report on the allocation of business, will form the first section of the conference agenda, and will be available in advance of conference.
3. The report can be amended by conference. Notice of an amendment must be emailed to [annual.conference@neu.org.uk](mailto:annual.conference@neu.org.uk) with the membership numbers of at least 200 members of conference, and the names of the proposer and seconder.
4. If an amendment to the conference committee report is received before conference starts, it will be debated immediately after the report has been moved and seconded. The amendment must be proposed and seconded.
5. Further decisions made by the conference committee can also be amended by conference. Amendments must be made in line with SO3 above and will normally be debated at the start of the following session. Amendments must be proposed and seconded.
6. The adoption of the Annual Report of the Executive will be proposed, seconded, and voted on following the Adoption of the Report of Conference.

## **Motions**

7. Motions must be submitted in line with the conference timetable and the conference committee arrangements. Each district can submit a maximum of six motions. Sector and equality conferences can submit one motion each. The executive committee are not restricted on the number of motions they can submit.
8. The proposer of a motion or amendment will be allowed to speak for up to four minutes.
9. The seconder of a motion or amendment, and all subsequent speakers will be allowed to speak for up to three minutes.
10. The chairperson can speak for up to four minutes following the motion on the vote of thanks
11. All speeches must be relevant to the wording of the motion or amendment being debated.

## **Amendments to Motions**

12. Each district can submit up to six amendments to motions, in accordance with the conference timetable and the conference committee arrangements. The executive committee are not restricted on the number of amendments they can submit.
13. Where there are amendments to a motion, conference will debate at least one. Further amendments will not be debated until the vote on the current amendment is declared. When an amendment is carried or accepted, the amended motion will then be treated as the original motion, and further amendments can be debated.
14. Where speakers' cards are registered against an amendment there should be a debate. If no speakers' cards are registered against, the chairperson may, if they deem it appropriate, call for a vote on an amendment after it has been proposed and seconded.
15. If a district wishes to withdraw an amendment to the Report of the Executive, a request must be made by email to [annual.conference@neu.org.uk](mailto:annual.conference@neu.org.uk) at least 30 minutes before the start of Conference.

### **Speakers' Cards**

16. To request to speak on a motion or an amendment, members of conference must submit a speakers' card. Both electronic and physical speakers' cards are acceptable.
  - a. Electronic speakers' cards can be submitted from 9am on Friday 29 March 2024 until 1pm on Tuesday 2 April 2024.
  - b. Physical speakers' cards must be signed before being submitted. They can be submitted:
    - i. in person from 1pm until 4pm on Tuesday 2 April 2024
    - ii. up to 15 minutes before the start of a session
    - iii. during a session
    - iv. up to 15 minutes after the close of a session
17. All cards will be randomised and then sorted into a woman/other order.
18. A speakers' list for the day will be published 15 minutes before the start of conference each morning.
19. Cards submitted after the speakers' list for the day has been finalised, will be added to the bottom of the list in the order in which they are received. They will not be randomised or sorted by gender.
20. If a member of conference has spoken two or more times, other than to propose or second motions/amendments or to exercise the right of reply, their name will be moved to the bottom of the speakers' list for all subsequent debates.

### **Decisions of the Chairperson/Points of Order**

21. The decision of the chairperson on any point shall be final, unless challenged. If a challenge is made, it will be taken as the first piece of business in the next session, using the following process:
  - a. The chairperson will vacate the chair in favour of the vice-chairperson.
  - b. The vice-chairperson will read the decision of the chairperson which has been challenged.
  - c. The member of conference making the challenge will have four minutes to speak to the challenge, and the chairperson four minutes to respond.
  - d. Conference will then vote on the chairperson's ruling, without further debate.
22. Members of conference who wish to raise a point of order, must quote the relevant standing order when doing so.
23. Members of conference must not address any questions to the chairperson from the conference floor. Questions must be submitted in writing to [annual.conference@neu.org.uk](mailto:annual.conference@neu.org.uk).

### **Procedural Motions**

24. Debate on motions and amendments can be terminated early and put to the vote. The chairperson can make this decision, or a motion 'that conference now votes' can be made from the floor, as long as no one is speaking. This motion must be proposed and seconded. If there are speakers' cards registered against, the debate cannot be curtailed until at least one speech against has been heard. If an amendment is being debated, 'that conference now votes', will only apply to that amendment.
25. Following a vote on the first amendment, or a vote on a subsequent amendment, the motion 'that conference now returns to the substantive motion', may be moved and seconded, and if successful, no further amendments will be debated.
26. A digital vote cannot be used for procedural motions. In the event of a show of hands being too close to call, the chairperson's decision will be final and cannot be challenged.
27. Debate on a section of the agenda can be terminated after the vote on a motion has been concluded, with the vote 'that discussions on this section of conference be terminated'. If the vote is passed, no further motion in that section can be debated and conference will normally move to uncompleted business from an earlier section. Alternatively, the

chairperson may request the permission of conference to bring forward business from the next session.

28. If all business in a section is completed early, conference will normally consider unfinished business from an earlier section. Alternatively, the chairperson may request the permission of conference to bring forward business from the next session.

### **Other Rules of Debate**

29. In addition to the general privileges of debate:

- a. If a speaker withdraws after being called, the next person on the list will be called even if this means a deviation from the woman/not woman order.
- b. To ensure balance, the first two speakers after the proposer and seconder should be speakers against the motion. Subsequent speakers should alternate for, against, for against etc.
- c. When debate on amendments is closed and conference returns to the substantive motion, the chairperson will first call one speaker against.
- d. The proposer of an original motion will have the right of reply, either to an amendment or to the original motion, unless an amendment, which is not accepted by the proposer in their speech, is carried. In this instance the proposer of the amendment becomes the 'owner' of the motion and the right of reply is transferred to them.
- e. The proposer of the motion to adopt the Annual Report of the Executive will retain their right of reply, even if amendments are carried, and will also have the right of reply to one amendment.
- f. The right of reply will always be the final contribution to a debate.
- g. No member may speak more than once in any debate (other than to exercise their right of reply).
- h. A debate is ended when a vote is held.
- i. The right of reply must not introduce new items.
- j. Every motion/amendment will be put to the vote by a show of hands. Members of conference must remain in their seats until the chairperson announces voting is concluded. The chairperson will declare the result.
- k. Members of conference can challenge the chairperson's declaration by raising their hands. If 200 members of conference in the hall challenge the declaration, or if the chairperson decides, conference will vote digitally.
- l. A digital vote cannot be challenged.

30. Any member of conference who wilfully disregards the ruling of the chairperson after being warned or is guilty of gross disorderly conduct by interrupting conference, will be suspended from the remainder of conference and will have their conduct dealt with under the rules of the union.

31. Members of conference who are temporarily absent from the Conference Session, may authorise other members of conference to vote on their behalf only when a digital vote is taken.

32. In the interests of debate, the chairperson may seek the permission of conference to vary the order of discussion on amendments, without the need to suspend standing orders.

### **Suspension of Standing Orders/Urgent Motions**

33. Matters that may be a priority for discussion at annual conference, that have developed since the deadline for existing motions and amendments and are not covered by existing motions or amendments, may be discussed through the process described in the standing orders below providing they contain no more than 350 words.
34. For an urgent motion to be heard, standing orders must be suspended to alter the timetable of conference business.
35. Urgent motions from the executive may be debated if conference decides by a majority vote to suspend standing orders.

36. A proposal from members of conference to suspend standing orders to hear an urgent motion must be made by email to [annual.conference@neu.org.uk](mailto:annual.conference@neu.org.uk). The email must contain the membership numbers of 200 members of conference and details of the proposer and seconder for both the suspension and the urgent motion. A vote to suspend standing orders to hear urgent motions from members of conference requires at least a two-thirds majority.
37. The conference committee will decide when the suspension will be debated, and when in the agenda the urgent motion will be debated if the suspension is agreed by conference. The debate on suspension cannot take place less than an hour of debating time after the proposal has been received. Neither the debate on suspension nor the debate on the issue can be scheduled during the time allotted for formal business.
38. The proposal to suspend standing orders will be proposed and formally seconded. No more than one speech can be heard against. If the proposal is defeated, the same issue cannot be proposed as a reason to suspend standing orders again.
39. Amendments to urgent motions must be submitted by email to [annual.conference@neu.org.uk](mailto:annual.conference@neu.org.uk) with details of the proposer and seconder. The conference committee will decide the timetable of debate, and conference informed. The text of any amendments will be provided to members of conference.

### **General**

40. The consent of conference is required to withdraw a motion or an amendment, or to change a proposer or a seconder.
41. Conference badges for members of conference and observers must always be displayed and must not be transferred to non-members. Any member contravening this rule will have their conduct referred to the officers of the union (under the provisions of Appendix A of the Rules of the Union).
42. The private session of conference is open only to members of conference, accredited observers who are members of the union and members of staff.
43. Mobile phones and other devices should be kept in silent mode whilst conference is in session.
44. Seats in the conference hall must not be reserved, other than to accommodate members with specific needs

**Motion 2**      **Report of the conference committee**  
Proposer      Conference committee  
Secunder      Conference committee

**Motion 3**      **Adoption of the minutes of the 2023 conference**  
Proposer      Executive  
Secunder      Executive

**Motion 4.1**      **Adoption of the Executive Report 2024**  
Proposer      Executive  
Secunder      Executive

**Motion 4.2**      **Presentation of Honorary Membership**  
Proposer      Executive  
Secunder      Executive

That the best thanks of the union be tendered to Dr Mary Bousted and Mr Kevin Courtney for the service they have given to the National Education Union, to the teaching profession and to education as Joint General Secretaries.

**Motion 4.3**      **Rule changes (see appendix 1)**  
Proposer      Executive  
Secunder      Executive

# Accounts (private session)

**Motion 5      Financial statements**

Proposer      Treasurer

That the union's financial statements be received

**Motion 6      Auditors' Report**

Proposer      Treasurer

That the auditors' report be received

**Motion 7      Financial statements**

Proposer      Treasurer

That the union's financial statements be adopted

# Formal Business

## **Motion 45    Thanks to the Chair**

That conference gives thanks to the president, Emma Rose

# Assessment, curriculum, and accountability

**Motion 8**      **Value early years**  
Proposer      Newham  
Seconder      Newcastle-upon-Tyne

Conference notes:

1. Investing in high quality early years (EY) care and education not only benefits children's development but also has positive socio-economic benefits
2. The lack of funding across early years has led to a decline in provision, recruitment and retention and closure of providers including maintained nursery schools (MNS)
3. Funding and provision for early intervention for children with SEND and those at risk falls short of what is required to meet children's needs
4. Early years workplaces have low membership density and the workforce is underrepresented within unions.

Conference believes:

- i. The long-established values of quality early years practice are being eroded by a Government intent on pushing its flawed ideological view of education, including restrictions on the advocacy of Birth to Five Matters
- ii. Experienced practitioners are leaving the profession, and salaries are too low to recruit and train more educators
- iii. We are most powerful when we work together with early years organisations and parents. The Early Education and Childcare Coalition is a positive step towards addressing the issues faced by the sector
- iv. High levels of staff-to-child ratios keep children safe, workload manageable and increase learning opportunities.

**Conference instructs the executive to:**

- a. Incorporate 'Value Early Years' within the VE:VE campaign with appropriate allocation of resources and staffing**
- b. Work with parents and early years organisations to organise a national conference and demonstration to fight to save early years provision across all sectors and campaign for adequate early years funding and staffing**
- c. Work with these allies to develop a vision for early years curriculum and pedagogy which values child-led, evidence based, learning through play**
- d. Create a recruitment campaign for early years' workers with dedicated resources to organise in the early years sector**
- e. Support branches to elect an early years officer and establish links with early years members in their local areas**
- f. Ask local, regional and national structures to encourage all EY members to join the Early Years Reference Group.**

**Amendment 8.1**

Proposer      Cambridgeshire  
Seconder      Warwickshire

Add to conference notes:

5. Both main parties have positioned early years provision as a key election issue.

Add to conference believes:

v. There is a wealth of evidence that high quality early education has a lifelong positive effect for individuals and wider society. After 14 years of austerity and Covid lockdowns there is an urgent need to provide this as a universal offer, to identify and meet SEND needs, with ring fenced EY block SEND funding, and to support families to provide safe, responsive environments for their children

vi. Staff qualification is a key factor in the quality of educational provision in the early years. We believe high quality CPD and the role of QTS is essential for effective educational provision for the youngest children.

In conference instructs, replace c with:

c. Build on the success of Birth-to-5 matters by working with allies to strengthen the vision for early years pedagogy and curriculum. Centring child-led, play-based learning with MNS as system leaders in this process.

Add g:

g. Campaign and lobby for Labour to make a manifesto commitment to a Birth-to-5 family hub service, encompassing health, care and education with MNS as leaders and hubs of best practice.

### **Amendment 8.2**

Proposer       Oxfordshire

Seconder       Oxfordshire

Add to conference believes and renumber:

ii. In line with most contexts world-wide, early years should refer to the whole 0-8 age range and that the principles and most of the key points (adapted according to the children's age) set out in Birth to Five Matters also apply in Key Stage 1

In conference instructs:

Point c, add after 'curriculum and pedagogy', 'including Key Stage 1'

### **Amendment 8.3**

Proposer       Oldham

Seconder       Oldham

Add to conference notes:

5. Early years education is fractured across a variety of types of setting including those which are private and non-regulated, leading to further difficulties in a consistent early years education being available and appropriately funded for all children.

Add to conference believes:

v. The Government's current plan to expand free childcare to cover all under-fives grossly underestimates the infrastructure required to make this safe and high quality.

Add to conference instructs:

g. Consider the resources and support specific for Early Years Foundation Stage (EYFS) members and work with EYFS specialists to ensure these are provided by campaigning for a higher quality EYFS education for all

h. Campaign for a restoration of availability and funding for maintained nursery placements to ensure that all children have access to a high quality EYFS offer.

## **Motion 9      Abolish Ofsted**

Proposer      Rochdale  
Seconder      Oldham

Conference reaffirms the Ofsted resolution adopted in 2022 and further, believes that:

1. The education workforce has no faith in Ofsted
2. The fear caused by Ofsted inspections continues to drive teachers and support staff out of education
3. Ofsted's negative influence is a significant factor in the recruitment and retention crisis in schools
4. Ofsted inspections, mock inspections and the "Ofsted-ready" culture in schools and colleges generate unmanageable workload, stress and anxiety. This does nothing but damage the education chances of our pupils.

Conference notes that Ofsted has been cited in coroners' reports on the deaths of 10 teachers in the past 25 years.

Conference welcomes the union's ongoing campaign to replace Ofsted, including the commissioning of the Beyond Ofsted Inquiry. Conference believes that Ofsted should be replaced by a system which:

- i. Is based on self-evaluation, support and collaboration between schools, and overseen locally
- ii. Restores professional autonomy and trust in the education workforce
- iii. Promotes cooperation rather than competition between schools
- iv. Provides support that benefits education workers and the children and young people we teach.

**Conference instructs the executive to:**

- a. Lobby political parties and parliamentary candidates ahead of the next general election to endorse the union's campaign to replace Ofsted**
- b. Consider the recommendations from the Beyond Ofsted Inquiry to develop a viable alternative to school accountability**
- c. Support members in balloting for, and taking, strike action where 'mocksteds', deep-dives and excessive workload have arisen through Ofsted pressures.**

## **Amendment 9.1**

Proposer      City of Derby  
Seconder      Kirklees

In conference welcomes:

Delete first sentence and replace with:

Conference believes that Ofsted must be abolished.

In conference instructs:

In a, delete "replace" and replace with "abolish"

Add new d:

d. Launch a public facing 'Abolish Ofsted' campaign, including 'Abolish Ofsted' campaign materials and resources, working with other education unions where possible.

### **Amendment 9.2**

Proposer      Executive  
Seconder      Executive

Add to end of conference notes:

“and that the coroner in the Ruth Perry inquest issued a Section 28 notice of risk of further deaths.”

Add to conference instructs:

- d. Support members in adopting a health and safety approach to engagement with inspection teams including the use of risk assessments to quantify and manage the risk to wellbeing for all members of a school community.
- e. Continue to encourage the removal of all mention of Ofsted judgements in publicity material.
- f. Advise any members to refuse to work as inspectors until full reform has been implemented.

### **Amendment 9.3**

Proposer      Brent  
Seconder      Brent

Add to conference reaffirms:

- 5. Ofsted is part of a punitive system designed to identify and fail schools so they can be forced to join academy MATs so that the whole of state education in England is privatised.

Add to conference instructs:

- d. Strongly encourage all schools to use the union’s risk assessment showing that the health, wellbeing and even life of all staff is at risk if an Ofsted inspection is carried out, and therefore to refuse to participate in the dangerous, deeply unhelpful and integral part of the privatisation process.

**Motion 10      An inclusive curriculum for all**

Proposer      Torfaen  
Seconder      Hertfordshire General

Conference notes:

1. The dearth of research and information on the contributions, recognition and appreciation of global cultures in the British curriculum
2. The Welsh Government have completed a curriculum review, titled ‘Black, Asian and Minority Ethnic Communities Contributions and Cynefin Framework in the New Curriculum Working Group’, but this has not happened in England
3. The Hamilton Commission said “The current national curriculum fails to reflect important aspects of young Black students’ histories and cultures.” It also encouraged all schools to use the union’s Anti-Racist Framework.

Conference believes:

- i. The school curriculum does not reflect the diversity of children’s backgrounds
- ii. The aims and scope of education, embracing culturally inclusive classrooms, should reflect all our children’s backgrounds equally
- iii. In the holistic inclusion of Black perspectives in the whole curriculum, and not just some aspects of history
- iv. The union is best placed to provide directions for development and implementation.

