

NASUWT

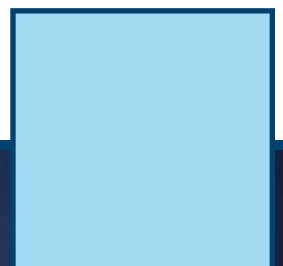
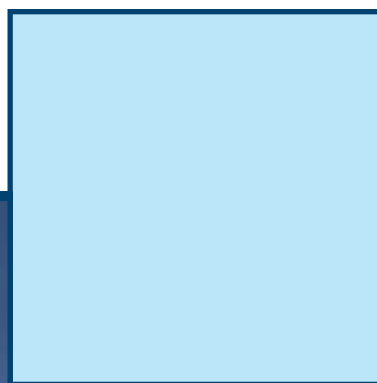
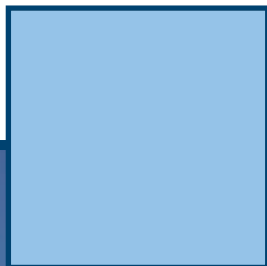
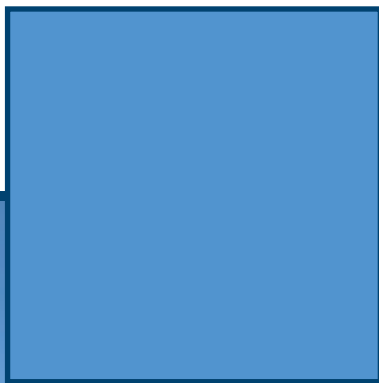
The Teachers' Union

CONFERENCE AGENDA

STANDING ORDERS

RULES OF THE UNION

MINUTES OF ANNUAL CONFERENCE 2008



President
Julian Chapman
General Secretary
Chris Keates
Honorary Treasurer
Sue Rogers

Annual Conference

BIC Bournemouth

Monday 13 April – Thursday 16 April 2009

The largest teachers' union in the UK

CONFERENCE AGENDA 2009
■
STANDING ORDERS
■
RULES OF THE UNION
■
MINUTES OF ANNUAL CONFERENCE 2008

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CONFERENCE STANDING ORDERS COMMITTEE
Derek Moore (Chair)

CONFERENCE HEADQUARTERS HOTEL
Bournemouth Highcliff Marriott Hotel

PAST PRESIDENTS AND CONFERENCE VENUES

Past Presidents and Local Association	Year of Office and Conference Venue	Past Presidents and Local Association	Year of Office and Conference Venue
NAS			
A.E. WARREN (Willesden)	1920-1921 Margate	R.B. COCKING (Birmingham)	1971-1972 Torbay
S.H. HOULDSWORTH (Manchester)	1921-1922 Cardiff	E.R. HOLDEN (Stretford)	1972-1973 Southport
G.E. CORDING (Cardiff)	1922-1923 Liverpool	H.H. THOMAS (Caernarvonshire)	1973-1974 Eastbourne
W. WOODWARD (London)	1923-1924 London	J.A. SCOTT (Derry County & Antrim)	1974-1975 Harrogate
F.C. GREAVES (Leeds)	1924-1925 Leeds	UWT	
W.H. YOUNG BA (Liverpool)	1925-1926 Nottingham	M. WRIGHT	1965-1970 London
J.A. RICE (Hull)	1926-1927 Hull	S. MORTEN	1971 Birmingham
R. ANDERSON BA (London)	1927-1928 Bristol	M. BUGG	1972 Cambridge
C.C. CARTER BA (Liverpool)	1928-1929 Newcastle-upon-Tyne	M. SMYTH	1973 Liverpool
C.B. DODD BA (London)	1929-1930 Leicester	C. SKEAVINGTON	1974 Portsmouth
W.R. SHIMMIN (Liverpool)	1930-1931 Manchester	NASUWT	
A.L. SHIRES (Leeds)	1931-1932 Birmingham	J. CHALK (London)	1975-1976 Brighton
W.E. CRAY (London)	1932-1933 Sunderland	L. COOPER BSc (Barkston Ash)	1976-1977 Blackpool
A.H. RUSSELL BA (Bristol)	1933-1934 Southampton	B. FARRELL (Halton)	1977-1978 Torbay
H. GORDON (London)	1934-1935 Southport	C.S. JONES (Basildon & Brentwood)	1978-1979 Harrogate
F.C. ARKLESS (Sunderland)	1935-1936 Swansea	C. SKEAVINGTON MEd FRSA (Jersey)	1979-1980 Eastbourne
P.E. AGAR BA (Leicester)	1936-1937 Sheffield	C.F. ABRAHAM (Devon East)	1980-1981 Harrogate
W.L. MARSLAND (Manchester)	1937-1938 Stoke-on-Trent	A.M.S. POOLE (Merton)	1981-1982 Brighton
A.E. EVANS MA (Liverpool)	1938-1939 Coventry	E.E. POWELL BA FRGS (South Glamorgan)	1982-1983 Blackpool
W. BARFORD (Leeds)	1939-1943 Nottingham	G.W. LEE JP (London)	1983-1984 Eastbourne
E.C. MARTIN (Nottingham)	1943-1944 London	P. MATTHEWS (Sedgefield)	1984-1985 Llandudno
E. RUSHWORTH (Calder & Ryburn)	1944-1945 Blackpool	J. BOONE (Bolton)	1985-1986 Torquay
J. MASON (Nottingham)	1945-1946 Blackpool	J.M. INMAN BA NDA Dip REd (Leek)	1986-1987 Scarborough
G.H. SNOW (Liverpool)	1946-1947 Blackpool	E.R. O'KANE MA Dip Ed (Belfast)	1987-1988 Bournemouth
F.A. GIBBS (London)	1947-1948 Southend-on-Sea	D. BATTYE MSc (Sheffield)	1988-1989 Blackpool
B. MORTON DPA (Sheffield)	1948-1949 Scarborough	G. TERRELL BA (Oxon) Dip Ed JP (Merton)	1989-1990 Eastbourne
H. MEIGH BSc (London)	1949-1950 Bournemouth	M. CARNEY (Peterlee)	1990-1991 Scarborough
G.B. BELL MC BSc (Newcastle)	1950-1951 Morecambe	S. ROGERS BA (Sheffield)	1991-1992 Bournemouth
W.A. TAYLOR BSc (Hull)	1951-1952 Weston-super-Mare	M. LITTLEWOOD FRSA (Middleton)	1992-1993 Scarborough
G. LLOYD WILLIAMS (Newport)	1952-1953 Harrogate	J. ROWLAND BA (Jarrow, Hebburn & Boldon)	1993-1994 Bournemouth
J.J. THOMAS (Liverpool)	1953-1954 Margate	R. KIRK (Newark)	1994-1995 Blackpool
R.I. RAND (Sunderland)	1954-1955 Porthcawl	O. GUNN (Aycliffe)	1995 Eastbourne
T. SMITH BSc (London)	1955-1956 Buxton	P. COLE (Sandwell)	1995-1997 Glasgow
D.I. DAVIES (Walthamstow)	1956-1957 Southsea	B. FERGUSON (York)	1997-1998 Bournemouth
J.E. JENKINS (Cardiff)	1957-1958 Edinburgh	M. MORGAN (Devon)	1998-1999 Scarborough
E.W. ARNOTT (Leeds)	1958-1959 Brighton	W. MORLEY (Sefton)	1999-2000 Eastbourne
J.A.C. THOMSON MA (Scotland)	1959-1960 Llandudno	M. JOHNSON (Lewisham)	2000-2001 Llandudno
A.L. JONES (Liverpool)	1960-1961 Hastings	T. HARDMAN (Liverpool)	2001-2002 Jersey
H.J. BELL (Croydon)	1961-1962 Blackpool	P. BUTLER (Bedfordshire)	2002-2003 Scarborough
T.A. CASEY (London)	1962-1963 Plymouth	T. BLADEN (Darlington)	2003-2004 Bournemouth
R.M. HALL BEM BCom (Newcastle-upon-Tyne)	1963-1964 Southport	P. LEREW (NE Hampshire)	2004-2005 Llandudno
A.J. SMYTH (Liverpool)	1964-1965 Folkestone	P. McLOUGHLIN (Stockport)	2005-2006 Brighton
L.G. HARRIS (Bristol)	1965-1966 Edinburgh	B. GARVEY (Wakefield)	2006-2007 Birmingham
R.R. TUNSTALL (St Helens)	1966-1967 Douglas	J. MAYES (Knowsley)	2007-2008 Belfast
M.A. LANGDELL BSc ARCM (Haringey)	1967-1968 Torquay	A. HAEHNER (Croydon)	2008-2009 Birmingham
B.F. WAKEFIELD (Southend)	1968-1969 Llandudno		
E.J. PRETTY MA (Sunderland)	1969-1970 Eastbourne		
R.A. SIMONS BSc (London)	1970-1971 Scarborough		