**Conference instructs the executive to:**

- a. Prioritise a campaign for curriculum review in England with a specific report on Black perspectives, as the one from Wales**
- b. Campaign for examination bodies to develop an alternative assessment that values contributions to society, building on the work of the independent assessment commission and its findings published in February 2022**
- c. Fund research into education that provides universal access relating to the global cultural roots and the values of all students**
- d. Create a task group forum for related organisations to work together to build a union funded repository/electronic portal/microsite for Black curriculum resources**
- e. Lobby the Government to make it mandatory for all schools to use materials and resources that respect the holistic nature of Black contribution to society.**

**Amendment 10.1**

Proposer      Sheffield  
Seconder      Hackney

Add to conference notes:

4. The lack of positive representation regarding Disabled people and their struggle for rights in the curriculum and in exam syllabuses.
5. The Welsh government have conducted a curriculum review and have been actively working on developing more content re Disability equality
6. That ITV News carried out a survey in December 2023 and found only 13% of schools celebrated Disability History Month and most teachers said they did not have enough resources or time to include UKDHM in the curriculum.

In conference believes:

In iii: after perspectives insert” including those of black women”

Add new iv and renumber:

- iv. A truly inclusive curriculum will reflect the experiences and perspectives of Disabled people

In conference instructs add:

To a. The review to also include the perspectives of Disabled people

To d: and a sister site for resources concerning the perspectives of Disabled people

To e. and the contributions of Disabled people

Add new f:

f. Continue to promote and support UK Disability History Month and other Equality Months.

### **Amendment 10.2**

Proposer      Leeds

Seconder      Leeds

Add to conference believes:

v. The way this inclusive curriculum is delivered is as important as the message and the intention. Using a 'knowledge-rich' way of teaching is simply not appropriate. Teachers and students should be allowed to be as creative as they wish in the delivery of this important topic.

**Motion 11      SATS – bad for children, time for a change**

Proposer      North Somerset  
Seconder      Ealing

Conference notes:

1. According to research in 2022, 60% of Year 6 children were worried about SATs. One in ten said they were not sleeping
2. 83% of heads said SATs had a negative impact on pupil well-being
3. Parents, heads, school staff and parents overwhelmingly agree that SATs are not a useful or accurate way of assessing what children can do at the end of their primary education.

Conference further notes the ICAPE (Independent Commission on Assessment in Primary Education) report of 2022, a comprehensive and in-depth review of primary assessment, concluded with these recommendations:

- i. Assessments for monitoring standards of education over time are based on a new system of nationally representative sampling of schools and pupils
- ii. That SATs and other high stakes assessments are phased out and their replacement place more emphasis on learning
- iii. Holistic assessment of each pupil's learning in primary school is captured in a profile of evidence
- iv. Years 1 + 4 are points for key summative assessments
- v. Professional learning opportunities are provided to support formative and summative assessment
- vi. New, more appropriate and more supportive ways of monitoring the quality of schools and teachers are developed
- vii. Local authorities are empowered to support and monitor the quality of education
- viii. Consideration is given to participation in the PISA assessments of creative thinking.

Conference also notes the union conducted an indicative ballot on a boycott of SATs in June 2019 but did not meet the turnout that would be required in a formal ballot.

**Conference instructs the executive to:**

- a. Prioritise the assessment campaign, along with campaigning on pay and funding**
- b. Continue to build the More Than A Score campaign**
- c. Run training sessions in all regions for primary members on education without teaching to the test**
- d. Approach the new Government, after the general election, to press for an urgent review of the assessment system as outlined in the ICAPE report.**

**Amendment 11.1**

Proposer      West Sussex  
Seconder      West Sussex

Add to conference instructs and renumber:

- a. Campaign that SATs and SAT models are not used for assessment, baseline, and moderation purposes in year 2

**Amendment 11.2**

Proposer      East Riding  
Seconder      East Riding

Add new section after conference also notes:

Conference believes that:

I. Despite strong policy and lobbying by our union the burden of toxic testing is increasing year upon year

II. The outcry about the SATs reading paper in 2023 gave an opportunity for us to seize the initiative; however, without any mandate for action, we were unable to act

III. The only way to stop this is effective collective action.

In conference instructs:

Delete d, add new d and e

d. Continue and intensify our campaigning around the issues above, alongside other education unions and politicians, if possible

e. Ballot all primary school members to boycott statutory high stakes testing in their schools for the school year 2024/25. The ballot should allow for disaggregation of regions and districts based on the results of the indicative ballot, in consultation with the appropriate lay bodies in the area.

## **Motion 12      Creativity in the curriculum**

Proposer      Northumberland  
Seconded      Sheffield

Conference notes:

1. The work of the union in bringing together other trade unions, arts activists and organisations to promote the arts and creativity in the curriculum following the instruction of Conference 2023
2. The report published by the Art Now Inquiry outlining the devastating impact of Government intervention in education since 2010 on arts subjects in our schools
3. The Arts in Schools report highlighting the disproportionate impact of those changes on the most disadvantaged children and the call within that report for wider system change in education.

Conference believes:

- i. That as the largest education union in the UK, we are well-placed to lead the conversation on education reform
- ii. The proposed introduction of the Advanced British Standard will further erode curriculum breadth, limit student choice and curtail opportunities for students to study creative subjects
- iii. That limiting opportunities for creativity has a negative impact on the mental health and wellbeing of children
- iv. That opportunities for creativity in the curriculum are being lost due to the accountability measures imposed by ever-increasing Government control
- v. That we have reached a crisis point in education which requires drastic change to reverse the negative impact on children, especially those from disadvantaged backgrounds.

**Conference instructs the executive to:**

- a. Call for a sector-wide conversation on system reform in education**
- b. Explore opportunities for joint work across the sector to begin to address the damage caused by Government intervention since 2010**
- c. Identify the loss of arts resources from our schools and what funding is required to replace them.**

### **Amendment 12.1**

Proposer      Haringey  
Seconded      Lambeth

Add to conference notes:

4. The work of the Arts Roundtable and the excellent statement it has produced
5. The work of the Cultural Learning Alliance in lobbying for election manifesto pledges that promote creativity and the Arts in the curriculum
6. The work of the union's Secondary Assessment Working Party in exploring and identifying progressive secondary assessment methods suited to arts subjects.

Add to conference believes:

- vi. That regressive assessment methods, restrictive curricula and poor funding have severely impacted the quality of arts education available to children in schools
- vii. That current government policies do little to recognise diverse youth cultures and restrict access to arts education for working class and black youth in particular.

Add to conference instructs:

- d. Work with like-minded organisations such as the National Society for Education in Art and Design (NSEAD) and Musician's Union (MU) to call for subject specific arts training for all primary ITT trainees
- e. Support members already employed in education to seek subject specific CPD
- f. Renew calls for the scrapping of the EBACC and other attainment measures which negatively impact arts subject take up
- g. Disseminate the statement from the Arts Round Table to members.

### **Amendment 12.2**

Proposer      Leeds  
 Secunder      Leeds

Add to conference notes:

- 4. In schools, the arts are close to extinction because of a decreasing numbers of teachers and teacher-trainees, and because the Government allows schools not to fully implement the national curriculum
- 5. Creativity which does not belong solely to the arts is being lost to the curriculum. This needs to be recognised and addressed.

In conference believes:

In ii. Change "creative subjects" to "the arts"

In iii. Change "limiting opportunities for creativity" to "allowing schools to get away with not teaching the arts to the national curriculum. . "

In iv. Add to end " All teachers should be allowed to teach their subjects as creatively as they see fit, and as best suits individual children and classes

In conference instructs:

Replace a with:

a. Call for a conversation with all subject teachers on system reform looking at creativity across the board

In b. After "Explore opportunities for joint work across the sector" add "as began last year with working with the education section of the Musicians' Union

Add d:

d. Act swiftly to recommend remedial interim measures so that no more children lose out on their arts education.

### **Amendment 12.3**

Proposer      Oldham  
 Secunder      Oldham

Add to conference notes:

- 4. Often in schools, the arts are not taught by specialists, further diluting the quality of the education received by young people. This is often the case in primary schools where the class teacher is expected to be the 'expert' across all areas.

Add to conference believes:

vi. Staff should not be pressured into attempting to teach specialist subjects within the arts without the proper training and expertise needed to ensure that high quality learning is available to all students.

Add to conference instructs:

- d. Support districts, branches and regions to form networks of staff within the arts to support in the sharing of high-quality resources
- e. Continue to support members in challenging their workplaces when they are asked to teach these subject areas without the proper CPD, training or experience, in particular where these lessons are then being used as part of performance management proceedings.

# Workforce, bargaining and negotiations

## **Motion 13      TLRs in primary schools**

Proposer      Lambeth  
Seconder      Lambeth

### Conference notes:

1. Since the introduction of the Ofsted framework in 2019, there is now considerable and growing pressure on all primary school subject leaders
2. The deep dive approach of Ofsted is seeing our primary school subject leaders held to an extremely high level of external accountability for the subject that they lead
3. The pressure on subject leaders in primary schools is now on every subject across the school and not just on those responsible for the previous “core” subjects
4. That in far too many schools, subject leaders in primary schools aren’t receiving a TLR payment
5. That union policy and the STPCD make it clear that significant subject responsibility should attract a TLR payment.

### Conference believes:

- i. Every subject leader in primary schools should be in receipt of a TLR payment
- ii. Where heads and governing bodies refuse to pay subject leaders for the job that they do, the union should support members in seeking a ballot for sustained strike action
- iii. Being on the Upper Pay Range does not mean that you need to take on a subject responsibility
- iv. Members have the right to say no if they do not want to lead a subject.

### Conference instructs the executive to:

- a. Write to every head teacher reminding them of both the STPCD requirements and the NEU policy that substantial responsibilities should attract a TLR payment**
- b. Survey all primary subject leaders to get a clearer picture of the problem**
- c. Support school groups in moving towards strike action to achieve the aim of all subject leaders being paid a TLR payment**
- d. Seek to coordinate strike action across local areas, as well as nationally where possible.**

## **Amendment 13.1**

Proposer      Reading  
Seconder      Reading

### Add to conference notes:

6. Some primary schools ask support staff to take shared responsibility for subjects.
7. Staff in receipt of TLR payments are not required to work hours outside their usual contracts.

### Add to conference instructs and renumber:

- b. Run a campaign to ensure that primary members are aware that:
  - I. They are not required to be accountable for teaching and learning outside their immediate responsibilities without the receipt of a TLR. This includes and is not limited to inspection and monitoring activities
  - II. Support staff are not required to be responsible for leading subjects

### **Amendment 13.2**

Proposer        West Sussex  
Seconder        West Sussex

Add to conference believes:

- v. Where budget and staffing constraints prevent appointment of a subject lead with a TLR payment, clear restrictions should be placed upon what members of staff can be asked to do to 'champion' or 'co-ordinate' a subject
- vi. Where a subject lead works part-time, unless Ofsted agree to inspect the subject at a reduced rate, the employer should not be permitted to pay the TLR pro rata
- vii. Conference also recognises that many SEND schools are structured and modelled in a way similar to primary, and that SEND teachers, like primary teachers, also adopt subject leader roles and should also be in receipt of a TLR payment. They should not take on additional subject responsibility if on the upper pay range and they have the right to say no if they do not want to lead a subject.

**Motion 14      A national campaign for support staff pay and equal rights**

Proposer      Bristol  
Seconder      Bristol

Conference notes that:

1. Many support staff are reliant on universal credit, and second jobs
2. Most support staff are subject to term-time only contracts, which means losing seven weeks of pay every year
3. The funding crisis leaves support staff vulnerable to redundancies and restructuring
4. Labour is considering establishing a School Support Staff Negotiating Body (SSSNB).

Conference further notes that:

- i. Support staff is the fastest growing section of membership
- ii. Education has a recruitment and retention crisis
- iii. Education has many non-unionised, low paid workers who need defence, union recognition and collective action to fight for decent pay and conditions
- iv. Conference 2023 agreed to seek, at the earliest opportunity, recognition and negotiating rights for our support staff members.

Conference believes that:

- a. We must fight to unionise the lowest paid workers in education and put an end to exploitative pay and conditions
- b. All members of the union are equal, we understand the value of the work support staff do
- c. We must fight to end term time only pay whilst ensuring no detriment to all year-round workers and flexible working
- d. If it is established, the union must be part of the SSSNB
- e. Feedback to support staff national council must happen at every SSNC meeting to keep members informed of any developments in respect of negotiations with our sister unions regarding recognition; negotiating rights; recruitment; as well as to end the undertaking 'not to actively or knowingly recruit support staff'
- f. Conference policy must be seen as the democratic will of our members and reported on regularly to the relevant executive committees.

**Conference instructs the executive to:**

- I. Launch a national campaign for support staff pay and conditions**
- II. Report progress to the support staff national council**
- III. Ensure support staff recognition and negotiating rights are a standing order of business for the executive**
- IV. Continue to liaise with local government unions to make clear our desire to work with them to improve effectiveness , as well as increase union density amongst support staff.**

**Amendment 14.1**

Proposer      Lewes, Eastbourne and Wealden  
Seconder      Camden

In conference instructs:

Add to end of I, 'The campaign should focus on key workplace demands including maternity provision, workload & job creep as well as Term Time Only (TTO) contracts and pay'

Add new II and renumber:

II. Training materials for school reps on the identified support staff issues should be created and teacher reps encouraged to be joint school reps alongside support staff colleagues.

Produce guidance to show how our reps can work collaboratively with reps from other unions

on support staff campaigns

In conference instructs:

Replace IV with:

IV. Increase communications with local government unions to make clear our priority is obtaining improvements in support terms and conditions and increasing union density across the support workforce

V. Invite our sister unions to undertake the support staff terms and conditions campaigns together, utilising joint resources to win improvements for all members.

**Motion 15      Workload – building a national campaign**

Proposer      East Riding

Seconder      Norfolk

Conference notes:

1. The continued high level of workload facing education staff, and the ongoing recruitment and retention problems arising from it
2. That high workload and high turnover damages not only the health, safety, and wellbeing of staff, but education too
3. Last year's action was a successful launch of a fightback against the Government's successive attacks on pay, but we now need to fight on workload.

Conference believes that:

- i. Our campaign of national action on pay has shown that, with a clear national lead and determined organisation by workplace reps and local officers, the union is able to go beyond workplace disputes to build unified campaigns aimed at winning unified gains for our members
- ii. The union should now put in place an industrial action strategy to win our policy for the "Government to negotiate a 'National Contract for Education', binding on all employers", including removing the clause in the School Teachers Pay and Conditions Document (STPCD), that "a teacher must work such reasonable additional hours as may be necessary to enable effective discharge of a teacher's professional duties".

**Conference instructs the executive to:**

- a. Launch an immediate campaign to highlight the intolerable conditions that school staff are working under, the damage that it's causing education, and the consequent need for a National Contract, binding on all employers**
- b. Write to the Government and employers to seek negotiations on such a binding contract, as well as highlighting the need for both improved pay and improved working conditions in our evidence to the School Teachers' Review Body (STRB)**
- c. Draw up and enact a plan to build for national ballots for industrial action to win a National Contract, drawing on the lessons from the 2022/23 pay campaign**
- d. Approach other unions, particularly the NASUWT, but also NAHT, ASCL, UNISON and GMB to seek their support for this campaign**
- e. Prepare a timetable for action, aimed at winning a new National Contract for Education by September 2025.**

**Amendment 15.1**

Proposer      Bedford

Seconder      Lambeth

In conference notes, replace 3 with:

3. The 2023 pay campaign led to workload negotiations and the addition of tasks teachers can refuse to undertake

In conference believes, replace ii with:

- ii. The union should use opportunities arising from the pay and funding campaign to win national improvements on workload. Reduced class sizes, PPA, and limits on working hours could all form part of solutions negotiated

In conference instructs, replace b, c and e with:

- b. Continue to use opportunities that arise from government negotiations during our pay and funding campaign as well as STRB submissions to put forward a national contract as a key

demand to make workload measures effective

c. Draw up and enact a plan for systematic and coordinated bargaining at a school, MAT and local authority level on workload, whilst consulting members on which workload limiting measures should form part of consistent local and national demands

e. Negotiate contract demands for increased staffing provision in line with the results of the members' consultation above

Add f:

f. Ensure we work with our reps and members alongside other TUC member unions to ensure workload reductions for teachers do not mean workload increases for support staff.

### **Amendment 15.2**

Proposer Denbighshire  
Seconder Blaenau Gwent

In conference notes:

In 3, after 'successive attacks on pay...', add 'in England and Wales'

In conference notes add:

4. There has been a significant number of changes to Welsh education. This is having a detrimental effect on members' workload with the implementation of the new curriculum for Wales, the Additional Learning Needs Act, and radical changes to exam qualifications.

In conference believes:

i. After 'Our campaign of national action on pay' add 'across England and Wales'

ii. After 'Government' add 'in England and Wales'

In conference instructs:

b. Following 'Write to the Government and employers', add 'in England and Wales', also add and the Independent Welsh Pay Review Body (IWPRB) after (STRB).

d. Add UCAC (Welsh education trade union).

Add new f and g:

f. Survey all members to explore the differing types of workload issues experienced and analyse how it is impacting wellbeing.

g. Lobby the governments in England and Wales to improve pace and timeframes to strategically negotiate on the workload issues in schools and colleges to reduce bureaucracy, and negotiate an additional 10% rise in PPA time for all educational staff.

### **Amendment 15.3**

Proposer Worcestershire  
Seconder East Riding

Add to conference believes:

iii. Such a national contract should ensure binding pay and conditions apply across the whole workforce, including supply staff, so that no member of staff is having to work under a separate set of inferior pay and conditions arrangements

iv. The "any reasonable" hours clause in the School Teachers' Pay and Conditions document leaves teachers working 54-56 hours a week and many over 60

v. There should be a quantified limit on the hours teachers can expected to work by management.

Add to conference instructs:

- f. Ensure our campaign includes the demand for supply staff to be paid under the national pay, conditions and pensions arrangements that apply to their permanent colleagues.
- g. Campaign for guaranteed pay progression, and the end to any obligation for schools to conduct performance-related pay
- h. Campaign for a protected minimum 20% planning, preparation and assessment time for all within the timetabled week
- i. Campaign for a maximum limit on the hours teachers can be expected to work by school management to enable the effective discharge of their professional duties.

#### **Amendment 15.4**

Proposer       Waltham Forest  
Seconder       Waltham Forest

In conference notes:

Replace 3 with:

3. Last year's action was a successful launch of a fightback against the Government's successive attacks on pay; we need to fight on workload too

Add new 4:

4. By September 2024, as a way of reducing workload, schools will not be required to use PRP .

In conference believes add:

iii. Not enough has been done to support members to understand that it is the teacher not the employer who determines the number of additional hours, as well as where and when. This is stated in paragraph 51.8 of the STPCD.

In conference instructs add new d and e, then re-order:

d. As a first step, support and encourage branches and school groups to win new pay policies which remove appraisal, PRP and the related workload. Support should include promoting ballots for action up to and including strike action where necessary in schools, trusts and colleges

e. In addition, support schools and districts in promoting action, including strike ballots, to win workload reductions through demands around teacher autonomy, and promoting a better understanding of paragraph 51.8.

#### **Amendment 15.5**

Proposer       Oldham  
Seconder       Oldham

Add to conference notes:

4. Some branches have established successful local workload charters

Add to conference instructs and renumber:

c. Set up a working group of the district officers who have established successful local workload charters and draw on their experience to formulate a plan and a process for implementing a national campaign

#### **Amendment 15.6**

Proposer       Reading  
Seconder       Reading

Add to end of conference believes ii, '...and introduce a clause that requires the relevant body to ensure that, by the end of May, they consult with all staff and their union representatives on the

teaching timetable and an annual calendar which indicates all directed time; including staff meetings, parental consultations and other activities.'

**Motion 16      Pensions**  
Proposer      Denbighshire  
Seconder      Camden

Conference values retired members, recognising the contribution they make to the work of the union at many levels and the contribution many made to the work of the union during the 2023 Pay Campaign.

Conference expresses its support for all members campaigning on pensions and congratulates the members in the Girls' Day School Trust (GSDT) who successfully defended their pension rights.

Conference recognises that:

1. Many teachers will not have a full-service record because of breaks in service for caring responsibilities and that this will mainly affect women
2. There are educators who are union members who are not in the Teachers' Pension scheme.

Conference further recognises the importance of the state pension for all members and expresses its full support for the maintenance of the Triple Lock and calls on all political parties standing in the General Election to commit to its retention.

**Conference instructs the executive to:**

- a. Write to all members approaching retirement to thank them for their service and encourage them to retain their membership and put them in touch with retired member groups in their area**
- b. Include an information booklet about how they might continue to contribute to the work of the union as well as guidance on pensions and information on how to seek advice should they need it**
- c. Confirm that the union will provide appropriate support in the event of issues arising from the period when they were in full employment and full membership of the union such as "historic" cases relating to asbestos.**

**And further to:**

- d. Work with other unions and organisations campaigning to oppose fire and rehire tactics wherever they are used to attack workers terms and conditions**
- e. Campaign, alongside other organisations including the National Pensioners Convention, to protect members' pensions and the value of the state pension and to call for the protection of the Triple Lock**
- f. Support the WASPI Campaign seeking justice for 1950s-born women.**

**Amendment 16.1**

Proposer      West Sussex  
Seconder      West Sussex

Add to conference instructs and renumber:

c. Campaign for clearer information for members about their state pension to aid future financial planning. This should include a detailed breakdown of annual state pension showing how it has been affected by NI contributions and contracted out years.

Add new h:

h. Campaign to remove the inequity that the widow or widower of a teacher who retired on or before 31/12/06 will lose his or her widow's or widower's pension in the event of a future remarriage or cohabitation.

**Amendment 16.2**

Proposer      Reading

Seconder      Reading

In section entitled, And further to, replace e with:

e. Campaign, alongside other organisations including the National Pensions Convention, to protect members' pensions and the value of the state pension, to call for the protection of the Triple Lock and to demand an immediate fixing of the national pension age for those currently in employment to no higher than age 67

## **Motion 17      The failure to recruit and retain teachers**

Proposer      Luton  
Seconder      Halton

Conference notes:

1. That the Government missed its target for recruitment of new secondary school teachers by 41% and by 11% for primary school teachers in 2023, and there has also been a fall of 23% in trainee teachers
2. One in four teachers leave the profession within two years of qualification; a third within five years, and nearly one third of the teachers who qualified in the last decade have quit
3. 13% of secondary schools currently report having unfilled vacancies within their subject departments and 9% of primary schools report having unfilled positions in their schools
4. The largest cohort to leave education were women aged 30-39, many of whom are new mothers
5. Women suffer from a gender pay gap of 18.1%
6. There are significant increases in the gender pay gap in education between the ages of 35-39, from classroom teacher to headship level.

Conference believes:

- i. Students and schools benefit from both the long-term retention of experienced teachers and from the ideas and enthusiasm of newer educators
- ii. Schools are experiencing a crisis in the recruitment and retention of teachers, due to a variety of factors, including low pay, increasing workload, oppressive management and teachers' lack of autonomy, the enforcement of prescriptive pedagogy, discriminatory treatment and inadequate support for educators.
- iii. All educators, including ECTs, should be entitled to appropriate mentoring and CPD, which affords them professional choice and autonomy.

**Conference instructs the executive to:**

- a. Continue to campaign for adequate pay for educators and for an increase in funding**
- b. Undertake and publicise research, including a survey of members, into the reasons for the failure to retain, and call upon branches to investigate retention issues locally, including those arising from lack of equality**
- c. Review the current teacher training model and mentoring schemes and campaign for a programme that's fit for purpose**
- d. Survey ECTs on their experience of the programme**
- e. Build the VE:VE campaign to ensure all educators are valued and adequately rewarded throughout their career.**

### **Amendment 17.1**

Proposer      Nottingham  
Seconder      Redbridge

Add new introduction:

Conference condemns short term and gimmicky measures which fail to address the reasons why our schools struggle to recruit and retain teachers, including bonuses for teachers in some subject areas, higher starting salaries which are not sustained and now the supposed introduction of teacher apprenticeships.

In conference notes, add new point 2 and re-number:

2. Teach First attracted 1335 recruits in the year 2023-4, missing its target of 1750.

In conference believes add:

iv. The proposals for teacher apprenticeships, which would allow new entrants to train on the job while acquiring a degree and teaching qualification are unfair on both the entrants and our students, particularly those in areas of higher need. They are also likely to create additional workload for schools, including those needed to guide and mentor apprentices.

In conference instructs add:

- f. Oppose the apprentice teacher scheme, and publicise our opposition to parents and the wider community
- g. If necessary, ballot members who face additional workload for which inadequate time and resources have been made available.

### **Amendment 17.2**

Proposer      Executive  
Seconder      Executive

Replace conference notes with:

1. The Government has missed recruitment targets again; schools continue to face staffing shortages
2. The Early Careers Framework has not delivered consistently good training. Our 2022 and 2023 surveys of ECTs' experiences depicted a rigid and inflexible programme, variation in quality, repetitive content and little ECT autonomy in deciding on their training needs
3. Advice Line reports increases in ECTs seeking advice on poor training provision, breakdowns in relationships with school management and misuse of ECF for disciplinary purposes
4. The teacher degree apprenticeship is not a solution to the recruitment crisis.

Add to conference believes:

iv. The latest version of the Initial Teacher Training and Early Career Framework (ITTECF) doesn't address the problems of ECF, entrenches a top-down, prescriptive model of teacher education, narrowing the idea of professionalism and causes teacher disempowerment and disaffection.

In conference instructs:

Replace a and c with:

- a. Continue to campaign for fair pay and increased funding, including fully funded improvements in pay and conditions and appropriate pay progression for ECTs, to solve the retention crisis, including better access for disabled entrants
- c. Review current training model and mentoring schemes, building on the union's ECT charter to research and campaign for a 'fit for purpose' programme.

### **Amendment 17.3**

Proposer      Oxfordshire  
Seconder      Oxfordshire

Add to conference notes and renumber:

2. Recruiting for mainstream teachers is challenging enough, but recruiting and retaining SEND teachers is at crisis point

Add to conference believes:

iv. There needs to be clearly defined routes into SEND teaching through postgraduate SEND teaching training courses as well as a mandatory SEND unit built into all teacher training programmes to ensure, in line with the SEND Code of Practice, that all teachers become and are trained to be a teacher of SEND. There also needs to be mandatory SEND training modules

built into all ECT training programmes.

Add to conference instructs and renumber:

d. Survey all teacher training providers, ECT providers and trainee and ECT members to gain an insight into how many offer mandatory SEND units within their teaching/ECT programmes, as well as organising a cross-education union working party to lobby MPs and the DfE to ensure SEND training becomes a statutory part of all teacher training and ECT courses

#### **Amendment 17.4**

Proposer      Cambridgeshire  
Seconder      Cambridgeshire

Add to conference notes:

7. Schools can no longer rely on agencies to provide temporary cover staff as fewer teachers are available due to low agency pay rates for teachers and high charge rates to schools.

Add to conference instructs:

f. Continue to promote alternatives to agencies so that schools, trusts and local authorities have an in-house pool of qualified staff on payroll, paid to scale with access to TPS.

#### **Amendment 17.5**

Proposer      Newham  
Seconder      Newham

In conference believes add:

iv. Recruitment and retention is in crisis because of factors including the degradation of working conditions, created in large part by the academy and free school system.

In conference instructs add:

f. Demand 20% PPA time for all teachers, backed by the threat of national strike action  
g. Campaign to establish Standard Teacher Pay and Conditions (STPCD), Burgundy book, and Green Book conditions in all academies and free schools.

**Motion 18      Workplace suicides**

Proposer      Oxfordshire

Seconder      Southern Derbyshire

Conference notes:

1. Current RIDDOR regulations under the Health & Safety at Work Act require employers to record, report and evaluate risks and incidents at work, and will hold them accountable, but the law itself cannot cover every eventuality
2. There is growing evidence of the connections between work-related factors, such as stress, sexual harassment, intimidation, and workplace bullying that leads to suicide
3. That stress related conditions are categorised as those that result from a prolonged period of pressure, often from many factors, not just one distinct event under the regulations
4. No data is collected on suicides that occur in the workplace or can be identified as work-related, so, no work-place improvement or guidance for improvement is made or enforced.

Conference believes the HSE's failure to recognise that work-related stress can result from single incidents, such as Ofsted inspections will mean work-related suicide occurrences will continue, and preventative measures will not be put in place.

**Conference instructs the executive to:**

- i. **Campaign to persuade the HSE to acknowledge the effects of work-related stress on health, safety and well-being**
- ii. **Lobby the HSE to make changes within the RIDDOR guidance to ensure work-related suicides are reported and investigated, with recommendations of good practice**
- iii. **Approach other unions and the TUC to request they join the NEU in this lobbying**
- iv. **Campaign to have HSE and the Government agree that Ofsted is a discrete, identifiable incident, a stressor that has been a considerable factor in work-related suicide**
- v. **Continue to put pressure on the Government to abolish Ofsted.**

**Amendment 18.1**

Proposer      Brent

Seconder      Brent

Add to conference instructs:

- vi. Train staff, lay officers, safety reps and reps in the use of the new NEU Ofsted template risk assessment and guidance so they can proactively collect and record evidence of damage and risk caused directly by Ofsted and its consequences
- vii. Roll out mass collective action, using the Ofsted risk assessment guidance, in schools where workload is impacted, mental health is adversely affected, and privatisation is threatened, due to the Ofsted effect.

## **Motion 19      Working conditions in adverse heat**

Proposer      Richmond-upon-Thames

Seconder      South Kent

Conference notes:

1. In July 2021 the UK experienced its highest ever recorded temperature of 40.2°C
2. In August 2023 the Office of National Statistics released a report stating that June 2023 was confirmed as the hottest June in the UK since records began in 1884
3. Changes to working conditions for educators in adverse heat have so far been advisory and left to the discretion of individual workplaces
4. The TUC has called for a maximum room temperature of 30°C (27°C for those doing strenuous work)
5. Playgrounds can reach unsafe temperatures for pupils to be in at break and lunch time
6. Many European countries have maximum working temperatures.

Conference believes:

- i. Climate change is happening now, with workers across the world already losing lives, livelihoods, food, access to water, homes, facing unbearable working conditions and forced migration
- ii. This has had a detrimental impact on the working conditions of educators
- iii. This has had a detrimental impact on the learning conditions of pupils
- iv. In some cases, this has presented a risk to the health of educators and pupils
- v. Parents of pupils have been faced with the possibility of a fine for not sending their children to school in these conditions
- vi. Schools and colleges are not equipped for extremes temperatures, with little shade, large glass south facing windows and a lack of air conditioning and ventilation.

**Conference instructs the executive to:**

- a. **Work with districts and reps, as well as other unions in creating a policy for working conditions in adverse heat, applying existing guidelines from the TUC on working conditions in temperatures considered unreasonable (above 30°C) and the World Health Organisation's guidelines on working conditions in temperatures considered uncomfortable (above 24°C)**
- b. **Encourage districts and reps to refer to existing policies for working conditions in adverse heat implemented by trade unions**
- c. **Encourage districts to work with local authorities, child protection services and employers for the implementation of a policy for indoor and outdoor working conditions in adverse heat**
- d. **Encourage schools to adopt a policy for working conditions in adverse heat as advised by their respective district**
- e. **Direct districts to work with unions with existing policies in lobbying local councillors and MPs in a campaign for a legal maximum working temperature**
- f. **Direct green reps to conduct research in their district that supports the rationale for a campaign for a maximum legal working temperature.**

### **Amendment 19.1**

Proposer      East Riding

Seconder      East Riding

Insert new section after conference believes:

Conference condemns the lack of a legal maximum working temperature and the Government's lack of urgency to implement one to safeguard workers and children in schools.

Add to conference instructs:

- g. Campaign for maximum working temperature to be established in law
- h. Launch a campaign around dress codes for staff and pupils in the summer, calling for schools to relax them in cases of extreme heat
- i. Work with other unions, and tie in with our work on just transition, to campaign for schools to be retrofitted to be carbon neutral, and able to cope with the adverse temperatures
- j. Fully support and encourage local school groups to take action to fight against unreasonable working conditions brought about by heat and develop training for reps on organising around this.

**Amendment 19.2**

Proposer      Brent  
Seconder      Brent

In conference instructs:

Add to end of , b, add “and actively promote the joint union heatwave protocol across the membership, at the start of every summer term, and encourage districts to lobby for the adoption of this in their local authorities, trusts and schools.”

Add new g:

- g. Start discussions within the union and take legal advice, on a move to combine green and safety reps into a new “health, safety and environmental rep” role to gain more rights for green reps so the union is in a stronger position to fight the effects of climate change and extreme weather events.

**Motion 20      National Where to Teach and Teacher Pay Check websites**

Proposer      Norfolk

Seconder      Lewisham

Conference notes the NEU is not only the largest teaching union but the expert on all things education. We have demonstrated this with our successful pay campaign, resources for pupils and strike ballots, and we must now lead on day-to-day school well-being; the pressures of diminishing pay and attacks on our national agreements. At the same time, we have an opportunity to strengthen our democratically elected secretaries and reps in their organising and negotiating roles.

With school funding cuts, we face the real threat of schools and academies looking to save money where they can. This could be done by diluting national pay recommendations and dismantling conditions of service for teachers.

Conference is aware of the recruitment crisis facing schools. Teachers are in a strong position when choosing a school. The union should be the expert voice in helping teachers decide which school to choose. There are some brilliant schools that work hard to recruit and retain their teaching staff through favourable conditions of service and pay.

Norfolk district have used their website [www.wheretoteach.co.uk](http://www.wheretoteach.co.uk) and [www.teacherpaycheck.co.uk](http://www.teacherpaycheck.co.uk) to promote 'good' employers and highlight those we would not recommend. It has also been an effective negotiating tool to prevent a race to the bottom for teacher pay and conditions. By highlighting employers with poor pay and conditions, the websites are useful tools in helping to organise members around the issues that matter most

**Conference instructs the executive to:**

- 1. Create a website that shares and ranks the pay and conditions for every school**
- 2. Review the [www.wheretoteach.org.uk](http://www.wheretoteach.org.uk) and [www.teacherpaycheck.co.uk](http://www.teacherpaycheck.co.uk) websites created by Norfolk and test for compatibility to use as a national model**
- 3. Fund the creation of a database and web team**
- 4. Assist local officers in sharing gathered data with employers ensuring data is accurate**
- 5. Support district and branch secretaries, reps and members in challenging schools that score poorly and promote employers that score favourably.**

**Amendment 20.1**

Proposer      Coventry

Seconder      Lewes, Eastbourne and Wealden

Delete paragraphs 3 and 4, replace with

Conference notes the significant work done by the union in developing the bargaining database; a key strand in the bargaining strategy of the union, aimed at collating and distributing information on compliance of employers and local authorities on pay and conditions issues.

Identifying non-compliant employers to secretaries and representatives, along with developing mechanisms to challenge within employers and co-ordinate challenges is central to building strong and combative union groups in workplaces and across employers to fight for and win better conditions for members. There may be times when publishing such data is advantageous but it poses significant risks also.