PAST GENERAL SECRETARIES AND TERMS OF OFFICE

Past General Secretary	Term of Office	Past General Secretary	Term of Office
NAS			
A.E. WARREN	1923-41	GERALDINE JONES	1969-70
R. ANDERSON	1941-56	PENNY YAFFE	1970-75
E. RUSHWORTH	1956-63	NASUWT	
T.A. CASEY	1963-75	T.A. CASEY	1975-83
UWT			
SALLY ROGERS	1965-67	F.A. SMITHIES	1983-90
BERYL GANDY	1967-69	N. de GRUCHY	1990-2002
		E. O'KANE	2002-04
		C. KEATES	2004-

PROGRAMME

MONDAY 13 APRIL

2.00p.m. to 3.00p.m.

Private Session in the Windsor Hall, BIC

Members only

Only accredited Representatives and Union members may attend Private Session. Please assist the stewards by displaying your official Conference badge prominently. Members of the Union other than Representatives may attend Private Session as observers on production of proof of membership.

If at the conclusion of this session there is unfinished private business, subject to the amount of business remaining, the President will announce at the start of business on Tuesday 14 April the timing and date of the further private session.

3.00p.m. to 4.00p.m.

Official Opening of Conference
in the Windsor Hall, BIC

4.15p.m. to 5.15p.m.

Official Opening of Conference Exhibition and VIP Reception by invitation only in the Solent Hall, BIC

8.15p.m. to 9.15p.m.

Address by General Secretary
in the Windsor Hall, BIC

(private meeting for members only)

TUESDAY 14 APRIL

9.00a.m. to 12.30p.m.

Public Session in the Windsor Hall, BIC

Annual Report of the National Executive

Motion: **The Compliance Campaign**

2(c) Motion: **The Chartered Teacher Scheme**

12.30p.m. to 2.15p.m.

Lunch and Fringe Programme

2.15p.m. to 5.15p.m.

Public Session in the Windsor Hall, BIC

Motion: **Workload Audit**

Motion: **Special Needs Provision**

5.15p.m. to 6.30p.m.

Fringe Programme

WEDNESDAY 15 APRIL

9.00a.m. to 12.30p.m.

Public Session in the Windsor Hall, BIC

Motion: **Members in Special Schools**

2(b) Motion: **Pay and Conditions of Service Throughout the UK**

12.30p.m. to 2.15p.m.

Lunch and Fringe Programme

2.15p.m. to 5.15p.m.

Public Session in the Windsor Hall, BIC

Motion: **Inclusion**

2(c) Motion: **Special Needs and Alternative Provision**

5.15p.m. to 6.30p.m.

Fringe Programme

THURSDAY 16 APRIL

9.00a.m. to 12.30p.m.

Public Session in the Windsor Hall, BIC

REPORT TO CONFERENCE: Reporting Incidents, Accidents and Assaults: A National Survey of Local Authority Policies and Practice in the UK

RECRUITMENT AWARDS

2(c) Motion: **The General Teaching Council for Wales**

12.30p.m. to 2.00p.m.

Lunch and Fringe Programme

2.00p.m. to 5.00p.m.

Public Session in the Windsor Hall, BIC

Motion: **Public Service Pensions**

5.00p.m. to 5.30p.m.

Public Session in the Windsor Hall, BIC

President's Business

Members leaving National Executive

Vote of thanks to Conference Committee

Vote of thanks to President

FIRST PRIVATE SESSION
2.00p.m. to 3.00p.m.
Monday 13 April 2009

APPOINTMENT OF SCRUTINEERS

Derek Moore to move,
Mike Wilson to second:

That members of the NASUWT be asked to act as scrutineers.
(*Executive, Newark and Sherwood*)

MINUTES

Sue Rogers to move,
Chris Lines to second:

That the Minutes of the Birmingham Conference 2008 be signed by the Chairperson as a correct record of the proceedings.
(*Executive*)

ACCOUNTS

Sue Rogers to move,
Chris Lines to second:

- (i) That the financial statements be received;
 - (ii) That the financial statements be adopted.
- (*Executive*)

APPOINTMENT OF AUDITORS

Sue Rogers to move,
Chris Lines to second:

That Messrs Horwath Clark Whitehill LLP, Chartered Accountants, be, and are hereby, appointed auditors of the Union's accounts for the year 2009.
(*Executive*)

PROPOSED AMENDMENT TO RULE 7

Sue Rogers to move,
Chris Lines to second:

- (i) in Rule 7(a)(i) delete 'forty-one' and insert 'forty-two';
 - (ii) in Rule 7(c) between '23' and 'and' insert ', 33'.
- (*Executive*)

REPORT TO CONFERENCE: FINANCING THE UNION

Sue Rogers to move,
Executive to second:

SERVICING THE INCREASING MEMBERSHIP

David Haigh to move,
Andrew Cook to second:

Conference recognises that:

- (i) the membership of the NASUWT continues to grow and that this creates extra demands on the lay structure;
- (ii) competition between teacher unions to recruit new and existing teachers has never been more intense;
- (iii) the growth in the number of individual employers of teachers makes representation and individual casework ever more complex and
- (iv) the Union's commitment to the Organising Agenda puts greater demands on lay representatives.