In Conference instructs, delete all points and replace with:

1. Ensure all branches complete submissions to the bargaining database on a regular basis
2. Develop strategies and training for secretaries and lead reps on using the database to build organisation and bargain on conditions
3. Ensure reps' training and dashboard tools reflect the strategies to collate such information and co-ordinate challenges within and across employers
4. Review the [www.wheretoteach.org.uk](http://www.wheretoteach.org.uk) and [www.teacherpaycheck.co.uk](http://www.teacherpaycheck.co.uk) websites created by Norfolk district, with other known systems, and assess gains made as a result.

## **Motion 21      Support staff pay**

Proposer      Brent  
Seconder      Brent

Conference notes that:

1. Schools rely on the professional input and expertise of a range of staff, and ‘support staff’ which is a generic title for all non-teaching staff
2. Some support staff work alongside teachers and some work behind the scenes to ensure there is an efficient infrastructure within which effective teaching and learning can take place
3. There is substantial evidence that support staff (directly or indirectly) play a vital role in improving educational outcomes for children and young people.

Conference further notes with alarm that:

- i. Support staff are now routinely working record levels of unpaid hours
- ii. As jobs are cut in schools, many are picking up additional work. One recent survey showed that around three-quarters of support staff were doing work previously done by staff at a higher grade, and most had not been trained to do it
- iii. A national survey found the system is divisive and unfair, and that many support staff are on term-time only contracts of around 44 weeks a year while teachers are paid on 52-week contracts. Historically, support staff in maintained schools were employed on 52-week contracts before large numbers were moved on to term-time only contracts, when Local Authorities acted to make savings.

Conference believes that term-time only contracts also penalise a predominantly female workforce and worsen the problems of low pay.

**Conference instructs the executive to:**

- a. Campaign for a retention of (where they still remain) and a return to (where they don’t) 52-week contracts for support staff**
- b. Campaign to prevent support staff salaries going below the living wage when schools restructure and they are paid term time only.**

### **Amendment 21.1**

Proposer      County Durham  
Seconder      County Durham

Add to conference notes:

4. An increasing number of schools have reported funding difficulties relating to support staff pay increases
5. Some districts have reported increasing numbers of redundancies linked to unfunded pay rises for support staff.

Add to conference further notes:

- iv. Support staff are an essential part of schools and colleges, and redundancies due to a lack of funding rather than a lack of need, should be highlighted and fought
- v. Support staff pay rises for members who are working in educational establishments should be funded directly by the Government to avoid the burden of pay rises impacting upon the educational provision children receive, and not come from our already stretched school budgets.

Add to conference instructs:

c. Survey members to evaluate the extent of redundancies. Consider whether this has increased

over the last 3 years and look at whether unfunded support staff pay rises are impacting on this

d. Working with sister unions, members, families and other stakeholders, launch a campaign to ensure all support staff pay rises are funded directly by the Government.

### **Amendment 21.2**

Proposer Oldham

Seconder Oldham

Add to conference further notes:

iv. Some support staff are already on full-time contracts and work throughout the holidays; staff such as caretakers, cleaners, IT technicians, and receptionists. These are staff whose jobs are necessary out of term-time, and who can often be on minimum wage.

Replace conference believes with:

Conference believes that:

I. Term-time only contracts penalise a predominantly female workforce who often take on term-time only contracts due to childcare

II. Term-time only contracts cut down the pay of support staff to less than they would make working minimum wage in other employment sectors, thus creating constant staff retention issues.

In conference instructs:

Add to end of a: “and an additional allowance for those support staff who are required to work full-time contracts so as to compensate them for less time off than other support staff who are not required to work in the holidays.”

Add new c:

c. Campaign to combat ‘job creep’ for support staff, and make sure they are not being forced to take on responsibilities above their pay grade and/or training.

### **Amendment 21.3**

Proposer Bedford

Seconder Bedford

In conference notes add:

4. There is currently a wide mix of contracts for support staff ranging from term time only, term time plus a fixed number of weeks, to full 52-week contracts.

Add above conference instructs:

Conference reaffirms its view that support staff should not be compelled to work in school holidays if their existing arrangements suit them.

In conference instructs add:

c. Campaign to ensure no support staff members are forced to switch from term time or term time plus contracts, to 52-week contracts if the current arrangements suit their personal circumstances.

**Amendment 21.4**

Proposer      Newham  
Secunder      Newham

In conference instructs add:

c. Commit to ballot support staff workers for strike action as part of our current 2024 pay and funding campaign.

**Motion 22      Pay parity across the nations in the UK**

Proposer      Northern Ireland

Seconder      Northern Ireland

Conference notes that:

1. The disparity in pay across all the nations in the United Kingdom has increased this academic year
2. The starting salary for a teacher varies by nation:

Northern Ireland	£24,137*
England (exc London)	£30,000
Wales	£30,742
Scotland	£32,217

Conference believes that:

- i. This is causing a deterioration in educational provision and an unnecessary divide in the value status of a teacher
- ii. Recruitment and retention of teachers is exacerbated by the differences in pay from nation to nation.

**Conference instructs the executive to:**

- a. **Working alongside other education unions and politicians, intensify our pay campaign around the issue of fair pay, ensuring pay parity across all nations of the United Kingdom is core**
- b. **Continue with the VE:VE Campaign nationally and include pay parity as a fundamental indicator of true teacher worth.**

* The NI figure is subject to an ongoing ballot to increase starting pay to £30,000
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# Education policy and funding

## **Motion 23      Ensuring adequate funding for special educational needs in state schools**

Proposer      Wiltshire

Seconder      Reading

Conference notes:

1. Following the passing of Motion 11 at conference last year, the SEND crisis has only deepened
2. Increasing challenges faced by educators due to insufficient resources for effective SEND education
3. The pivotal role of funding in creating an inclusive and supportive learning environment
4. Lack of access to support organisations such as Children and Adolescents' Mental Health Service (CAMHs), loss of skilled staff combined with increasing numbers of pupils with SEND and the onus now being placed on underfunded mainstream schools, has led to the creation of myriad expensive Alternative Provision (AP), unaffordable in the current financial climate.

Conference believes:

- i. Every child deserves an inclusive, high-quality education
- ii. Inadequate funding hampers schools' ability to meet diverse SEND requirements
- iii. There is an urgent need for increased investment in SEND provision
- iv. The situation is fast becoming critical. Children and their families are being let down by a system which is seemingly blind to the impact on future generations.

**Conference instructs the executive to:**

- a. Lobby the Government for increased and sustained funding for SEND provision and emphasise the importance of ring-fenced funding for SEND, specifically allocated for diverse needs**
- b. Call on Government to look again at the SEND and Alternative Provision Improvement Plan (SAPIP), and act swiftly and realistically in consultation with those who work within the sector, as well as parents, to ensure a safe and secure future for our SEND pupils**
- c. Call for a comprehensive review of the current SEND funding model, with consideration for increasing demands**
- d. Collaborate with other education unions, parent groups, and advocacy organisations**
- e. Explore additional avenues for raising awareness, including media campaigns and community outreach.**

## **Amendment 23.1**

Proposer      Denbighshire

Seconder      Denbighshire

In conference notes add:

5. There have been significant changes to the provision for learners with Additional Learning Needs (ALN), over the past few years in Wales.

In conference believes add:

- v. Despite investment from the Welsh Government since 2020, over 90% of schools and colleges in Wales report that funding is insufficient to support pupils with ALN or meet the needs of the new legislation

- vi. A third of schools in Wales state that they have had to purchase additional services as they are not available or accessible from health or social care
- vii. There have been justifiable concerns about the inconsistency of ALN provision in Welsh language schools
- viii. The ALNCo Task and Finish group suggested recommendations to address many of the issues that schools and colleges in Wales are currently facing.

In conference instructs:

In a, after 'Lobby the Government', add 'in England and Wales'  
Add ALN after SEND in points a and c.

Add new b and renumber:

b. Pressure the Welsh Government to action all the recommendations made by the ALNCo Task and Finish group.

### **Amendment 23.2**

Proposer      Bedford  
Seconder      Bedford

In conference notes add:

- 5. That in many areas children and young people are unable to access the provision identified in their EHCP
- 6. That the Government is seeking to make deals with LAs that will reduce the funding available for children and young people with SEND.

In conference instructs add:

f. Organise a review of SEND provision in mainstream and specialist provision and bring a memorandum to Conference 2025 based on these findings with a clear strategy for the union to campaign on.

## **Motion 24      SEND in crisis**

Proposer      Redbridge

Seconder      Croydon

Conference condemns:

1. The Government's lack of understanding of SEND and the need for education health care plans (EHCPs), and its failure to adequately fund them
2. Plans to support councils in bringing down their SEND budget deficits, by achieving a 20% reduction in new EHCPs being issued, through the delivering better value in SEND (DBV) programme, which cost £19.5m in June 2022.

Conference notes:

- i. A record number of complaints in 2023 regarding SEND provision which were upheld by the Local Government Ombudsman
- ii. An increase in the number of SEND students being without a school placement for more than a year and forced to home-school
- iii. Funding is wasted through the use of expensive private sector settings
- iv. A shortage in educational psychologists to support and diagnose students with SEND
- v. Long waits for support from CAMHS through under-funding and lack of staffing
- vi. The Government has pledged to spend more than £2.6bn to build more special schools, but the measures will not be rolled out until at least 2025
- vii. Nine out of ten special schools and alternative providers are forecasting a deficit budget by January 2024, and inclusive education in mainstream provision is also threatened by cuts in school funding.

Conference believes:

- a. The DBV programme for reducing permanent exclusions and for teaching more SEND students via mainstream settings is not fit for purpose
- b. Parents can feel excluded from the educational process despite being the expert in their own child and their needs

**Conference instructs the executive to produce guidance on supporting and working with parents, including working with parents' organisations and consider CPD provision for educators, and call for:**

- I. Significantly increased funding for SEND, including CAMHS, to reduce waiting times for assessments and diagnoses, and provide support for students as part of our national campaign**
- II. Districts to lobby councils to increase funding, provide appropriate provision, and to support members in working with parents**
- III. LAs to record those home educated due to lack of suitable provision**
- IV. The implementation of accessibility for all schools in 10 years**
- V. Proper training and enforcement on the reasonable adjustment duty for all schools.**
- VI. A massive increase in staff training on teaching students with neurodiversity, mental health issues and other fast-growing forms of impairment.**

## **Amendment 24.1**

Proposer      Oxfordshire

Seconder      Oxfordshire

Add to conference condemns:

3. The Government's two main programmes to address the overspend in SEND: the DBV and the Safety Valve programmes.

Add to conference notes:

viii. That DBV is overseen by the DfE - is largely run through a two-year, £19.5m contract with consultancy firm, Newton Europe, which is working in conjunction with the Chartered Institute of Public Finance and Accountancy (CIPFA). Safety Valve, which is a 'very high deficit intervention', provides each LA that signs up with extra DfE funding rolled out over several years, but comes with 'strings attached' (stay within budget, reduce deficit within 4/5 years and abide by DfE spending rules).

Add to conference believes:

c. That mainstream schools are going to be asked to do a lot more for SEND students for a lot less and in the worst possible conditions due to the recruitment crisis, crumbling buildings, budgets that are being ravaged by inflation, and promises of early help support that have not materialised.

Add to conference instructs:

VII. Survey all schools taking part in the DBV and Safety Valve programmes and SENDCos to get 'first hand' experiences of the impact these programmes are having on SEND learners, educators and provisions.

#### **Amendment 24.2**

Proposer Wakefield  
Seconder Birmingham

Add new section under conference notes:

Conference further notes:

- A. Estimates from Speech and Language UK's 2023 report 'Listening to unheard children' suggest that 1.9 million children are falling behind in communication, representing a huge recent rise
- B. Developmental Language Disorder (DLD) affects around 7.6% of all pupils, (on average 2 children per class)
- C. Large numbers of pupils with Social, Communication and Language Needs (SCLN) and DLD are not being identified and are not accessing the speech and language support they need
- D. Poor communication and language skills are shown to link to poor future outcomes in education, mental health, and social inclusion

In conference instructs:

In I, insert 'and Speech and Language Therapy (SALT)' after 'including CAMHS'.

In conference instructs add:

- VII. Call for the funding of more specialist DLD school places so pupils can be placed appropriately
- VII. Campaign for funding to give every state-funded educational setting the support of a speech and language therapist to facilitate language development opportunities across the curriculum
- IX. Promote the provision of guaranteed access to alternative exam pathways for pupils with identified SEN, including DLD
- X. Call for ITT training to be comprehensively SEN/DLD inclusive

#### **Amendment 24.3**

Proposer Executive  
Seconder Executive

Add to conference condemns:

3. Insinuations that the SEND crisis stems from failures of parenting, insufficient teacher expertise or new diagnostic categories increasing student numbers requiring support.

In conference notes:

Add to end of i, 'and that 95% of SEND tribunals are upheld'

Add new point:

viii. The 2023 Union research 'Leading in current times' found 95% of headteachers believe funding for SEND and EHCPs is insufficient.

Add to conference believes:

c. The narrowing of the curriculum and its forms of assessment must urgently be addressed to give a higher profile to the progress and achievements of pupils with SEND and flexibility to recognise and allow for different rates of learning (rather than 'one size fits all').

In conference instructs:

Add in Point II, after 'to increase funding,' "provide meaningful training for councillors and officers".

Add new III and renumber:

III. campaign for restored legal powers for local authorities to enable planning of appropriate provision for children with SEND, to reduce and end the reliance on privatisation.

Add new section to end:

Conference further instructs the executive to:

A. Undertake research on pressure and impact of current SEND crisis on SENDCOs wellbeing.

B. Encourage DfE/employers to protect SENDCO time, working conditions and leadership recognition.

#### **Amendment 24.4**

Proposer Hackney

Seconder Hackney

Add to conference condemns and renumber:

1. The Government's policies that have undermined inclusion in mainstream schools and achievement for all SEND students which include:

A. Narrowing the breadth of the curriculum to knowledge-based learning and loss of creative based subjects

B. High stakes testing and league tables leading to increased pressures to suspend and exclude through unresponsive zero tolerance behaviour policies

C. Loss of alternative forms of accreditation

D. Consistent failure to enforce the Public Sector Disability Equality Duty and the Reasonable Adjustment Duty in Schools (Equality Act 2010)

E. Not providing resources, support or sufficient priority to ensuring all teachers are being trained in inclusive education

F. Failing to adjust school budgets especially the Higher Needs Budget to keep up with inflation, leading to real term significant loss of funding for SEND.

Add to conference notes:

viii United Nations Committee on the Rights of Persons with Disabilities has consistently criticised the UK Government for not having an Inclusive Education Strategy in England.

Add to conference believes:

VII. Government must develop an inclusion strategy to incorporate the above points.

## **Motion 25      Prioritise mental health and wellbeing**

Proposer      Warwickshire

Seconder      Warwickshire

Conference notes that:

1. The total related cost of mental ill health is £105bn a year
2. 20% of pupils wait more than six months to receive care
3. 52% of teachers felt their mental health and wellbeing has suffered; emphasising the need to protect staff and students
4. 7% of children have attempted suicide by the age of 17, one in four self-harms
5. Seven school staff a day are judged to be at risk of suicide

Conference believes:

- i. Mental health is influenced by the relationship between the individual, the nature of their work and their work environment. Work environments that place high demands on individuals without enough control and support pose risks for mental health
- ii. The mental health of teachers and support staff has been impacted by increased workload and a punitive, unforgiving, inspection regime, based on a result driven, top-down culture, conflicting with the student-centred approach of staff
- iii. Support staff are essential. Cuts have left learners at risk with increased stress for teachers who must accept additional roles due to the evisceration of support and social services including CAMHS
- iv. Reduced funding has made it difficult to ensure workload is acceptable, and that appropriate support is provided
- v. Valuing teachers and support staff is essential, so pay awards must be honoured
- vi. 45% of survey respondents said preparation for Ofsted inspections caused significant stress. The current minimum of 10% PPA time is insufficient.

**Conference instructs the executive to:**

- a. Lobby the Government to fully fund mental health support for teachers, support staff and students with a focus on the prevention of problems rather than the promotion of positive mental health. Include individual-level approaches to help teachers and support staff cope with stressors in their work environment as opposed to strategies at an organisational level**
- b. Work with other unions to challenge punitive management cultures in schools and colleges and the pernicious nature of Ofsted inspections**
- c. Support campaigns to maintain SEND support**
- d. Support action to ensure future pay awards for teachers and support staff.**

### **Amendment 25.1**

Proposer      County Durham

Seconder      County Durham

Add to conference notes:

6. With the reduction in outside services available due to lack of funding, there are more expectations on education staff not only to educate children but also to be social workers, mental health professionals, carers, and to take on many more duties. Education staff receive limited or no training in any of these extra tasks
7. The mental health of our students has been severely impacted by various unprecedented circumstances such as Covid, and the need for services is ever increasing.

Add to conference believes, and renumber:

- i. The need for these external services has never been so essential to the well-being of our young people
- ii. Education staff are not adequately trained in these extra tasks.

In conference instructs, replace b and c with:

- b. Work alongside sister unions, families and stakeholders to challenge the poor funding of essential services needed for the wellbeing of students
- c. Encourage schools to employ, as part of essential staff, early help co-ordinators, school counsellors etc, and to maintain SEND support

### **Amendment 25.2**

Proposer      Hackney  
Seconder      Sheffield

Add to conference notes:

- 6. The failure of government to properly fund post-Covid recovery, and to ignore the long - term effects of social isolation, delayed early years development and child mental health issues
- 7. Childhood is being blighted by austerity, poverty and declining health, as well as the loss of youth and leisure services
- 8. Zero-tolerance behaviour regimes and a continuing obsession with a narrow range of educational outcomes are detrimental to our students and contributing to dropping attendance.

After Conference believes add new paragraph:

Conference welcomes the call by the Association of Directors of Children's Services (ADCS) for a national plan for childhood.

Add to conference instructs:

- e. Call upon a future Labour government to work for properly funded, coherent services for young people of all ages, through increasing the resources available to schools, colleges and local councils
- f. Work with ADCS and others to involve young people in discussion of their needs.