Conference instructs the National Executive to ensure that staffing levels of NASUWT UK centres are sufficient to enable adequate and appropriate support to be given to Local Associations.

(*Sheffield*)

FIRST PUBLIC SESSION
3.00p.m. to 4.00p.m.
Monday 13 April 2009

(1) OFFICIAL OPENING

The President, Amanda Haehner, to declare open the Annual Conference.

During the week, Conference will be addressed by Ed Balls, Secretary of State for Children, Schools and Families. Conference will also be honoured by a wide range of fraternal and sororal delegates from international and United Kingdom unions, Department for Children, Schools and Families and a range of other organisations with whom the NASUWT works on a regular basis.

(2) INDUCTION of Julian Chapman as President for 2009-10

(3) PRESIDENT'S ADDRESS

(a) The President, Julian Chapman, to deliver his Presidential Address.

(b) *Jo Davidson to move,*
Les Kennedy to second:

That the best thanks of this Conference be, and are hereby, tendered to Julian Chapman for his Address.

(4) VOTE OF THANKS to Amanda Haehner and presentation of souvenir

(5) INTRODUCTION OF NEW OFFICERS

SECOND PUBLIC SESSION
9.00a.m. to 12.30p.m.
Tuesday 14 April 2009

ANNUAL REPORT OF THE NATIONAL EXECUTIVE

Amanda Haehner to move,

Chris Lines to second:

- (i) That the report be received;
- (ii) That the report be adopted.

(Executive)

THE COMPLIANCE CAMPAIGN

Mike Wilson to move,

Josh Wright to second:

Conference fully supports the 'Compliance Campaign' and the changes to the School Teachers' Pay and Conditions Document.

Conference notes that the Government is taking steps to legally enforce these changes.

Conference condemns school managements which, in some cases in collusion with local authorities, have not implemented the changes fully and which still expect teachers to:

- (i) undertake cover;
- (ii) supervise examinations;
- (iii) do the specified clerical tasks;
- (iv) attend more than one meeting per week;
- (v) supervise children at lunchtime;
- (vi) put up classroom displays and
- (vii) not benefit from preparation, planning and assessment time.

Conference believes that failure to implement the changes brought about by the National Agreement has led to an erosion of working conditions resulting in an increase in class sizes, contact time and the number of teaching periods in the day.

Conference calls upon the National Executive to take appropriate action against non-compliant schools by all available means, up to and including strike action, thus enabling all teachers to enjoy their contractual entitlements without fear or detriment.

(Newark & Sherwood, Devon, Sheffield, Hampshire West, Sandwell)

AMENDMENT

Ron Clooney to move,

Tim Cox to second:

Delete the second paragraph and replace with '*Conference welcomes the provisions to enforce compliance in the Apprenticeships, Skills, Children and Learning Bill, which have been secured through the successful NASUWT campaign.*'.

(Executive)

2(c) MOTION: THE CHARTERED TEACHER SCHEME

Victor Topping to move,

Alan Homes to second:

Conference believes that the Chartered Teacher Scheme currently operating in Scotland has become a barrier to teachers obtaining higher salaries and that this is due to the costs and time demands of the Scheme.

Conference supports the Executive Council of the NASUWT (Scotland) in campaigning for the reform of the Scheme, including:

- (i) the abolition of fees for participation in it;
- (ii) a reduction in the workload burden associated with it and
- (iii) addressing inequality of access.

Conference further supports the Executive Council of the NASUWT (Scotland) in its assertion that a scale similar to the upper pay scale in England and Wales, accessed via threshold, should be introduced in Scotland as a vehicle to allow all teachers a reasonable opportunity to access higher salaries.

Conference endorses the intensification of this campaign for change.

(Executive)

At the conclusion of debate of the above motion(s), the session will continue with the debate of motions taken from the balloted list.

THIRD PUBLIC SESSION
2.15p.m. to 5.15p.m.
Tuesday 14 April 2009

WORKLOAD AUDIT

Sue Foreman to move,
Dot Donovan to second:

Conference believes that the remodelling of the workforce and the statutory contractual provisions made as a result of the National Agreement have paved the way for teachers and headteachers to focus fully on their core responsibilities for teaching and leading and managing teaching and learning and have made a major contribution to workload reduction where they have been implemented fully.

Conference further believes that the fun and enjoyment is being eroded from teaching and learning because teachers are being asked continually to assess, record and report; leaving little time to plan and prepare innovative lessons.

Conference notes, however, the findings of the 2008 NASUWT Workload Audit, in which members identified drivers of workload at school level, in particular lesson planning, assessment and inspection, which cannot be addressed by contractual change alone.

Conference asserts that urgent action is required to address the unacceptable and debilitating burdens of excessively bureaucratic and workload-intensive systems of lesson planning, assessment, recording and reporting which are often designed to satisfy the perceived requirements of inspection rather than to be effective tools for supporting teaching and learning.

Conference calls upon the National Executive to seek to secure through the Workforce Agreement Monitoring Group a national protocol against which all systems of lesson planning, assessment, recording and reporting can be benchmarked to identify excessive workload and bureaucracy.

(Executive, Bristol)

SPECIAL NEEDS PROVISION

Celia Foote to move,
Jenny Derbyshire to second:

Conference is concerned that the needs of many pupils are not being met by their inclusion in mainstream schools and believes that the expansion of inclusion policies is not matched by the provision of qualified, experienced special educational needs (SEN) teachers.

Conference is further concerned that greater use is being made of unqualified staff to work with SEN and challenging pupils.

Conference believes that policies of inclusion have led to closures of special schools and that, without appropriate support, mainstream schools are unable to address adequately the wide variety of needs of all pupils.

Conference instructs the National Executive to raise these issues with the Department for Children, Schools and Families with a view to requiring local Workforce Agreement Monitoring Groups to audit SEN provision within schools and campaign for:

- (i) an end to the postcode lottery of special needs provision;
- (ii) access in each local authority to appropriate provision in mainstream and
- (iii) special schools for children with special needs.

(Leeds, Sheffield)

AMENDMENT (i)

Sue Foreman to move,
Jo Ramsey to second:

In the second paragraph delete *'that greater use is being made of unqualified staff'* and replace with *'by the inappropriate deployment of support staff'*.

(Executive)

AMENDMENT (ii)

Sara Devo to move,

Anne Brimacombe to second:

After the third paragraph insert:

'Conference asserts that alternative provision is an essential branch of the state education system, supporting both vulnerable pupils and staff working in mainstream schools.

Conference is alarmed at the proposed 'privatisation' agenda exemplified in the 'Back on Track' white paper on the future of alternative provision.'

At the beginning of the fourth paragraph insert the word *'therefore'*, after *'Conference'*.

In the fourth paragraph add:

'(iv) the continuation of successful local authority controlled alternative provision.'

(Birmingham)

AMENDMENT (iii)

Paula Roe to move,

Trevor Morgan to second:

Delete the final paragraph and replace with:

'Conference instructs the National Executive to continue to pursue with the Department for Children, Schools and Families through the Workforce Agreement Monitoring Group the introduction of a national framework for SEN provision which ends the postcode lottery for pupils and schools and provides access to special schools in each local authority.'

(Executive)

FOURTH PUBLIC SESSION
9.00a.m. to 12.30p.m.
Wednesday 15 April 2009

MEMBERS IN SPECIAL SCHOOLS

Suzanne Nantcurvis to move,
Geoff Branner to second:

Conference notes that teachers in some special schools and specialist settings, due to the nature of their work, face additional challenges in relation to physical assaults, parental complaints and allegations.

Conference is alarmed by the view of some parents, employers and teachers themselves that being subject to assault, complaint or allegation is part of the job.

Conference asserts that every teacher, regardless of the setting in which they work, is entitled to a safe working environment.

Conference calls upon the National Executive to conduct a survey of members in special schools and specialist settings to:

- (i) determine the nature and extent of problems these members face and
- (ii) seek their views on solutions they believe would support and assist in reducing their vulnerability to assault, complaints and allegations.

Conference further calls upon the National Executive to report the outcome of the survey to Conference 2010 together with the strategies the NASUWT is taking to support members in special schools and specialist settings.

(Executive)

2(b) MOTION: PAY AND CONDITIONS OF SERVICE THROUGHOUT THE UK

At the conclusion of debate of the above motion(s), the session will continue with the debate of motions taken from the balloted list.

FIFTH PUBLIC SESSION
2.15p.m. to 5.15p.m.
Wednesday 15 April 2009

INCLUSION

*Paul Desgranges to move,
Jo Ramsey to second:*

Conference asserts that inclusion strategies that place children and young people in mainstream schools regardless of their needs adversely affect the working practices of teachers and school leaders and fail to address the needs of the pupils themselves.

Conference further asserts that the absence of a single, clear, national interpretation of what constitutes inclusion has led to considerable variation in practice between local authorities and has created serious challenges for teachers and school leaders, which includes, in some authorities, provision that creates unacceptable workload burdens and is not fit for purpose for either teacher or learner.

Conference congratulates the NASUWT in commissioning ground-breaking research by Canterbury Christ Church University into the impact of inconsistent and varied interpretations of inclusion on the day-to-day experiences of teachers.

Conference calls upon the National Executive to continue to pursue a campaign to secure a fit-for-purpose national interpretation of inclusion, which delivers a core national entitlement for all learners and secures fully funded support for teachers, consistent with the principles and practices of the remodelled school workforce.

(Executive)

2(c) MOTION: Special Needs and Alternative Provision

*Fred Brown to move,
Peter Scott to second:*

Conference believes that there has been a sustained reduction in appropriate educational provision in Northern Ireland for the most vulnerable pupils and that the number of statements of special educational needs (SEN) for such pupils is being restricted on the grounds of affordability.

Conference asserts that the learning difficulties of the child provide the only valid criteria for determining whether a statement of SEN is required, regardless of cost, and that any failure to address those needs discriminates against disadvantaged pupils.

Conference deplores the lack of government funding for alternative education projects that depresses the pay and worsens the working conditions of teachers and support staff engaged with them.

Conference also deplores the fact that teachers working with the most difficult children in secure residential settings are not in receipt of appropriate allowances.

Conference demands that:

- (i) the rights of children with SEN are respected by restoring their right to support provided by statements of SEN following valid assessments and
- (ii) acceptable levels of pay and improvements in working conditions are secured for teachers of children with SEN, including those employed in alternative and secure projects.

(Executive)

SIXTH PUBLIC SESSION
9.00a.m. to 12.30p.m.
Thursday 16 April 2009

REPORT TO CONFERENCE: Reporting Incidents, Accidents and Assaults: A National Survey of Local Authority Policies and Practice in the UK

Mick Lyons to move,
Trevor Morgan to second:

- (i) That the report be received;
 - (ii) That the report be adopted.
- (Executive)*

RECRUITMENT AWARDS

2(C) MOTION: THE GENERAL TEACHING COUNCIL FOR WALES

Hopkin Thomas to move,
John Rimmer to second:

Conference acknowledges the anger and resentment that has been expressed by teachers across Wales at having to pay £12 out of their own pockets to keep the General Teaching Council for Wales (GTC(W)) afloat. Conference asserts that the time has come for the GTC(W) to recognise that economies of scale dictate that the continued existence of a separate Council for Wales cannot be sustained.

Conference, therefore, calls on the Welsh Assembly Government to initiate discussions with a view to disbanding the GTC(W) and establishing a single body to regulate the profession across England and Wales with bases in both countries.

(Executive)

At the conclusion of debate of the above motion(s), the session will continue with the debate of motions taken from the balloted list.

SEVENTH PUBLIC SESSION

2.00p.m. to 5.00p.m.

Thursday 16 April 2009

PUBLIC SERVICE PENSIONS

Chris Lines to move,

Dave Wilkinson to second:

Conference asserts that public sector pensions are a significant element of the remuneration package for five million public service workers and are, therefore, a substantial part of pension provision in the UK.

Conference recognises that pensions are a major part of the cost of public services but emphasises that public service employees make a significant financial contribution to their pension schemes.

Conference commits the National Executive to working with the TUC to challenge, using all appropriate means, including industrial action, any attempt by the Government, in response to and as a remedy for economic difficulties or recession, to worsen pension provisions for teachers or other public sector workers.

(Executive)

At the conclusion of debate of the above motion(s), the session will continue with the debate of motions taken from the balloted list.

EIGHTH PUBLIC SESSION

5.00p.m. to 5.30p.m.

Thursday 16 April 2009

PRESIDENT'S BUSINESS

- (1) Members leaving National Executive
- (2) Vote of thanks to Conference Committee
- (3) Vote of thanks to President

MOTIONS TO BE DEBATED AFTER SET MOTIONS

PRIVATE SECTOR INVOLVEMENT IN STATE EDUCATION

*Peter Scott to move,
Tom Healy to second:*

Conference condemns any private sector involvement in education that compromises the democratic accountability of state education, leads to discriminatory effects or undermines social cohesion, undermines the national framework of pay and conditions of teachers, or fails to give automatic recognition to trade unions.

Conference gives full backing to the National Executive to continue to oppose such developments in accordance with the *Private Sector and State Education* Report adopted by Conference 2006.