### **Amendment 25.3**

Proposer      Rochdale  
Seconder      Rochdale

Add to conference instructs and renumber:

- c. Develop training and resources for reps and local officers which focus on collectivisation around mental health issues in the workplace

# Equalities and social justice

## **Motion 26      Protect trans and non-binary students**

Proposer      Birmingham

Seconded      County Durham

### Conference notes:

1. November 2023 marked the 20<sup>th</sup> anniversary of the repeal of Section 28
2. The Government have repeatedly delayed their proposed guidance for schools in England on supporting trans students. The Government's own lawyers believe the proposed guidelines are illegal
3. Keeping Children Safe in Education (KCSiE) states “The fact that a child or a young person may be LGBT+ is not in itself an inherent risk factor for harm,” and “all practitioners should make sure their approach is child centred. This means that they should consider, at all times, what is in the best interests of the child.” (DfE, 2023)
4. The escalating hostility towards the LGBT+ community both socially, economically and politically.

### Conference believes:

- i. Political leaders are increasingly targeting trans and non-binary communities to fuel a right-wing ‘culture wars’ rhetoric, and continue to use the vocabulary of division and fear, scapegoating the LGBT+ community
- ii. The tragic killing of Brianna Ghey in February 2023 highlights a very real risk to our trans and non-binary students
- iii. LGBT+ young people belong in our schools. They should have safe spaces to be themselves, have their identities recognised, and be afforded the autonomy to come out at their own pace
- iv. Those education establishments with robust policies on inclusivity achieve positive outcomes for LGBT+ students and staff
- v. LGBT+ staff and students should not be subjected to intrusive and intimidating questioning under the guise of ‘genuine concerns’
- vi. It is the duty of the union to ensure that all members are informed of the facts concerning the LGBT+ community with particular reference to trans and non-binary students and staff
- vii. That schools, colleges, and external providers should not change or remove LGBT+ inclusive policies or curriculum content as a ‘knee-jerk’ response to political rhetoric, in a step back towards Section 28
- viii. That the union continues to grow and build its support for LGBT+ staff and students.

### Conference instructs the executive to:

- a. **Strongly reaffirm the union’s position in support of trans and non-binary identities, and their place in our schools as part of a fully LGBT+ inclusive curriculum, including RSHE**
- b. **Campaign to oppose both a ban on any aspect of social transitioning in schools, and the compulsory ‘outing’ of students to parents/carers**
- c. **Strongly and frequently utilise the full range of the union’s media and social media presence to reaffirm the above, and the union’s position in support of:**
  - I. **Trans and non-binary identities and self-identification.**
  - II. **LGBT+ inclusive RSE, and LGBT+ inclusion in the wider curriculum.**
- d. **In consultation with LGBT+ members:**
  - A. **Urgently review, update and circulate union guidance for supporting trans and non-binary students, and guidance for members involved in teaching RSE. Include both, alongside other union LGBT+ guidance, as part of an “NEU LGBT+ Inclusion Toolkit”**

- B. Support districts to deliver training locally to implement this toolkit and update members as changes occur**
- C. Develop the equivalent of at least one full day's training around supporting LGBT+ students. Deliver regularly as part of the union's CPD programme, including training to support trans and non-binary students**
- D. Produce resources and use CPD opportunities to build confidence and strengthen unity in the battle against homophobia and transphobia**
- E. Produce guidance for union reps on whole school issues regarding LGBT+ staff and students with reference to the experience of trans and non-binary staff and students.**

#### **Amendment 26.1**

Proposer       Doncaster  
 Secunder        Doncaster

Add to conference notes and renumber:

2. In December 2023 the Government released draft guidance on “Gender Questioning Children” for public consultation in which it states “there is no general duty to allow a child to ‘social transition’... If a school or college decides to accommodate a request, a cautious approach should be taken”

Add to conference believes:

ix. The Government's draft guidance refuses to acknowledge the existence of trans children, instead relying on divisive political rhetoric unsuited to an education setting.

In conference instructs:

In b after “Campaign...” insert “...and lobby the Government...”

Replace c and renumber:

c. Work with other trade unions, organisations and the Supportive Schools Campaign to campaign and lobby the Government to withdraw the current draft guidance in favour of clear, practical advice for educators

d. Immediately sign the Supportive Schools Campaign Statement and encourage districts and branches to do the same

In A replace “RSE” with “RSHE”

Replace D with:

D. Update the union's LGBT+ Inclusion Guidance, including that for reps and officers, to include specific, practical advice and examples related to trans and non-binary inclusion

## **Motion 27      Anti-sexism and the rise of online misogyny**

Proposer      Oxfordshire

Seconder      Wakefield

Conference believes:

1. That despite work being done to promote gender equality and to prevent sexism and sexual harassment, these issues remain a serious problem in society, schools and colleges, and within workplaces and trade unions
2. The continued rise in online sexism, misogyny, and bullying through social media and online ‘influencers’ presents a real challenge to those committed to promoting gender equality
3. The positive contribution the union has achieved to promote anti-sexism through the resources available including the ‘It’s Not OK’ toolkit
4. The grassroots #MeTU campaign are working to challenge sexual harassment in the trade union movement and ensure women and non-binary workers have a safe space to speak out.

Conference further believes:

- i. As a union with a majority female membership, we must make anti-sexism and the prevention of sexual harassment a priority
- ii. Educators are ideally placed to support young people to understand gender inequality and provide them with skills to challenge sexism and misogyny
- iii. It is the responsibility of everyone within the trade union movement to call out sexism, misogyny and bullying and not be afraid to challenge sexist views in education establishments, workplaces and the trade union movement
- iv. The union’s ‘It’s Not OK’ toolkit and resources are not being used as widely as they should be within schools and colleges.

**Conference instructs the executive to:**

- a. Continue the positive work of the ‘It’s Not OK’ campaign and ensure resources are promoted widely across the union**
- b. Explore ways to make the toolkit more accessible for members, and easier to navigate, including the possibility of an app format**
- c. Call upon districts to share the ‘It’s not OK’ toolkit with their members, work with school leaders and organise training to give members the confidence to implement the toolkit within their school or college**
- d. Promote the #MeTU campaign by encouraging districts to join the campaign and actively challenge and confront sexual harassment, bullying and sexism in the trade union movement and its structures.**

### **Amendment 27.1**

Proposer      Northumberland

Seconder      Ealing

In conference believes:

Replace 2, add new 3 and renumber:

2. The continued rise in online sexism, misogyny, and bullying through social media and online ‘influencers’ such as Andrew Tate presents a real challenge to those committed to promoting gender equality
3. Recent surveys suggest that such high-profile figures are continuing to contribute to an increasing problem not only in schools but in wider society, particularly among young men who see feminism, rather than our shared oppression, as a problem

Add to conference further believes:

v. More work needs to be done to fully embed the use of the toolkit across the union.

Add to conference instructs:

e. Hold a national conference, open to all members, to support districts and members in challenging sexism and misogyny and encourage districts to hold local events to follow this up.

**Motion 28      The climate crisis is a class issue**

Proposer      Waltham Forest

Seconder      City of Derby

Conference recognises that:

1. Climate change is happening now, with workers across the world already losing lives, livelihoods, food, access to water and homes, as well as facing unbearable working conditions and forced migration
2. The International Energy Agency states that keeping below an increase of 1.5°C will only be possible if wealthy countries like the UK step up their ambition and action, with no room for new fossil fuel development
3. Transition to a decarbonised economy and society must be led by state investment and the costs must fall on those most able to pay, through a fair and progressive tax system.

Conference condemns:

- i. The Government's retreat from climate plans already ruled inadequate in court to meet Net Zero targets, and its commitment to further extraction of oil, which puts our future and that of our students at risk
- ii. The Government's pro-motorist policy, which will increase air pollution, and threaten initiatives such as school streets.

**Conference instructs the executive to call upon districts to establish local versions of this structure and to work with sustainability leads to build Teach the Future Curriculum for a Changing Climate into long term planning**

**Conference further instructs the executive to campaign for:**

- a. **No new fossil fuel exploration**
- b. **A national climate service to oversee national planning and just transition bodies in every sector, including retraining workers in contracting sectors, guaranteeing union rights in expanding sectors, promoting direct labour organisations, public and community ownership, and coordinating across government a huge public education campaign to fulfil Article 12 of the Paris Agreement**
- c. **A specific just transition body within the education sector both to facilitate that campaign and oversee plans to retrofit every school, college and university to zero carbon standard by 2030, with an aim of becoming net energy generators.**

**Amendment 28.1**

Proposer      Warwickshire

Seconder      City of Derby

Add to conference recognises:

3. An annual investment of £28bn (1% of GDP) is needed to make up for decades of underinvestment in infrastructure and to put the UK on track to meet its carbon reduction targets. This needs planning across government and to be driven by unions and communities and will pay for itself many times over.

Add to conference condemns:

iii. The Labour leadership's retreat from a commitment to the necessary level of investment, which leaves its economic programme without an engine, will lead to climate targets being missed, fuel bills remaining high and potential jobs being lost.

Under conference further instructs:

Add new points a and b and renumber:

- a. The level of state led investment needed to address the crisis and make adequate compensation for the UK's huge historic contribution to greenhouse gases
- b. An NEU year of climate activism, along with other unions, by no later than 2026 with all appropriate organising and operational support starting now to highlight and amplify our response to the climate emergency and the role of environment officers within districts.

**Motion 29      Defend migrants, defend multiculturalism**

Proposer      Vale of Glamorgan  
Seconder      Bradford

Conference notes:

1. The UN Refugee Convention of 1951, as amended by the 1967 Protocol, and the European Court of Human Rights was set up in the wake of the Holocaust, and whatever its failings, has formed the bedrock of international law pertaining to the humane treatment of refugees and asylum seekers
2. The impact of war, climate chaos and deepening poverty worsened by neo-liberal economic policy and the failure to make reparations to those countries damaged by colonialism are driving migration across the world
3. Migrants continue to die in the English Channel and elsewhere and are denied safe legal means to enter this country.

Conference condemns:

- i. The barbarous treatment and scapegoating of refugees and asylum seekers by this Government, including the threat of deportation, warehousing in inadequate and dangerous accommodation, the use of inflammatory, racist language and its failure to expedite the processing of asylum seekers
- ii. Statements by a Home Secretary and others calling for withdrawal from The UN Refugee Convention and the European Convention on Human Rights and suggestions that women and LGBT+ people suffering persecution and discrimination should not qualify for international refugee protection

Conference further condemns a Home Secretary's attack on "multiculturalism" and affirms that our society and our union have been immeasurably enriched by migrants economically and culturally, and notes that such attacks and scapegoating put communities and individuals at risk.

**Conference instructs the executive to:**

- a. Call upon a future Labour Government to affirm its support for the UN Refugee Convention of 1951 and the European Convention on Human Rights, and to ensure safe, legal means of entering this country are introduced**
- b. Encourage districts to support campaigns, petitions and other activities that reaffirm opposition to the scapegoating of migrants**
- c. Support the production of materials nationally and at district level that continue to develop an anti-racist curriculum and that include discussion of reparations**
- d. Call upon districts and branches to support local refugee groups and to work with local communities to counter protests around hotels and hostels organised by the far right.**

**Amendment 29.1**

Proposer      Lambeth  
Seconder      Birmingham

Add to the end of the conference further condemns section:

The statements made by Suella Braverman and Lee Anderson as completely unacceptable. When establishment politicians use rhetoric suggesting that 'Islamists' are in control of our country and its major city, they are echoing the language of the far right and it will only serve to embolden them.

Conference believes these comments are made with the express intention of deflecting attention away from the failings of the government and towards unfounded claims about the supposed violence of the anti-war movement in the UK.

Add to conference instructs:

e. Campaign with Stand Up to Racism to ensure the anti-racist message is amplified in the upcoming general election.

### **Amendment 29.2**

Proposer Leeds

Seconder Leeds

In conference notes:

In 1: add 'including children' to the end of the point

In 3: change 'Migrants' to 'Refugees including children'

Add 4:

4. Provision for transition, integration and support for refugee children in schools is disparate, as a result of squeezed school funding and the lack of priority governments have given to the complex and urgent needs of these children.

In Conference condemns:

In i, add 'including children' after 'scapegoating of refugees and asylum seekers'

In conference further condemns:

Change the end of the sentence to '...scapegoating put communities and individuals, including children in schools at risk.'

In conference instructs:

Add to end of c: 'and ensure all districts are signposting schools and educational settings to the NEU's Welcoming Refugee Children to Your School resource'

Add new e

e. Call upon the current and all future Secretaries of State for Education to better fund resources for the integration of refugee children into state sector schools.

### **Amendment 29.3**

Proposer Redbridge

Seconder Hackney

Add to Conference notes:

4. The rise of in antisemitic attacks in 2023, to a total 4,103, two thirds of which occurred after 7th October, as reported by the Community Security Trust

5. A sevenfold increase in Islamophobic attacks since 7 October, as reported by Tell Mama.

Add new section after conference further condemns:

Conference believes:

I. It is our responsibility as educators to challenge all forms of racism and scapegoating,

including antisemitism and islamophobia, and to challenge stereotypes perpetrated by far-right bodies, the media and at times the Government

II. It is important to provide proper information and to facilitate open, respectful debate in schools and colleges, including that surrounding difficult and challenging issues such as the conflict in Gaza

III. A failure to create safe spaces for discussion and support in schools and colleges is likely to lead to students seeking information from untrustworthy and potentially dangerous sources.

Add new d to conference instructs and renumber:

d. Continue to support the production and dissemination of resources challenging antisemitism and islamophobia

# Union strength

## **Motion 30      Workplace representatives**

Proposer      Hackney  
Seconded      Nottingham

Conference notes:

1. The success of the pay campaign in terms of record workplace rep recruitment
2. Increasing rep density increases our ability to win victories in schools and national campaigns
3. Turnout in schools with reps was over 50% higher in the rebalot
4. During the last academic year, we trained more than double the number of reps compared to the last pre-covid year; up from 445 to 1045
5. Whilst some reps receive facility time within schools for their union work, there are many who don't receive this basic legal entitlement.

Conference believes:

- i. Reps are the backbone of the union and are crucial to delivering support and gaining collective victories for members
- ii. Reps visibly winning on issues in schools helps to build strong union groups and active members.
- iii. Workplace reps need as much support from the union nationally, regionally and locally as possible
- iv. Many reps take on casework at a school level and we should encourage this, with appropriate support and training
- v. Increasing the amount of casework taken on at school level will ease the workload of branch officers and allow them to focus more on organising within the union.

**Conference instructs the executive to:**

- a. Work with branches and districts to prioritise rep development including casework support to produce case studies, guidance and advice for publication**
- b. Produce and publish specific rep guidance on collectivising issues, running disputes and balloting in schools**
- c. Conduct research to determine what percentage of our reps get school-based facility time**
- d. Produce guidance and provide support for reps and branches to negotiate facility time for reps**
- e. Publicise and highlight the role that MAT lead reps do in the union and encourage districts and regions to target recruitment and training of lead reps in trusts**
- f. Provide branches with tools and guidance to ensure that institutions not contributing to local facilities agreements are pressured to adopt institution-wide facility agreements or local buy-in**
- g. Ensure branches and regions include maximising rep facility time in all annual development plans.**

## **Amendment 30.1**

Proposer      Coventry  
Seconded      Waltham Forest

Add to conference notes:

6. During the pay ballot the use of the reps' dashboard enabled reps to play an active part in a successful outcome
7. A significant increase in workplace disputes in 2023/4
8. Districts actively seeking and linking up disputes have seen increased activism and victories for members
9. The increased adoption of district reps training days.

In conference believes add:

- vi. The use of technology such as Activate and Dashboard on a more regular basis, rather than just during a ballot period, will lead to greater workplace strength and activity
- vii. Greater promotion of workplace wins via social media and other communication tools will strengthen the role of reps in the workplace
- viii. Our ability to deliver meaningful gains for members depends on us building workplace power and strong union groups
- ix. Strikes and victories in workplaces gives confidence to other groups to fight for better conditions
- x. Developing workplace militancy builds our ability to win in schools and deliver national ballots.

Add to conference instructs:

- h. Review the means of communication and technology available to ensure it is fit for purpose for district officers and reps. Provide full training for reps and district officers as part of this review
- i. Make clear to districts and branches that their development plans must have, as a key focus, the active promotion of workplace ballots and strike action to build confidence in the workplace
- j. Ensure that actively seeking collective disputes, ballots and victories is a key part of rep and officer training and specific materials and guidance be produced and published
- k. Develop strategies for regions and branches to use data and stories from workplace disputes to seek out further disputes where issues exist
- l. Task all districts to plan and hold reps training days annually from 2024/25, with regional office support in setting up where necessary
- m. Work with districts to collate resources, advice and sample materials for districts to hold such events, to ensure release of representatives and share best practices.

### **Amendment 30.2**

Proposer      Oldham  
Seconder      Oldham

Add to conference believes and renumber:

- iv. Reps work most effectively by working closely with the local district officers and drawing on their connections, experience and local knowledge

add to conference instructs and renumber:

- b. Work closely with local branch and district officers and focus on their local knowledge and experience to develop new reps

### **Amendment 30.3**

Proposer      Cambridgeshire

Secondar      Cambridgeshire

In conference instructs:

Add to the end of b, "... and also training on Agency Worker/supply educator contract and workplace rights"

**Motion 31      The case for professional unity must be taken forward**

Proposer      Portsmouth

Seconder      Hammersmith and Fulham

Conference congratulates the general secretary and the executive for their work with our sister unions related to the school buildings' crisis and the continuing campaign to restore teachers' pay and improve working conditions.