(Executive, Plymouth, Cannock and Mid Staffs, Sandwell, Stoke on Trent)

BUDGETARY LIMITATIONS ON TEACHING AND LEARNING RESPONSIBILITY PAYMENTS IN SMALL SCHOOLS

*Chris Brown to move,
Sue Vowles to second:*

Conference applauds the inclusion of the statement on Teaching and Learning Responsibility (TLR) payments in the School Teachers' Pay and Conditions Document 2008, Statutory Guidance, paragraph 65, which makes clear that teachers cannot "be expected to take on the responsibility of, and accountability for, a subject area or to manage other teachers without appropriate additional payment".

Conference asserts that employers are in breach of contract if they do not give teachers their statutory and contractual entitlements and affirms that, in such circumstances, the NASUWT will take action.

Conference is aware of difficulties that can arise in small schools, predominantly in the primary sector, where the budget cannot support the number of postholders required to deal with curriculum and pastoral responsibilities.

Conference deplores the argument that uses budgetary constraint as a reason to pressurise classroom teachers to take on subject co-ordination without appropriate allowances.

Conference asserts that this situation arises primarily from a system of allocating school budgets, which is no longer fit for purpose.

Conference instructs the National Executive to work with social partners, or by any other means necessary to:

- (i) seek out those small primary schools where strategies exist that can sustain an adequate number of TLR or leadership postholders;
- (ii) work with the Training and Development Agency for Schools (TDA) to produce a toolkit to support small primary schools and promote this to headteachers, governors and local authorities through the appropriate training;
- (iii) call on TDA regional advisers to examine school budgets and make recommendations where headteachers claim that the budget restricts the number of TLR or leadership posts and
- (iv) seek to revise the funding system to provide extra funding where it becomes clear that the budget is insufficient to sustain an appropriate number of TLR or leadership postholders.

(North West Essex)

AMENDMENT

*Alan Homes to move,
Derek Moore to second:*

Delete (iv) and add a new final paragraph:

'Conference endorses the National Executive's continuing work to ensure that the outcome of the current review of the funding mechanism enables all schools, regardless of size, to sustain the national pay structure.'

(Executive)

THE NATIONAL CHALLENGE INITIATIVE

Susan Jones to move,

Andrew Westgarth to second:

Conference condemns the Government's National Challenge initiative as being unfit for purpose.

Conference is appalled by the threats of school closures and privatisation, including the imposition of academy and trust status, as a result of this initiative.

Conference asserts that many thousands of hard working teachers in the national challenge schools are subject to excessive monitoring and harassment and becoming fearful of losing their jobs.

Conference instructs the National Executive to:

- (i) challenge the Government to deny this initiative is designed to force more schools into academy or trust status;
- (ii) launch a high-profile campaign to persuade the Government to end the initiative and
- (iii) implement industrial action, including strike action in schools and local authorities, where members are willing to take action against the detrimental impact of the National Challenge.

(Derby, North Tyneside)

AMENDMENT

Eric Skyte to move,

Victor Topping to second:

In the final paragraph insert at the beginning of (iii) 'continue to'.

(Executive)

PUPIL BEHAVIOUR

Jim Porter to move,

Jules Donaldson to second:

Conference asserts that pupil behaviour remains a major problem in schools.

Conference believes that methods of dealing with this problem have, in the most part, proved ineffective.

Conference further believes that urgent action is needed at all levels to eradicate this blight on teaching and learning in our schools.

Conference, therefore, instructs the National Executive to continue to highlight the problem with social partners to seek viable solutions.

(Sandwell)

PERFORMANCE MANAGEMENT

Ian Brown to move,

Jules Donaldson to second:

Conference believes that the performance management regulations are being flouted by some local authority officers and school managers.

Conference is alarmed at the increase in reports from schools where some lesson observations are taking place which are outside the regulations, often under the guise of mini departmental reviews, 'learning walks' or other such spurious activities.

Conference instructs the National Executive to remind members of their rights in this matter.

Conference further instructs the National Executive to enter into constructive dialogue with social partners with the aim of reinforcing the regulations regarding classroom observations.

Conference also instructs the National Executive to adopt a policy of balloting members for industrial action to oppose this in schools where such observations are being carried out and members indicate a willingness to take action.

(North East Derbyshire, Sandwell, Lewisham)

AMENDMENT (i)

*Joe Langley to move,
Chris Lines to second:*

Insert a new second paragraph:

‘Conference condemns the profiteering by a burgeoning private industry of support, advice and training for schools on performance management, which is unnecessary, inadequate, inaccurate and a waste of public money.’

(Executive)

AMENDMENT (ii)

*Phil Kemp to move,
Paul Murray to second:*

After the second paragraph insert:

‘Conference condemns the increasing number of lesson observations that are undertaken by untrained individuals who do not hold qualified teacher status.

Conference asserts that the increasing number of lesson observations conducted by groups such as students, governors and senior support staff without teaching qualifications and experience is having a detrimental impact on the professional standing of teachers.

Conference believes that teaching is a highly skilled profession and that its status should be maintained and protected.’

(North Tyneside)

STANDARD ASSESSMENT TESTS

*Kathy Duggan to move,
Tony Payton to second:*

Conference notes that a key reason for the Government’s removal of the requirement for pupils to take Key Stage 3 SATs was that these tests were not required for accountability purposes as GCSEs provided the necessary information.

Conference believes that now the Government has stated its intention to retain Key Stage 2 tests as a measure of school accountability, the logic for removing the Key Stage 1 statutory assessment requirements is inescapable.

Conference asserts, however, that decisions to change the testing regime should only be made on the basis of a guarantee that these changes genuinely free up the curriculum, enable teachers to exercise greater professional judgement and freedom, and do not increase workload and bureaucracy.

Conference, therefore, commits the National Executive to oppose by all appropriate means, including industrial action, any strategies introduced in response to changes to the testing regime that impose increased bureaucratic and workload burdens on teachers.

(Executive, Lewisham)

ACHIEVING THE BENEFITS ARISING FROM THE NATIONAL AGREEMENT

*South Derbyshire to move,
South Derbyshire to second:*

Conference notes the NASUWT ‘Workload Audit: The workload of teachers and headteachers in England and Wales’, and the recent findings of the Office of Manpower and Economics.

Conference acknowledges that, despite the National Agreement, many members continue to experience excessive workload due to such factors as:

- (i) the increasingly prevalent attitude among headteachers to replace duties with more demanding ones;
- (ii) failing to impose a strict limit in order to address the culture of unnecessary and excessive meetings;
- (iii) the ever more persuasive and threatening monitoring culture in schools and the education system in general;
- (iv) the vagueness of the term reasonable work/life balance and the difficulty of enforcing it;
- (v) the increasing pressure on upper pay scale teachers to undertake additional management tasks and
- (vi) the widespread practice, particularly in primary schools, of teachers being expected to undertake onerous subject co-ordinator roles without receiving the additional time or payments to which they are legally entitled.

Conference accepts that the National Agreement has failed to effectively reduce the workload of teachers. Conference instructs the National Executive to ballot for a national *'Time for a Limit'* style campaign to include, as a minimum:

- (a) a limit of one meeting lasting no more than one hour per week;
- (b) one annual report of no more than forty words per subject, per pupil, per year or no more than four hundred words per pupil, per year for primary teachers and, in schools which use a computer generated bank of comments for reports, the process should take no longer than writing the above number of words and
- (c) no more than one parents' evening per year group, per year.

Conference further instructs the National Executive to work vigorously to achieve a statutory maximum thirty-five hour working week for all teachers.

(South Derbyshire)

AMENDMENT (i)

*Sarah Valentine to move,
Sally King to second:*

Delete paragraph three.

(Broxtowe)

AMENDMENT (ii)

*Tim Cox to move,
John Rimmer to second:*

In the third paragraph between *'that'* and *'the'* insert *'failure to implement'*. Delete *'failed to effectively'* and replace with *'undermined the drive to'*.

(Executive)

AMENDMENT (iii)

*Joe Langley to move,
Amanda Haehner to second:*

Delete the fourth and fifth paragraphs and replace with:

'Conference reaffirms its commitment to seeking to reduce workload and working hours by all appropriate strategies including:

- (i) limiting the number of meetings for all teachers, encompassing one meeting a week for those not on the leadership spine and one parents' evening per year group, per year;*
- (ii) reducing the bureaucratic burdens of assessment, lesson planning and report writing; and*
- (iii) continuing to pursue vigorously a statutory maximum of a thirty-five hour working week for all teachers.*

Conference asserts that, in the event of there being no significant progress in reducing workload and working hours, the National Executive will consider balloting members for action.'

(Executive)

AMENDMENT (iv)

*Ian Brown to move,
Jon Burton to second:*

Delete all words in *'(a)'* and replace with:

'for all teachers not on the leadership scale, a limit of one after-school meeting per week which must have a proper agenda and be limited to a maximum of one hour, and in a week when a parents' evening is planned, no other after-school meeting;'

(North East Derbyshire)

ASBESTOS

*Hank Roberts to move,
Chris Brown to second:*

Conference notes with concern that asbestos is one of the biggest workplace killers, and that the number of related deaths is increasing.

Conference also notes with alarm that between 1991 and 2000 one hundred and forty-five teachers died from asbestos-related diseases and that teachers are still being exposed to asbestos.

Conference further notes that the total number of asbestos-related deaths will be even higher as other staff and pupils die following such exposure.

Conference asserts that the aims of the Building Schools for the Future programme to rebuild or renew nearly every secondary school in England will not be a remedy as only secondary schools which have a complete rebuild are likely to have all asbestos removed.

Conference instructs the National Executive to intensify its anti-asbestos campaigning by:

- (i) improving the level and regularity of training and the provision and dissemination of information regarding asbestos and its dangers;
- (ii) supporting branches and federations in lobbying schools and local authorities for the removal of all asbestos from educational establishments;
- (iii) providing prompt support to members who request relocation to different rooms or buildings under the Health and Safety at Work Act because of the dangers of asbestos and
- (iv) pressurising the Government to work towards a timetable for the removal of all asbestos in educational establishments by the year 2012 and publicising the deadline in the media.

(Brent, North West Essex, Sheffield)

STATE EDUCATION

*Nigel Williams to move,
Deborah Long to second:*

Conference condemns the break-up of the state education system and the assault, by the Government, on the power of local authorities as providers of state funded education.

Conference demands that the National Executive, through social partnership, exposes and publicises the corrosive effects on members, schools, communities and local authorities where this has already happened or is proposed.

Conference further demands that the National Executive:

- (i) supports Local Associations that resist the fragmentation of the state education service;
- (ii) urges the Government to abandon these ill-thought-out schemes;
- (iii) exposes the inadequate methods of consultation that have taken place;
- (iv) undertakes a campaign to raise awareness amongst other stakeholders in education and
- (v) condemns the erosion of human rights where academies fail to recognise trade unions.

(Devon, Leeds)

AMENDMENT

*Phil Kemp to move,
Paul Murray to second:*

In the third paragraph insert new point (ii):

'provide adequate additional funding to Local Associations that are running campaigns against academies and trust schools;'

(North Tyneside)

OFSTED

*Geoff Holmer to move,
Claire McKinney to second:*

Conference believes that the OFSTED inspection framework is not fit for purpose.

Conference also believes that the intention of OFSTED to undertake no notice inspections confirms its disdain for the professionalism of the workforce in schools.

Conference instructs the National Executive to seek to secure the replacement of the system of inspection with one of regulation and, in monitoring the success of schools, the regulator's report should include reference to:

- (i) the socio-economic context of the school and the fitness for purpose of buildings, facilities and resources;
- (ii) the quality of governance, leadership and budgetary management;
- (iii) the curriculum offered;
- (iv) the quality of teaching and learning and of the continuous professional development accessed;
- (v) the work of the school improvement partner and the contribution of the local authority where appropriate;
- (vi) external examination results expressed as value added and
- (vii) compliance with the School Teachers' Pay and Conditions Document.

Conference further instructs the National Executive to report back on progress to Conference 2010.

(Hexham)

THE HEALTH AND SAFETY EXECUTIVE

*Mick Lyons to move,
John Girdley to second:*

Conference notes the significant decline in prosecutions by the Health and Safety Executive (HSE) since 2001/02 and the decrease in immediate prohibition notices and enforcement notices.

Conference is concerned that, since 2002, the HSE has experienced year-on-year real-terms budget cuts, which have led to a reduction in the number of inspectors and inspections.

Conference believes that only by introducing a high-profile regime of regular inspections, supported by the maximum level of enforcement action, will workplaces be made safer.

Conference calls upon the National Executive to mount a vigorous campaign, working as appropriate with the TUC, to:

- (i) seek to develop the role of the HSE to enforce health and safety legislative provisions through conducting inspections and prosecuting employers, including school governing bodies and local authorities, that break or fail to comply with health and safety laws;
- (ii) lobby the Government to increase the funding of the HSE;
- (iii) secure mandatory training for employers, including school governors, in health and safety requirements and
- (iv) place a statutory duty upon employers to provide risk assessment findings to trade unions and to respond formally to health and safety representatives.

(Executive)

PLANNING IN PRIMARY SCHOOLS

*Cate Harmsworth to move,
Elaine Austin to second:*

Conference is concerned that there are some primary schools so engaged in producing detailed and onerous long and medium-term plans that the staff are at risk of losing all the contractual gains achieved by the National Agreement.

Conference asserts that such detailed planning puts undue stress on teachers and is counterproductive, often deterring them from their core function of effective teaching.

Conference calls upon the National Executive to work with social partners to agree a protocol for planning that is not burdensome and allows primary school teachers their entitlement to a work/life balance.