Conference believes that for a stronger trade union future there needs to be an end to divisive competitive recruitment. Sectoral unionism also needs to be promoted by the union in the TUC.

**Conference instructs the executive to:**

- 1. Take a motion, or amendment to another motion, to the TUC Congress in September 2024 that promotes a move to sectoral unions and increases the industrial strength within each sector, by calling for a working party to report on progress by the following TUC Congress**
- 2. Organise a conference before the next annual conference with other unions to seek ways for greater co-operation and to discuss the future of education trade unionism**
- 3. Seek to initiate meetings, on or off the record, with individual education unions to seek closer working and acting together leading to the possibility of amalgamation.**

**Amendment 31.1**

Proposer      Hounslow

Seconder      Hounslow

In conference instructs:

In 1, replace 'unions' with 'unionism'

Add:

4: Replace the current professional unity committee of the executive with an industrial unionism committee

5. Ensure this committee comprises 18 members: 9 teacher members (1 from each region), 4 leadership, 4 support and 1 executive member to chair

6. The committee meetings should consider alternative models and strategies for developing industrial unionism, such as amalgamations, dual membership and combined committees

7. The committee will submit reports to the executive for discussion and inclusion in the Executive Report to Conference.

# Member defence

**Motion 32      Minimum service levels**  
Proposer      Staffordshire  
Seconder      Lewes, Eastbourne and Wealden

Conference notes that:

1. The Strikes (Minimum Service Levels) Act 2023 became law in July, following a lengthy fight in the House of Lords, and having been subject to significant national and international criticism
2. This follows a long history of attacks on the labour movement through anti-democratic anti-trade union laws from governments of all stripes, with the International Labour Organisation condemning the UK anti-union laws on a regular basis since 1989
3. The Secretary of State for Education is seeking to enforce Minimum Service Levels in schools and colleges during strike action.

Conference further notes that:

- i. The Act allows Government ministers unilateral power to fix the minimum service levels in each of the six sectors covered and puts the burden of organising the minimum service on unions themselves
- ii. In a future strike, if work notices were served by an employer, our union would have to instruct some members to go to work during a strike
- iii. Members under a work notice who refuse to cross picket lines would have their protection from unfair dismissal removed.

Conference believes that the right to strike is a fundamental human right and one of the core principles of a functioning democratic society.

**Conference instructs the executive to:**

- a. **Organise events and produce briefing notes for reps to explore options for noncompliance and resistance to the Act, following the special TUC Congress on the issue**
- b. **Seek guarantees from employers not to issue work notices during future industrial action**
- c. **Inform employers of our commitment to balloting members for action in any workplace where members were threatened with dismissal or victimisation for failure to attend work under the Minimum Service Levels legislation**
- d. **Support demonstrations and the TUC's planned national march opposing the legislation and calling for repeal of the anti-union laws**
- e. **Campaign with our sister unions for the repeal of all current anti-trade union legislation, including lobbying the Labour party to commit to repeal all anti-trade union laws within 12 months of gaining office after a general election.**

**Amendment 32.1**

Proposer      Croydon  
Seconder      Islington

In conference further notes add:

- iv. The DfE consultation on MSL, which closed on 30 January, contained two draconian 'options' regarding implementation in schools, one of which would require primary schools to open fully during industrial action; effectively banning strikes for primary school staff.

Add new section after conference believes:

Conference congratulates:

A. The TUC, for acting swiftly in calling the first special congress for over 40 years in December, and a successful national march in Cheltenham in January

B. ASLEF, for a robust and successful response to an employer's attempt to issue work notices, leading to that employer backing down

Conference welcomes the public response of many school leaders to these autocratic measures, including the United Learning Trust's view that 'it is inconceivable rational employers will issue work notices...the concept of a 'Minimum Service Level' is not one that can coherently be applied to schools.'

In conference instructs:

Delete everything after 'Act' in a

Add 'more' before 'employers' in b

Add to end of b "...and maintain a public register of local authorities and MATs that have made that commitment."

Add new c and renumber:

c. Consider a serious escalation of action in any dispute where an employer plans to issue work notices

Replace current d with:

d. Support demonstrations calling for the repeal of anti-union laws and campaign for a further TUC national march in London

### **Amendment 32.2**

Proposer Coventry

Secunder Coventry

In conference further notes:

In point ii, replace 'have' with 'be expected'

Add to conference instructs:

f. Support any member who is disciplined or dismissed for refusing to comply with a work order

g. Investigate ways in which members, school groups, branches and the union as a whole could refuse to comply with work orders, and what the consequences might be.

### **Amendment 32.3**

Proposer Worcestershire

Secunder Bristol

Add to conference further notes:

iv. The policy agreed by the December 2023 TUC Special Congress called on supporting affiliates to "develop practical solidarity plans for unions actively engaged in strategies of non-compliance" and to deploy "novel and effective forms of industrial action to maximise resistance to work notices".

v. The success achieved by ASLEF in January 2024 when they responded to the threatened use of the Act by announcing additional strike days.

In conference instructs:

Add to end of point b ‘..and call on the Labour Party leader to make clear in advance that an incoming Labour government would reimburse fines and reverse any other measures taken against any union or union members under the terms of the Act’

In e, insert after “the Labour party to...” ‘...repeal the Strikes (Minimum Service Levels) Act 2023 and the Trade Union Act 2016 within one month and...’

**Amendment 32.4**

Proposer        Leeds

Seconder        Isle of Wight

Add new c to conference instructs and renumber:

c. Demand that all MATs follow the lead of United Learning Trust and publicly state their commitment to refuse to issue work notices under the Strikes (Minimum Service Levels) Act

### **Motion 33      Maternity rights**

Proposer      Sutton

Seconder      Hillingdon

#### Conference notes:

1. The difficulty of accessing flexible working time for mothers returning to work after maternity leave is causing serious concerns among members
2. Flexible working requests are a legal right applying to all employees (with at least 26 weeks service) regardless of whether they have children
3. Flexible working requests are most common among parents returning from maternity or adoption leave
4. Flexible working time is given on the discretion of the headteacher
5. Within education, such requests are often refused on the grounds of lack of teaching and support staff
6. The charity Maternity Teacher Paternity Teacher (MTPT)'s 8th report highlighted that women aged 30-39 are the largest demographic leaving the teaching profession; often because the job seems incompatible with their role as a parent due to:
  - i. Excessive workload
  - ii. Lack of flexible working, 'life friendly' culture and policies
  - iii. Poor parental leave packages (NASUWT found '90% of flexible working requests were made by women teachers', most aged 30-40 with '25% of requests for childcare support.')
7. The profession faces a recruitment and retention crisis; NFER shows teacher vacancies rose 93% in a year
8. Members who are pregnant or on maternity leave are protected by Equality Act 2010, section 18. However, 'Pregnant then Screwed' found 54,000 new mothers felt they had to leave their job, most commonly because they felt unsupported by their employer.

#### Conference believes

- i. The legal position of flexible working is currently untenable
- ii. Women fear to request flexible working, even delaying pregnancy, in case it is refused
- iii. This significantly reduces the number of experienced teachers
- iv. For many women, the only alternative to a refusal is to return prematurely or quit which could lead to hardship
- v. Pregnancy and maternity-related discrimination is widespread in our schools, and current support often means members aren't aware of their rights and cannot seek advice when they need it
- vi. Regional representatives may not have the expertise to fully advise members on best options for their families; many teachers can utilise Shared Parental Leave, which isn't currently promoted on the England and Wales sections of the union's website
- vii. The lack of 'life-friendly' policies and flexible-working options directly influences the attrition of women aged 30-39 from the profession, contributes to gender disparity in senior leaders and enforces the 'motherhood penalty' in education.

#### **Conference instructs the executive to:**

- a. Examine the legislation, publish guidance and campaign for flexible working in the education sector**
- b. Continue to work with The MTPT Project to support members on parental leave via funded access to workshops and coaching**
- c. Continue to expand training for district officers and reps on maternity and pregnancy related matters**
- d. Work with NEU Parents to formalise national provision of regular forums covering pregnancy and maternity issues.**

- e. **Ensure effective promotion of maternity rights packs, including automatic distribution of materials as soon as members inform the union of parental leave**
- f. **Work with NEU Parents to implement their 'Life-friendly schools' accreditation celebrating schools demonstrating best practice re: flexible working, maternity and pregnancy provisions**
- g. **Provide a dedicated maternity and pregnancy advice line for members.**

**Amendment 33.1**

Proposer      Coventry  
 Secunder      Coventry

Add to conference notes:

9. That there is also a significant disparity and unfairness in maternity pay and rights for workers from many employers. In most cases, support staff maternity rights are weaker than those in the Burgundy Book for teachers.

Add to conference believes:

viii. That a two-tier maternity pay system is unfair and untenable, and that all women should be afforded the same maternity rights.

Add to conference instructs:

h. To produce guidance and materials to support branch officers and reps to win equal maternity rights for support staff to at least Burgundy Book levels.

i. To support members in workplaces, trusts or branches to ballot for strike action to win better maternity rights.

**Amendment 33.2**

Proposer      Executive  
 Secunder      Executive

In conference notes:

In 1, delete 'time'

In 2, replace '(with at least 26 weeks service)' with 'from day 1 of employment (from 6 April 2024)'

In 4, replace 'time is given on' with 'is often granted at'

Add new 9.

9. That many Black women will not be receiving appropriate individualised or culturally sensitive maternity care outside of work.

In conference instructs:

In c replace 'continue to expand' with 'resource the development and rollout of' and replace 'matters' with 'rights at work'

Add new d and e and renumber:

d. Explore, report and advise on the experience of Black pregnant women and new mothers in the education sector

e. Investigate, resource and support the establishment of local member networks of pregnant women and new mothers

In original d, replace 'formalise national provision of regular' with 'resource and develop regular regional/Wales'

In original e, replace 'maternity rights' with 'Maternity Matters' and insert after of 'their intention to take maternity, adoption or shared'

Replace g with:

g. Develop digital resources to help members, reps and officers calculate entitlements and the most beneficial arrangements for maternity, adoption, paternity, parental and shared parental, leave and pay.

**Amendment 33.3**

Proposer        Portsmouth

Seconder       Portsmouth

Add to conference notes:

9. The Education Select Committee reported in 2023 that parents' trust in the early childcare system is low and that those who need or want to return to work struggle to access affordable, accessible and high-quality childcare.

Add to conference believes:

viii. Despite government plans to introduce further funded places at nurseries from Easter 2024, availability is still insufficient and is likely to fail many working parents, as early years settings are already under immense pressure in terms of the reality of funded places often not covering the running costs of many nursery places

ix. The childcare crisis prohibits many educators from continuing to work and the exit of working parents, who are disproportionately female, from schools contributes to the teacher shortage.

Add to conference instructs:

h. Establish a working party of early years educators and parents to explore ways to address the childcare crisis and to work closely with the 'Pregnant then Screwed' campaign to propose solutions

i. Create a list of recommendations for the Government on how the childcare crisis can be solved.

## **Motion 34      Menopause**

Proposer      Hounslow  
Seconder      Hounslow

Conference notes:

1. Education is a profession dominated by people that experience the menopause
2. The majority of people affected by the menopause will be women, but those who are trans or non-binary may also experience the menopause or menopause-type symptoms
3. A 2016 TUC survey found that nearly 9 out of 10 workers with direct experience felt that the menopause affected their working life. It is clearly a workplace issue
4. According to the TUC website women have reported that employers were often not tackling problems in ways that helped workers. Managers rarely received training in matters relating to the menopause, leaving many unaware of the issues involved. More worryingly, there were some matters which were being ignored or dismissed completely. These left women being disciplined on competency grounds for an issue that merely required simple adjustments to working conditions
5. A previous survey of teachers revealed that women teachers over the age of 50 are most likely to face capability procedures
6. Older staff are at greater risk of capability procedures despite their experience in the classroom
7. The Equality Act 2010 protects people from discrimination on the basis of sex, disability and age.

Conference believes

- i. We need to break the silence on menopause and educate the public, as often women are not aware that they are experiencing menopause. GPs are also often not knowledgeable enough
- ii. We need to make employers and employees aware that menopause is a whole workplace issue
- iii. Workplaces should identify adjustments that can be made for all workers as well as individual reasonable adjustments
- iv. Policies should be designed to meet the above aims for all affected colleagues.

**Conference instructs the executive to:**

- a. Expand training for reps around perimenopause and menopause symptoms and workers' rights around this issue in the workplace**
- b. Lobby for menopause training to be made mandatory for the leadership workforce**
- c. Push for menopause policy to be made mandatory in every school and college**
- d. Introduce policies designed to meet the above aims for all affected colleagues, including those who are trans and non-binary.**

### **Amendment 34.1**

Proposer      Executive  
Seconder      Oldham

In conference notes:

Add to the end of 1, (naturally or medically induced, as well as associated conditions such as endometriosis)

Add new 3 and renumber:

3. Women report feeling ignored by the healthcare system, often feeling issues associated with women's health are not taken seriously, meaning they are left without medical support

In Conference believes:

Replace i with:

i. We need to break the silence on menopause and related health issues such as endometriosis to educate the public, as often women are not aware they are experiencing these conditions and are not suitably treated by health professionals due to a lack of training and awareness

Add new v:

v. Staff should feel confident their needs will be taken seriously in the workplace, rather than feeling at risk of repercussions due to an ongoing health issue.

In conference instructs:

Replace a with:

a. Expand training for reps around perimenopause, menopause and other conditions impacted by menopause, such as endometriosis and workers' rights around this issue in the workplace to ensure that reps are confident in challenging these issues both individually and collectively

Add new b and renumber:

b. Add menopause training to all relevant union training for leadership members

In d, after 'including those', insert, 'those who suffer from early menopause as well as those...'

#### **Amendment 34.2**

Proposer      Oxfordshire

Secunder      Oxfordshire

Add to conference notes and renumber:

3. Endometriosis is a common condition affecting women of reproductive age and can be treated medically and surgically, with some treatment resulting in inducing early menopause

4. Premature or early menopause occur before the age of natural menopause

In conference believes:

In i, add after 'experiencing menopause', 'and too many people are unaware of premature, early and medically induced menopause'

In ii, add after 'aware that', 'any form of'

In iii, add after 'reasonable adjustments', 'and use disability leave instead of sickness absence for appointments and sickness absence relating to medically induced menopause and endometriosis, in line with the Equality Act 2010'

# General purposes

## **Motion 35      New Professionals and Young Workers**

Proposer      Nottingham  
Seconded      Luton

Conference notes:

1. The union's New Professionals and Young Workers (NPYW) National Council is there to represent members in their first 3 years as education workers, or who are aged 35 and under
2. The NEU is one of the most youthful unions in the TUC (41% are 35 and under)
3. The NPYW National Council is not currently recognised in the rule book.

Conference believes:

- i. With recruitment and retention an ongoing issue that we face as a profession, the absence of NPYW participation in union activity is alarming
- ii. Members under the age of 36 remain significantly underrepresented
- iii. We need to find and mentor talent to grow the future of the union and do our utmost to enable active participation
- iv. Better national representation will create and reinforce improved regional and district representation
- v. The members covered by NPYW national council should have parity with those covered by other national councils and be able, via a formally constituted section, to send six delegates and a motion to annual conference.

**Conference instructs the executive to:**

- a. **Change the title of Section 11 in the union rules from 'Independent Schools, Post 16 Establishments and Support Staff Sections' to Independent Schools, Post 16 Establishments, Support Staff, and New Professionals and Young Workers Sections'**
- b. **Change rule 11.1 "In addition to being members of Local Districts, members employed in the Independent schools and Post 16 establishments, and those employed as support staff, will be organised in sector specific sections" to "In addition to being members of Local Districts, members employed in the Independent schools and Post 16 establishments, members who are in the first 3 years of their career and/or 35 years of age and under (New Professionals and Young Workers) and those employed as support staff, will be organised in sector specific sections" in order to make point 11.3 also apply to the NPYW Section ("Each section will elect 6 delegates to annual conference. Each section conference will be able to submit a motion to annual conference, on particular policy areas relevant to that section, in addition to those submitted via local districts, and equality conferences and the Executive.").**

## **Amendment 35.1**

Proposer      Coventry  
Seconded      Coventry

In Conference believes:

In i, delete "the absence of NPYW participation in union activity is alarming" and add "it is vital that we engage greater numbers of NPYW in union activity"

Add new point ii, and renumber:

- ii. The NPYW national council and regional groups have done great work in building activism in key union campaigns.

In original point ii, add “in branch, district and national structures” at the end.

Delete iv and v. Replace with:

iv. Increasing branch and district representation will bring greater representation at national level.

In conference instructs:

Delete point b. Replace with:

b. Set up a working group, with members of the executive and members of the NPYW national council members to consider strategies to increase NPYW representation in branches, districts and nationally, with the aim of bringing proposed rule changes to conference 2025.

c. Develop campaigns and strategies to engage NPYW in union activity and provide advice for NPYW on how to stand for election to union positions.

### **Amendment 35.2**

Proposer Wakefield

Seconder Croydon

In conference believes:

In i, replace “the absence of NPYW participation in union activity is alarming” with “it is vital we engage greater numbers of NPYW in union activity”

Add new point ii, and renumber:

ii. Campaigns such as Care for Calais and Palestine solidarity have encouraged activism in NPYW members. The young profile of many pay campaign picket lines has been encouraging too.

Add to original ii, “in branch, district and national structures”

Replace iv and v. with:

iv. Increasing branch and district representation will encourage greater representation at national level.

v. We should seek to develop campaigns, structures and strategies to engage NPYW in all union activity and elections.

In conference instructs:

Replace a and b with:

a. Set up a working group, with members of the executive and the NPYW national council to consider strategies, plans and potential rule changes to help to bring more NPYW into branch, district and national activity, especially representation at local level

b. The remit of the working group will be to propose suggestions to the executive, who can then propose any national rule changes, changes to the model local rules or a conference motion with strategies to conference 2025.