(Denbighshire)

SICKNESS ABSENCE POLICIES

Susan Edwards to move,

Elaine Austin to second:

Conference expresses concern that many local authorities are operating, or attempting to introduce, sickness absence policies that are punitive and have the tendency to intimidate rather than to support teachers who have suffered ill health.

Conference calls upon the National Executive to develop a model sickness absence policy that introduces a genuine wellbeing approach to managing sickness absence.

Conference also calls upon the National Executive to enter into discussions with employers to promote the introduction of the NASUWT model policy.

(Denbighshire)

STANDING ORDERS OF CONFERENCE (Adopted Conference 2008)

A Preparation of Agenda for Conference

1. Motions may be submitted for the Conference Agenda:
 - (a) by the National Executive; and
 - (b) by each Local Association following adoption at a General Meeting.
2.
 - (a) Motions for Conference shall be submitted to the Standing Orders Committee by no later than noon on the third Monday in November of the year preceding the Conference concerned.
 - (b) Standing Order 2(a) shall not apply to a Motion to consider business in the name of the National Executive which it is impractical to submit by the above date.
 - (c) Standing Order 2(a) shall not apply to a Motion submitted in the name of the National Executive on behalf of the Executive Councils in Northern Ireland, Scotland and Wales/Cymru. National Executive shall determine from time to time the process for which these Motions are submitted to the National Executive for consideration.
3. The Standing Orders Committee shall meet to review all Motions submitted for the Conference Agenda under Standing Order 1 on the Wednesday after the third Monday in November of the year preceding the Conference concerned.
 - (a)
 - (i) The Standing Orders Committee may edit or redraft a Motion submitted by a Local Association if the Standing Orders Committee considers that Motion to be of excessive length or to lack clarity.
 - (ii) Any Motion revised under (i) above shall be returned to the Local Association for further consideration. If the Local Association notifies the Standing Orders Committee of the Local Association's acceptance of the Standing Orders Committee revision within ten days of its receipt of that revision, the revised Motion shall appear on the Preliminary Agenda, failing which the Motion shall not appear on the Agenda.
 - (b)
 - (i) If more than one Motion on the same issue is submitted, the Standing Orders Committee may prepare one or more Composite Motions on that issue drawn from the words of those Motions. Any such Composite Motion shall be returned to the Local Associations which submitted the original Motions by no later than the fourth Monday of November in the year preceding the Conference concerned.
 - (ii) A Local Association's support for the Composite Motion shall only be recorded on the Composite Motion if that Local Association notifies the Standing Orders Committee of the Local Association's support by noon on the second Monday in December of the year preceding the Conference concerned.
 - (iii) If a Local Association does not support the Composite Motion, that Local Association may request its original Motion (subject to Standing Order 3(a)) to appear on the Preliminary Agenda if that Local Association notifies the Standing Orders Committee of its request by noon on the second Monday in December of the year preceding the Conference concerned.
 - (iv) The Standing Orders Committee shall nominate the movers and seconders of Composite Motions.
 - (c) If the Standing Orders Committee consider a Motion to be out of order, the Standing Orders Committee shall refer such Motion to the President. If the President rules the Motion out of order, it shall not appear on the Agenda. If the President rules the Motion in order, it shall appear on the Preliminary Agenda subject to Standing Order 3(a)(i).
4.
 - (a) A Preliminary Agenda shall be prepared by the Standing Orders Committee from the Motions and Composite Motions approved under Standing Order 3 above, which Preliminary Agenda shall be circulated with the ballot paper referred to in Standing Order 4(b) to Local Associations by the third Monday in December of the year preceding the Conference.
 - (b) Each Local Association shall be issued with a ballot paper and shall be entitled to vote at a General Meeting on that ballot paper for twelve (and only twelve) Motions and Composite Motions set out in the Preliminary Agenda which that Local Association wishes to be debated at Conference.
 - (c) Each vote cast by a Local Association under (b) above shall be worth in the ballot the same number as the number of members of that Local Association for the declared Conference voting figure.
 - (d) Any ballot paper received by the Standing Orders Committee after noon on the last Monday in January of the year of Conference shall not be counted.

5. (a) (i) A provisional Agenda shall be prepared by the Standing Orders Committee which Agenda shall set out the 20 Motions and Composite Motions which received the highest number of votes under Standing Order 4.
 - (ii) The provisional Agenda shall be circulated to Local Associations by the first Monday in February of the year of the Conference concerned.
 - (b) Amendments to Motions appearing on the provisional Agenda may be proposed:
 - (i) by the National Executive; and
 - (ii) by each Local Association;
 which amendments shall be submitted in writing to the Standing Orders Committee by noon on the fourth Monday in February of the year of the Conference concerned.
 - (c) The Standing Orders Committee shall consider amendments submitted under Standing Order 5(b). Such amendments as the Standing Orders Committee considers not to be in order shall be referred to the President. If the President rules the amendment out of order, it shall not appear on the final Agenda. Such amendments as the Standing Orders Committee consider to be in order shall appear on the final Agenda for Conference in such sequence as shall be determined by the President in consultation with the Standing Orders Committee.
6. The Standing Orders Committee shall prepare a final Agenda for Conference which shall include the Motions and Composite Motions referred to in Standing Order 5(a) and such amendments as are approved under Standing Order 5(c) which final Agenda shall be circulated to Local Associations by not later than 14 days prior to the first day of Conference.
 7. A Local Association wishing to propose an amendment to the Annual Report or to a National Executive Report to Conference shall submit that amendment in writing to the General Secretary to be received by him/her no later than noon on the seventh day preceding Conference.
Such amendments as the Standing Orders Committee consider to be in order shall appear on a Supplementary Agenda.
 8. A Local Association wishing to move an Urgency Motion shall submit that Motion in writing to the Chairperson of Conference no later than the end of the session of Conference preceding the session during which it is proposed the Motion be debated.

B Order of Business

9. The National Executive shall determine the dates, place and timetable of Conference.
10. The following shall be known as 'Set Motions' for the purpose of these Standing Orders:
 - (a) The six Motions and Composite Motions which received the highest number of votes cast under Standing Order 4.
 - (b) Motions submitted in the name of the National Executive pursuant to Standing Order 2(b).
 - (c) Motions submitted in the name of the National Executive pursuant to Standing Order 2(c).
 - (d) Reports submitted to Conference in the name of the National Executive.
11. (a) Excluding the first and last sessions of Conference, each Public Session of Conference shall commence with debate on Set Motion(s) as allocated to that session by the Standing Orders Committee.
- (b) Motions and Composite Motions which are not selected as Set Motions shall be debated in order of ballot upon conclusion of debate on the Set Motion(s) in each session.
- (c) The order of business for Private Session of Conference shall be:
 - (i) such business as is required by the Rules of the Union;
 - (ii) proposed amendments to the Rules of the Union;
 - (iii) proposed amendments to the Standing Orders of Conference;
 - (iv) such other business as is proposed by the National Executive;
 - (v) Set Motions allocated by the Standing Orders Committee to Private Session;
 - (vi) other Motions and Composite Motions allocated by the Standing Orders Committee to Private Session.