### **Amendment 35.3**

Proposer Barnsley

Seconder Barnsley

Add to conference notes:

4. The union’s leadership national council represents thousands of leadership members

5. The leadership national council is not currently recognised in the rule book.

In conference believes:

Add to end of iii: ‘This can be encouraged by active, ethical NEU leaders in schools and colleges supporting, nurturing and developing their NPYW colleagues’

In point v. Insert : ‘and leadership’ between ‘NPYW’ and ‘national council’, add ‘s’ to end of ‘council’ and insert ‘to elect an executive member as their national council chair,” between ‘...section’ and ...to send ...’

Add to conference instructs:

c. Change the heading for rule 13.15: ‘Conduct of elections: independent schools, post 16 establishments and support staff sections executive members’

To:

‘Conduct of elections: independent schools, post 16 establishments, support staff, new professionals and young workers and leadership sections executive members’

Amend 13.15 (a) to read: ‘One seat on the executive shall be allocated each for members employed in independent schools, post-16 establishments, support staff members, new professionals and young workers and leadership sections. An election of such representative or representatives shall be held concurrently with the next ensuing election of executive members.

#### **Amendment 35.4**

Proposer        Barnsley

Seconder       Barnsley

In conference instructs:

Replace whole section with

a. Change the title of section 11 in the union rules from ‘independent schools, post 16 establishments and support staff sections’ to ‘independent schools, post 16 establishments, support staff, new professionals and young workers and leadership sections’

b. Change rule 11.1 ‘In addition to being members of local districts, members employed in the independent schools and post 16 establishments, and those employed as support staff, will be organised in sector specific sections’ to ‘in addition to being members of local districts, members employed in the independent schools and post 16 establishments, members who are in the first 3 years of their career and/or 35 years of age and under (new professionals and young workers), those employed as support staff and leadership members, will be organised in sector specific sections’ in order to make point 11.3 also apply to the NPYW and leadership sections. (‘Each section will elect 6 delegates to annual conference. Each section conference will be able to submit a motion to annual conference, on a particular policy area relevant to that section, in addition to those submitted via local districts, and equality conferences and the executive.’).

# International

## **Motion 36      Palestine**

Proposer      Halton  
Secunder      Executive

Conference notes:

1. The eruption of deadly violence between the Israeli state and Hamas in October 2023
2. Israel's devastating military assault on Gaza, leading to thousands of Palestinian deaths, and the siege that has destroyed vital infrastructure
3. The huge number of children among the fatalities in Gaza, the widespread trauma, and the massive disruption to education caused by war and siege
4. The loyal and strong support of the UK Government for Israel's war on Gaza and its total blockade of the occupied territory
5. The efforts by the UK Government to criminalise peaceful tactics of boycott, divestment and sanctions promoted by the global Palestine solidarity movement, and to stigmatise solidarity with Palestinians.

Conference believes:

- i. Civilian deaths due to violence in Palestine and Israel are deplorable and preventable
- ii. The siege of Gaza, and the collective punishment of its people, must end immediately
- iii. Israel's current hard-right, racist government is the main driver of conflict, violence and war in Palestine and Israel
- iv. Israel is guilty of apartheid policies under international law, as documented by human rights organisations, and this underpins the ongoing deadly conflict in Palestine and Israel
- v. Justice, equality and freedom for the Palestinians, with the rights of everyone in the region respected, is the only long-term guarantee of peace
- vi. The UK Government must stop being an enabler of Israel's apartheid policies, violence and anti-Palestinian racism.

**Conference instructs the executive to:**

- a. Reaffirm support for the Palestine Solidarity Campaign (PSC) and Stop the War Coalition in their efforts to campaign for peace and justice in Palestine and Israel**
- b. Encourage districts to affiliate to PSC and work with its local branches on campaigns and initiatives**
- c. Coordinate trade union solidarity efforts for Palestine with other trade unions in the UK and internationally**
- d. Publish and circulate educational resources that members can use to increase understanding of Palestine and Israel**
- e. Support PSC's campaigning to defend the right to pursue boycott, divestment and sanctions tactics.**

## **Amendment 36.1**

Proposer      Somerset  
Secunder      Northumberland

In conference notes add:

6. The ICJ's initial ruling that Israel has a case to answer on genocide, with serious implications for the UK Government's alleged complicity in genocide and war crimes, and the UK Government's punitive response in cutting funding to UNRWA

7. The series of massive national demonstrations in London, protests in scores of cities and towns nationwide, and the wide range of activities on 7 February Workplace Day of Action, all of which have called for an immediate ceasefire in Gaza.

In conference believes add:

vii. The UK Government's cutting of funding to UNRWA accentuates the humanitarian crisis in Gaza and is unjustifiable.

### **Amendment 36.2**

Proposer      Kirklees  
Seconder      Kirklees

Add to conference notes:

6. Within Israel, Palestinians who hold Israeli citizenship face ongoing repression. Arab-Palestinian students and Israeli-Jewish activists have faced victimisation by their universities, anti-war protests have been repressed and workers in schools and hospitals have faced victimisation.

7. That dock workers in Catalonia, Italy and Belgium have issued statements opposing the transportation of arms to Israel.

In conference believes:

In iii, add at the end 'added and assisted by the provision of armaments by both US and UK imperialism'

Add to conference believes:

vii. We must oppose all attempts to clamp down on the right to protest and discussion of this issues

viii It is essential we support the call of Palestinian trade unions for solidarity and trade union action against the war machine, including effective boycotts of arms exports by British workers all of whom deserve our full support.

Add to conference instructs:

f. Support links with unions and campaigns in Palestine/Israel against the occupation

g. Support trade unionists who refuse to manufacture or transport arms from the UK which are used by the Israeli war machine.

### **Amendment 36.3**

Proposer      Ealing  
Seconder      Redbridge

In conference notes add:

6. There has been a rise in the number of Prevent referrals for pupils showing solidarity with Palestine. Referrals have been made for such things as wearing Palestinian Solidarity Campaign badges and stickers

7. That Amnesty International's November 2023 report found that Prevent referrals show a pattern of racial profiling and racist discrimination with Muslims being disproportionately targeted for referral

8. There is also a disproportionate number of referrals for children who are neurodivergent, with numbers for those diagnosed as autistic being the highest of all

9. That Amnesty found Prevent to have a "chilling effect" which encourages dangerous self-censorship including the expression of views supportive of Palestine, as well as Socialist and anti-capitalist views.

In conference instructs add:

- f. Campaign for the abolition of Prevent, and for its replacement with a system which allows teachers and other professionals involved in education, safeguarding and social work to engage effectively with children
- g. Regularly update union guidance materials/resources relating to dealing with political issues in our schools.

#### **Amendment 36.4**

Proposer      Worcestershire  
Seconder      Bristol

In conference notes:

In 4 insert after “UK Government “and the Labour Party Shadow Cabinet”

Add new 6:

- 6. That the significant scale of protest has forced some elected politicians to change their stance, particularly in the knowledge that both local and general elections are imminent.

Add to conference believes:

- vii. That a wider mobilisation of our members, and the trade union movement as a whole, would further increase the pressure on political leaders.

Add to conference instructs:

- g. Encourage all members to consider candidates’ views on the war in Gaza, alongside union-related policies, when considering who to vote for in local and general elections or, indeed, whether they should stand as candidates themselves.

#### **Amendment 36.5**

Proposer      Bristol  
Seconder      Bristol

Add to conference notes:

- 6. The union continues to support the work of the Nina Franklin Fund and its support of HIRN regarding school building in the Occupied West Bank. As an education union we recognise that fighting for access to education for people under occupation is central to our aims, and objectives as voted for at consecutive national conferences.

Add to conference instructs:

- f. We commit to supporting the Nina Franklin Fund/HIRN by including visits to Nina Franklin Fund Schools as part of the itinerary for union Palestine delegations
- g. Send an annual mailout to all districts from the executive encouraging donations to Nina Franklin Fund
- h. Send an annual mailout to all regional councils encouraging an annual donation to Nina Franklin Fund
- i. Send regular updates of the work of HIRN and Nina Franklin Fund in national comms, updates and Educate magazine
- j. Invite HIRN & Nina Franklin Fund representatives to be a guest speaker/s regarding Palestine work on main platform at National Conference 2025.

#### **Amendment 36.6**

Proposer      Rochdale

Secunder Isle of Wight

Add to conference instructs:

- f. Support and publicise the work of Standing Together, the grassroots movement mobilising Jewish and Palestinian citizens of Israel to demand a ceasefire, an end to the occupation and a long-term peace deal which recognises the right of Palestinians to a viable independent state.
- g. Encourage districts to engage with UK Friends of Standing Together which was established in the aftermath of the October 7 attack and the Israeli assault on Gaza.

**Motion 37      Solidarity with Ukraine**

Proposer      City of York

Seconder      Leeds

Conference supports:

1. The Ukrainian people's right to self-determination
2. The right to a peaceful education for Ukrainian children and young people free from the threat of war
3. The efforts of our fellow educationalists in the Ukraine to continue providing an education service under such difficult and dangerous conditions
4. Russian withdrawal from all Ukrainian territory
5. The right of Ukraine to self-defence and to resist Putin's war
6. The right of Ukraine to seek arms from other states to defend itself
7. Russian anti-war protesters and anti-conscription resisters.
8. Cancelling Ukraine's foreign debt.

Conference opposes:

- i. Russia's invasion of Ukraine
- ii. The destruction of hundreds of schools, colleges and cultural buildings by Russian artillery and missile strikes
- iii. The mass torture, murder, looting, sexual assaults and other war crimes by Russian troops in Ukraine
- iv. The deliberate targeting by Russia of civilians and Ukrainian infrastructure
- v. The environmental threat posed by Russia to Ukraine's nuclear power plants, their destruction of the Kakhova dam and massive land mining of Ukrainian territories
- vi. Russia's dislocation of world food production and threat of famine in Africa
- vii. Putin's referenda in occupied Ukrainian territories and their annexation.

Conference also supports:

- viii. The Ukrainian trade union movement's steadfast backing of Ukraine's war of self-defence
- ix. Ukrainian union campaigns to defend workers' rights and living standards in Ukraine
- x. Ukrainian and Russian refugees and their right to come and live in the UK.

Conference also notes the potential impact on children in our schools arising from the invasion, particularly refugees and those of Ukrainian or eastern European heritage.

**Conference instructs the executive to:**

- a. Send messages offering solidarity and practical support to the Trades Union of Education and Science Workers of Ukraine (TUESWU) and the Free Trade Union of Education and Science of Ukraine (VPONU)**
- b. Support districts making direct links with trades unionists in Ukraine, including Ukraine trades union speakers for local meetings**
- c. Call on all school employers to ensure suitable guidance is in place for school staff managing children's distress and/or difficult conversations arising from the above.**

**Amendment 37.1**

Proposer      Ealing

Seconder      Croydon

Delete motion and replace with:

Conference condemns Russia's invasion of Ukraine in 2022.

Conference notes that:

1. The war in Ukraine has become a bloody WWI-style stalemate, with an estimated 500,000 casualties already
2. Boris Johnson argued with Volodymyr Zelenskyy not to reach a peace settlement in spring 2022
3. The UK has sent more than £4.6bn of weapons to Ukraine
4. Peace activists have been arrested and repressed in Russia and Ukraine
5. The right to strike and protest have been made illegal in Ukraine and are repressed in Russia
6. There is widespread popular opposition to conscription in Russia and Ukraine.

Conference believes that:

- i. Prolonging the war will lead to thousands more wasted lives and further destruction of schools and other public services
- ii. It is wrong to be increasing arms spending when the Tories claim they can't afford to keep schools safe, the NHS properly funded or workers properly paid.

Conference instructs the executive to:

- a. support calls for an immediate ceasefire and a negotiated peace
- b. support trade union rights in Ukraine and Russia
- c. campaign against UK and US attempts to prolong the war at the expense of Ukrainian and Russian workers' lives and livelihoods.

### **Amendment 37.2**

Proposer       Hammersmith and Fulham  
Seconder       City of York

Add new 3 to conference instructs and renumber:

3. Place support and solidarity for the Ukrainian education unions on the agenda of the union's international committee and report on its progress

### **Amendment 37.3**

Proposer       City of York  
Seconder       Kirklees

Add to start of motion:

Conference endorses the statement from Education International and agrees that:

- I. Russia's invasion of Ukrainian sovereign territory is a flagrant violation of international law that continues to result in the tragic loss of human life and threatens not only the security of Ukraine, but of the entire region. The far-reaching consequences of this act of war cannot be understated
- II. The people of Ukraine have a right to a future free of violence and war. They have the sovereign right to decide their future as a nation democratically. The world must stand with them and redouble efforts to ensure peace in the country and the continent.

**Motion 38      Educating for peace**

Proposer      Croydon  
Seconder      Bradford

Conference notes that:

1. Over the last few years there has been increasing levels of violence across the world including in Sudan, Afghanistan, Iran, Ukraine and Palestine
2. In its UN75 report 2020 the United Nations reported that 'conflict and violence are currently on the rise' and that in 2016 more countries experienced violent conflict than at any point in almost 30 years.

Conference further notes that, during conflict:

- i. The people who suffer most are women and children
- ii. Education is disrupted generally, affecting girls the most, and can include them being denied their right to education
- iii. Violence and discrimination force people to flee from their homes and countries adding to the refugee crisis.

Conference condemns any proposed increase in UK military spending particularly when workers' wages continue to be held below inflation, energy prices are rocketing and there is a cost-of-living crisis.

Conference believes:

- a. That trade unionists have no interest in war and every effort should be made to pursue peaceful relations between countries through negotiations and disarmament
- b. Where war/conflict occur, we should be calling for immediate ceasefire and a negotiated and lasting peace.

**Conference instructs the executive to:**

- I. Stand in solidarity with trade unionists and workers in all countries opposing war and wasteful, environmentally harmful, military spending**
- II. Work with partner organisations to develop and share materials and resources to support members in school in educating for peace**
- III. Create a network of Educators for Peace.**

**Amendment 38.1**

Proposer      Sheffield  
Seconder      Warwickshire

Add after conference further notes:

Conference has been horrified by the ongoing assault on Gaza which has resulted in:

- A. 5 children being killed every hour
- B. 10 children a day facing an amputation with no anaesthetic
- C. No access to education for 625,000 students and 23,000 education workers
- D. More than 4,851 students and 239 education staff being killed
- E. 392 schools (79% of schools in Gaza) having sustained damage 141 of these sustaining major damage or being totally destroyed

Conference is also alarmed by the government undertaking military intervention in Yemen, in escalation of the war on Gaza. Yemen has already suffered 150,000 deaths from the recent war plus thousands more from famine.

Add to conference instructs and renumber:

- I. Call for an immediate and permanent ceasefire in Gaza and for the borders to be opened to allow all necessary humanitarian aid for the people of Gaza
- II. Call for an immediate end to all British military intervention in Yemen.

# Equality and sector conferences

## **Motion 39      LGBTQ+ Conference: Raising the voice of our intersectional and identity networks**

Proposer      LGBTQ+ Conference

Seconded      LGBTQ+ Conference

Conference notes:

1. LGBTQ+ identities have always existed in a full and vibrant spectrum
2. That refusing to acknowledge or respect an individual's sexuality or gender identity is discrimination and bullying
3. The increasing political attacks on LGBTQ+ individuals by the media and politicians, particularly trans, non-binary, and gender non-conforming people
4. The limited set of options for self-identification on myNEU through the Equalities questions
5. A 2022 report from Stonewall found that 2% of the population identify as asexual
6. Only 1 in 6 people who have come out as asexual have had a "universally positive experience"
7. Only 1 in 10 asexual people are out at work.

Conference believes:

- i. In the union's support for all LGBTQ+ members
- ii. The idea that LGBTQ+ identities are recent inventions is false
- iii. It is unacceptable to bully, harass or use derogatory language, or intentionally misgender educators, children, or young people
- iv. It is important to have accurate data that reflects the reality of members' personal experiences
- v. It is invalidating as an asexual spectrum member to be considered "other".

**Conference instructs the executive to:**

- a. **Ensure union events are inclusive of all identities, for example by:**
  - I. **Including a field for pronouns on registration forms for events**
  - II. **Prominently displaying pronouns on delegate name badges**
- b. **Update the equality monitoring questions on myNEU to:**
  - A. **Ensure immediate recognition and recording of asexual spectrum people in the union's membership data**
  - B. **Work with LGBTQ+ members to ensure questions around sexual orientation and gender identity better reflect the lived experiences of the membership, with changes in place by Summer 2025**
- c. **Work with LGBTQ+ members to ensure targeted communications reach their intended audience**
- d. **Ensure union communications for LGBTQ+ members are also sent to members identifying as asexual spectrum**
- e. **Work with the Union's Aro/Ace+ Spectrum Network to increase visibility by updating NEU LGBTQ+ Inclusion Guidance to include asexual identities, creating best practice guidance for supporting asexual students and educators in schools, and encouraging members to celebrate Asexual Awareness Week in their individual settings.**

## **Amendment 39.1**

Proposer      Doncaster

Seconded      Doncaster

Add to conference notes:

8. That an estimated 1-2% of people are intersex.

Add to conference believes:

vi. That whilst conference standing orders rightly prioritise women's voices, many trans and non-binary members, who often have experience of complex and intersecting barriers, are left at a disadvantage

vii. The current strategy to empower and increase representation for women members is vital and must continue

viii. The union is central to tackling all forms of oppression, including the structural and systemic racism and transphobia embedded in all our institutions

ix. In the importance of lived experiences through the voices of equalities strand members when considering matters that relate to them.

In conference instructs:

Add to point a:

III. Providing access to gender-neutral toilet facilities

In point A after "...asexual spectrum" add "and intersex"

In point d after "...asexual spectrum" add "or intersex"

In point e after "...spectrum network" add "and trans and non-binary network" and replace the first two instances of "asexual" with "asexual, aromantic and intersex"

Add new point:

f. Update annual conference standing orders to ensure members from equality strands have priority to speak on their motions. This criteria should be observed before other prioritisation criteria for these motions.

### **Amendment 39.2**

Proposer Hounslow

Seconder Hounslow

Add to conference notes:

8. Positive messages about being LGBT+ improve the mental health of all students, not just those who are LGBT+

9. Some schools already celebrate Schools Diversity Week, with positive outcomes noted in independent research

10. LGBT+ inclusion is listed as part of the national curriculum framework for SRE.

Add to conference believes:

vi. Visible support for LGBT+ staff and students help improve outcomes for all and leads to a positive culture of inclusion, so LGBT+ events and celebrations should be embedded within school calendars.

Add to conference instructs:

f. Pledge support for the 'Just Like Us' Schools Diversity Week initiative and promote it to all members

g. Affiliate to Just Like Us as a supporting organisation and work with the charity to promote its training and resources to members

h. Develop resources and training for all equalities strands equivalent to at least half a day around effective allyship and solidarity and navigating challenging discussions in both union spaces and the workplace.

**Motion 40      Black educators' conference: Democracy in our union**

Proposer      Black Educators' Conference

Seconder      Black Educators' Conference

Conference believes:

1. Our union has taken many progressive steps to involve its members from the different constituent groups, often led by members themselves. Examples include the Black Educators' Conference (BEC), the Black Member Constituency Seat, and taking a motion from the BEC to the agenda of Annual Conference. All these arose from Black members' activism and have also benefited other groups across the union. Members bring a huge wealth of lived experience and expertise to the union
2. There has been growing concern over recent years whereby the role and involvement of lay members has been significantly reduced and decisions are being made on behalf of Black members without consulting them, even those who have been elected to roles such as the constituency seat holder and members who have been elected onto the BEC steering committee and the organising forum. This worrying development not only sidelines members but is also undemocratic, particularly in a union that has the mantra that we are 'lay led'.

**Conference instructs the executive to:**

- i. **Ensure members of the BEC steering committee are fully involved in all aspects of the organisation and decision-making process of the BEC, to enable it to update Black members and seek their views on matters relating to it**
- ii. **Ensure steering committee members have an involvement in deciding/agreeing the criteria for Black member attendance at BEC**
- iii. **Take appropriate steps to increase the BEC capacity to accommodate at least 600 participants**
- iv. **Review the BEC remit to allow for the annual election of an equal number of SC members from the BOF (5) and members attending the BEC (5), 10 in total plus the CSH Chair. In addition, to ensure parity, BOF members to decide from which group (BOF or BEC) to register their nomination**
- v. **Produce an annual written report to be distributed with all future BEC programme notes, that outlines the implementation/progress of the previous year's motion, as carried at Annual Conference**
- vi. **Produce a report for annual conference 2024, outlining the implementation/progress of motions carried at BEC 2020, BEC 2021, subsequently carried at annual conference 2021 and 2022.**

**Motion 41      Disabled members' conference: Promoting Disabled people's rights**

Proposer      Disabled Members' Conference

Seconded      Disabled Members' Conference

Conference notes that the union regularly issues press releases on important issues such as Black Lives Matter, Trans Pride and Mothers in Prison but rarely if ever, in support of Disabled People's rights. This, despite the fact we have a vibrant disabled members' section.

Conference further notes:

1. Many disabled members experience shared barriers such as restricted access, lack of adjustments and negative attitudes
2. Some of our members are in receipt of Personal Independence Payments (PIP) and are therefore at the centre of a war of attrition with the Government
3. The government published The National Disability Strategy where it consulted with charities rather than disabled people's organisations
4. The Disability Advisory Committee has been dismissed from the Equality and Human Rights Commission
5. We are keen to promote all disabled members' rights as enshrined in the social model of disability.

**Conference instructs the executive to:**

- i. **Ensure that matters affecting disabled people are highlighted in the union's public statements and press releases**
- ii. **Create a resource for KS2 on the demonstration for accessible transport which shows disabled people as strong, determined, and organised**
- iii. **Organise a national bank of educator led guidance and resources for disability equality to be taught across the curriculum at secondary schools**
- iv. **Create a resource for all educators which illustrates how to apply the social model of disability rather than the medical model of disability to workplace situations**
- v. **Advise districts regarding what constitutes an accessible venue for meetings to encourage disabled members into attendance and activism**
- vi. **Produce clear guidance and advice regarding remote access to meetings for disabled members who have difficulty travelling long distances or who are struggling at times with their impairments.**

**Amendment 41.1**

Proposer      Hounslow

Seconded      Hounslow

in conference notes:

Delete from "regularly issues..." to "if ever," and replace with "rarely, if ever, issues press releases."

Add to conference further notes:

6. The ongoing UK-wide ADHD medication shortage
7. The Government review findings that state only 1 in 3 autistic people are in full time employment
8. The rapid increase in participation of disabled members in the union's online conferences in 2020/2021.

In conference instructs:

Replace v and vi with:

- v. In consultation with disabled members, produce clear guidance for union officers and reps around accessibility at union meetings and events. This guidance should:
- a. Give practical examples of how to apply the social model of disability in union situations
  - b. Include advice on identifying accessible meeting venues, considering all aspects of access including transport links
  - c. Provide clear advice around facilitating remote access to local and national meetings, fully online meetings, and other digital tools to remove barriers and facilitate access to democracy and engagement for all members
  - d. Include information and advice on improving accessibility for neurodivergent members at union meetings/events.

**Motion 42      Post-16 conference: Beyond breaking point**

Proposer      Post-16 Conference

Seconder      Post-16 Conference

Conference notes that:

1. 31% of 16–24-year-olds reported depression or anxiety in 2017-18, even before the pandemic. In a 2021 Association of Colleges survey, 94% of colleges had to deal with attempted suicide in the last year. 36% of all education staff reported mental health issues in 2022. In a University and College Union survey 82% said increased workload had damaged their mental health
2. In a recent UNISON survey, 79.7% of FE staff reported shortages in support staff and 36% said this impacted on learners with additional or special needs.

Conference believes:

- i. There is a clash between the business-driven approach of senior further education (FE) managers and the student-centred pedagogical practices of teachers
- ii. The replacement of Business and Technology Education Council qualifications (BTECs) with T Levels has reduced the opportunities available to learners The deteriorating mental health of young people is multi-factorial. The pandemic, dire warnings of the climate emergency and the cost-of-living crisis are all contributory factors. Reduced FE funding has made it increasingly difficult to provide appropriate support
- iii. Staff mental health has been impacted by increased workload and an unforgiving, results driven, top-down culture, which is at odds with the student-centred approach of teaching staff
- iv. Support staff are essential in colleges. Staff cuts have left vulnerable learners at risk and increased stress for teachers who must fill the gaps
- v. The 16-19 curriculum should be broad and provide courses that are accessible to all learners
- vi. It is essential for staff to feel valued, so pay awards must be honoured.

**Conference instructs the executive to:**

- a. Lobby the Government to fund mental health support for both students and staff in all colleges, which could include on-site counselling and off-timetable mental health days**
- b. Work with other unions to challenge the pernicious management culture in colleges**
- c. Support action in colleges where support staff redundancies are threatened, whether they are members or not**
- d. Support campaigns to maintain BTEC provision**
- e. Support action in any college where agreed pay awards are not honoured.**

**Motion 43      Independent schools' conference: Winning for support staff in independent schools**

Proposer      Independent schools' Conference

Seconded      Independent schools' Conference

Conference notes that:

1. Support staff are the backbone of any school. From SEN departments to maintenance, catering to office staff, IT support to technicians, our schools would simply not function without these colleagues
2. Support staff are absolutely committed to creating thriving learning environments for young people, going above and beyond in their roles, facilitating brilliant learning and playing a vital role in safeguarding
3. These members of staff are often those with the least favourable pay and conditions
4. They are often fewer in number than teaching members and so they're even more vulnerable
5. There are no restrictions on the active recruitment of support staff members in the independent sector
6. Actively fighting and winning campaigns for support staff helps to drive up membership within the independent sector
7. There have been notable successes where members have raised concerns in relation to support staff pay and conditions.

**Conference instructs the executive to:**

- i. Build a national campaign focussed on improving the pay and conditions for support staff members in the independent sector**
- ii. Support local campaigns on pay and conditions for support staff members in the independent sector, up to and including industrial action where necessary**
- iii. Offer further training to support reps to organise and recruit support staff members in the workplace**
- iv. Conduct a survey of support staff members in the independent sector to inform reps and officers about the challenges they face.**

**Motion 44      Support staff conference: justice and equality for support staff in the union**

Proposer      Support Staff Conference

Seconder      Support Staff Conference

Conference notes that:

1. Union membership costs just £1 for teachers in the first year after qualifying
2. Union membership is FREE for student teachers and school-based trainees
3. There is currently no such introductory offer for support staff members
4. Conference 2023 instructed the executive to end the agreement not to knowingly or actively recruit support staff
5. Support staff are overwhelmingly on lower pay than teachers, and this is exacerbated by pro-rata Term Time Only (TTO) contracts, meaning that, unlike teachers, most support staff must accept several weeks of unpaid leave every year
6. Labour has committed to re-establishing the School Support Staff Negotiating Body (SSSNB).

Conference believes:

- i. The start-of-career membership offers for teachers have made, and continue to make, a huge impact on our recruitment of teachers
- ii. Once members are in the union and see the benefits of collective power, the vast majority continue membership, going on to pay their full fees
- iii. As support staff members are the lowest paid members of the union, the cost of union dues is a big initial obstacle for recruitment, especially for those on TTO contracts
- iv. The fact that most support staff in the UK have no union membership desperately needs addressing, and the union should do all it can to address this. This should include an introductory offer for support staff.
- v. The NEU must be part of the SSSNB.

**Conference instructs the executive to:**

- a. Consider implementing a “£1 for the first year of membership” offer similar to the one for ECTs**
- b. Formulate, agree and implement, in consultation with the Support Staff National Council (SSNC), an appropriate, discounted, introductory membership offer for support staff members**
- c. Actively pursue methods for increasing support staff membership in line with the commitment to actively recruit support staff as agreed in motion 36 from Conference 2023**
- d. Ensure we retain support staff members, post-introductory offer, by campaigning for improved support staff pay, for nationally agreed terms and conditions for all support staff, and for the NEU to be officially involved in SSSNB negotiations.**

**Amendment 44.1**

Proposer      Cambridgeshire

Seconder      Cambridgeshire

Add to conference believes:

- vi. That it is activity in the workplace and making a difference for support members rather than offers and discounts that is the most effective way of recruiting and retaining members.

Add to conference instructs:

- e. Launch a campaign, jointly with the local government unions, if possible, to win improvements at a workplace level for support members

f. Provide training and materials for our officers and school reps to equip them to build these campaigns and work with reps and members of sister unions on the ground.

# Appendix 1 Rule changes

## 1. Members in Scotland

There are currently 642 NEU members in Scotland, 55% of whom are working members, 45% are retired, student or associate members. All support and benefits are provided by EIS. The following rule change is proposed to: (i) close membership to new members in Scotland with effect from 1 September 2024, whilst (ii) permitting existing members to retain their membership until such time they lapse or cancel.

Rule 3.1 to read: With effect from 1 September 2024 membership of the union is open to any person who is employed or self-employed, or was previously employed or self-employed, or who is an accredited student in the education sector in England, Wales, Northern Ireland, the Channel Islands and the Isle of Man or any other locations where the union is organising members. Membership is available on an annually renewed basis. The type and categories of membership available shall be as defined by Conference. In the case of a member who, being a member of the union in Scotland on 31 August 2023, they shall be recognised as a member provided, they have maintained continuous membership from that date forward.

## 2. ATL and NUT sections

Under Rule 3.11, the ATL and NUT Sections ceased to exist from 1 September 2023.

- Delete Rule 3.11
- Rule 13.12.2 delete 'and until 1 September 2021 the candidate from each of the ATL section and the NUT section with the most votes will be elected'

## 3. 2023 Conference resolution

'Nothing about us, without us' called for the following revision to union rules:

Ensure all union rules and documents are updated to be consistent in the use of 'woman'/'women' rather than 'female' when referring to the women's section and/or 'guarded' seats.

- In Rule 13.12.2 replace 'female' with 'women'

## 4. Housekeeping changes

Remove all references to 'Joint General Secretaries' at:

- 13.5
- 15.2
- 18.9.4
- 19.2

Delete the first sentence of 15.19, and delete 15.5 and 15.7 in full.

## 5. Typos

- 23.4 - replace 'property' with 'properly'.

## 6. Obsolete rules

13.15 (c) - delete 'For the first elections (conducted in 2018 for seats on the executive from 2019), notification of the timetable shall take place no later than 20 July 2018.'

# Appendix 2 Constitutions

Full constitutions available by emailing [annual.conference@neu.org.uk](mailto:annual.conference@neu.org.uk)

## **Just Like Us**

1. Date of constitution (last amended): 2 March 2020
2. Name The name of the Charitable Incorporated Organisation (“the CIO”) is Just Like Us
3. National location of principal office The principal office of the CIO is in England
4. Objects The promotion for the public benefit of equality and diversity and in particular discrimination on the grounds of sexual orientation and/or gender identity by:
  - a. the elimination of prejudice and discrimination on the grounds of sexual orientation and/or gender identity in educational institutions;
  - b. advancing education and raising awareness around lesbian, gay, bisexual and transgender (LGBT+) equality and diversity; and,
  - c. promoting and supporting activities to build understanding and respect for LGBT+ young people among heterosexual or cisgender people.

## **MENA Solidarity Network**

### **Name:**

1.1 The name of the organization referred to in this constitution shall be the Solidarity with Middle East and North Africa Workers Network, hereinafter referred to as the Network.

### **Objectives:**

2.1 The objective of the Network shall be to support workers in the Middle East and North Africa in their struggles for social justice and democracy, to build independent organisations free from state control, and in defence of the right to strike and organise.

We encourage our members and affiliates to work closely with colleagues in the Palestine Solidarity Campaign and support the PSC’s position on solidarity with Palestinian trade unions and workers’ organisations.

2.2 In order to meet these objectives the Network will:

- a. Provide regular information about workers’ struggles in the MENA region through its website and/or other publications
- b. Provide speakers on workers’ struggles in the MENA region for trade unions or other interested bodies
- c. Promote discussion in the media and respond to media coverage about workers’ struggles in the MENA region
- d. Encourage the building of links and contacts between trade unions here and independent workers’ organisations in the MENA region
- e. Organise campaigns in solidarity with workers facing victimisation, prosecution or threats because of their trade union activism.

## **The British Association for Early Childhood Education**

The objects of the Charity are the advancement of education and development of young children, families and individuals who are concerned with the education and care of young children in all ways charitable.

## Appendix 3 Glossary

AAA	Anti-Academies Alliance
ACAS	Advisory, Conciliation and Arbitration Service
ALN	Additional Learning Needs
AP	Alternative Provision
AQA	Assessment and Qualifications Alliance
ASCL	Association of School and College Leaders
CAMHS	Child and Adolescent Mental Health Services
CPD	Continuing Professional Development
DBV	Delivering Better Value in SEND
DfE	Department for Education
DLD	Developmental Language Disorder
EAL	English as an Additional Language
ECF	Early Career Framework
ECT	Early Career Teacher
Ebacc	English Baccalaureate
EHCP	Education, Health and Care Plan
EI	Education International
EMA	Education Maintenance Allowance
Estyn	The Education and Training Inspectorate for Wales
ET	Employment Tribunal
EY	Early years
HLTA	Higher Level Teaching Assistant
HSE	Health and Safety Executive
IFS	Institute for Fiscal Studies
INSET	In-Service Training
ISC	Independent Schools Council
ITE	Initial Teacher Education
ITT	Initial Teacher Training
ITUC	International Trade Union Confederation
JCQ	Joint Council for Qualifications
JNCC	Joint Negotiation and Consultation Committee
LA	Local Authority
LSN	Local Schools Network
MAT	Multi Academy Trust
MPS	Main Pay Scale
MTPT	Maternity Teacher, Paternity Teacher
NAHT	National Association of Head Teachers
NASUWT	National Association of Schoolmasters Union of Women Teachers
NGO	Non-Governmental Organisation
NPME	National Plan for Music Education
NQT	Newly Qualified Teacher
NJC	National Joint Council
NUS	National Union of Students
Ofsted	Office for Standards in Education
OCR	Oxford, Cambridge and RSA Examinations
OECD	Organisation for Economic Co-operation and Development
OF	Organising Forum

OFQUAL	Office of Qualifications and Examinations Regulation
PISA	Programme for International Student Assessment
PSHE	Personal Social and Health Education
PPA	Planning, Preparation and Assessment Time
QTS	Qualified Teacher Status
RECT	Regional Early Career Teachers
RIDDOR	Reporting of Injuries, Diseases and Dangerous Occurrences
RMT	National Union of Rail, Maritime and Transport Workers
RSE	Relationships and Sex Education
RSHE	Relationships, Sex and Health Education
SALT	Speech and Language Therapy
SATS	Standard Assessment Tests
SEND	Special Educational Needs and Disabilities
SENCO	Special Educational Needs Co-ordinator
STEM	Science, Technology, Engineering and Mathematics
STPCD	School Teachers' Pay and Conditions
STRB	School Teachers' Review Body
TA	Teaching Assistant
TLR	Teaching and Learning Responsibility
TUC	Trades Union Congress
TUPE	Transfer of Undertakings (Protection of Employment) Regulations
UCU	University and College Union
UNICEF	United Nations Children's Fund
UPS	Upper Pay Scale
WJEC	Welsh Joint Education Committee