For the purpose of these Standing Orders business under (i) to (vi) above shall be known as Set Business.

C Conduct of Business

12. Conference shall be chaired by the President or failing him/her the Ex-President, or failing him/her the Senior Vice-President, or failing him/her such other person as may be elected by Conference.

13. There shall be circulated, by no later than the second Monday in January of the year of the Conference concerned, to each Local Association the number of members of that Association for the previous year.
14. (a) After a Motion ('the substantive Motion') has been moved and seconded, subject to (d) below the Chairperson shall call amendments to the Motion accepted under Standing Orders 5(c) or 7 in turn. After all amendments accepted under Standing Orders 5(c) or 7 have been called the Chairperson shall call in turn any amendment or amendments, notice of which was not given pursuant to Standing Orders 5(b) or 7 save that any amendment previously deemed not to be in order pursuant to Standing Orders 5(c) or 7 shall not be called. Only one amendment shall be called for debate at any one time.
- (b) After an amendment has been moved and seconded, the mover of the substantive Motion shall be invited formally to inform Conference of his/her acceptance or rejection of the amendment. Thereafter, the Chairperson shall call for further speakers on the amendment. At the conclusion of debate on the amendment, the mover of the substantive Motion shall have a right of reply to the amendment, after which the amendment shall be put to the vote forthwith. If the amendment is carried, the amended Motion shall become the substantive Motion.
- (c) Upon the conclusion of a vote on an amendment subject to (e) below any further amendments shall be called in turn by the Chairperson.
- (d) To provide a balanced debate the Chairperson may call speakers not wishing to speak to an amendment before an amendment is called or between the calling of amendments.
- (e) Upon conclusion of the vote on amendments the Chairperson shall call for other speakers on the substantive Motion.
- (f) Upon conclusion of debate the mover of the substantive Motion shall have the right of reply to that debate after which the Motion shall be put to the vote forthwith.
- (g) There shall be no right of reply other than as provided for in this Standing Order.
- (h) No speaker shall be permitted to speak more than once in the debate on any one Motion including amendments to that Motion save for any right of reply provided by this Standing Order.
15. The proposer and seconder of a Motion shall be permitted to speak for up to eight minutes and five minutes respectively, save that the proposers and seconders of Motions to adopt the Annual Report and Financial Statements shall be permitted to speak for up to twenty minutes and five minutes respectively. All other speakers shall be permitted to speak for up to four minutes, save as otherwise provided in these Standing Orders.

D Points of Order and Procedural Motions

16. A point of order or question of procedure may be raised at the discretion of the Chairperson whose ruling on such question of procedure or point of order shall be final.
17. (a) The following and only the following Procedural Motions may be moved and only at the discretion of the Chairperson:
 - (i) that the speaker be further heard;
 - (ii) that the speaker be not further heard;
 - (iii) that the question be now put;
 - (iv) that the question be not put;
 - (v) that the Motion be referred to the National Executive for further consideration;
 - (vi) that the time for speakers provided by Standing Order 15 be reduced to a specified time for the remainder of the session or for the remainder of Conference;
 - (vii) that a Motion allocated to Private Session be debated in public;
 - (viii) that a Motion allocated to Public Session be debated in private;
 - (ix) that an Urgency Motion submitted in accordance with Standing Order 8 be called for debate;
 - (x) that a Standing Order be suspended for a specified purpose.
- (b) A Procedural Motion shall be moved and formally seconded. The mover of a Procedural Motion may speak for up to one minute, save for the mover of a Motion under 17(a)(v) above who may speak for up to four minutes.
- (c) Once moved and seconded a Procedural Motion shall be put to the vote forthwith save that if the Motion is moved and seconded under 17(a)(v) the Representative entitled to reply to the debate in accordance with Standing Order 14(f) shall be called after which the Motion shall be put to the vote forthwith. No Card Vote shall be permitted on a Procedural Motion save on a Motion under 17(a)(v) above.
- (d) (i) If a Motion under 17(a)(iii) is carried, the Representative entitled to reply to the debate in accordance with Standing Order 14(f) shall be called after which the Motion shall be put to the vote.
- (ii) If a Motion under 17(a)(iv) is carried, the Motion or amendment as the case may be shall be deemed withdrawn and the Chairperson shall call the next item for debate.

E Voting

18. (a) At the commencement of Conference, the Chairperson shall propose to Conference the appointment of a Chief Scrutineer and such other Scrutineers as s/he considers necessary to ensure the efficient counting of votes held during Conference.
- (b) A notice identifying the Scrutineers shall be placed in the Conference office.
19. When a vote is called by the Chairperson, Representative, who for this purpose shall have one vote each, shall indicate their assent or dissent by raising their Conference Agenda for or against as appropriate. The Chairperson with such assistance from the Scrutineers as s/he deems necessary shall ascertain the result of the vote by making a judgement as to the number of Agendas raised respectively for and against and shall declare the result of the vote accordingly, which result shall be final unless representatives of not less than 40 Local Associations, whose combined membership is 8,000 or more, rise from their places and claim a Card Vote.
20. (a) For the purposes of a Card Vote, each Local Association shall be entitled to one vote for each member of that Local Association certified under Standing Order 13 above. These votes may be divided amongst a Local Association's representatives by agreement of those representatives.
- (b) In the event of a Card Vote, the Scrutineers shall collect voting cards only from representatives in the Conference Hall until the Chairperson announces the close of the Vote.
- (c) In the event of a Local Association's representative wishing to divide the number of votes allocated to that Local Association between 'for' and 'against', those representatives shall indicate in writing on the voting card the number of votes to be counted 'for' and 'against'. In the event of the total number of votes so allocated being greater than the number of votes available to that Local Association, the voting card shall be declared spoiled.
- (d) On the close of a Card Vote, the Chief Scrutineer shall oversee the votes cast. On completion of the count, the Chief Scrutineer shall sign and hand to the Chairperson a certificate stating the total votes cast, and votes cast for and against, which certificate shall be conclusive as to the result of the Card Vote.
- (e) During the count of a Card Vote, Conference may proceed with other business at the discretion of the Chairperson.
- (f) In the event of a tie on a Card Vote, the Chairperson shall have the casting vote.

F Conclusion and Adjournment of Debate

21. Upon the expiry of one hour from the commencement of the debate on a Motion (with the exception of Motions to adopt the Annual Report and Financial Statements when the hour for debate shall commence from the end of the seconder's speech) the Chairperson shall move that the question be now put.
 22. (a) At the conclusion of time allocated to a session of Conference, any Set Motion, Set Business or amendment thereto under debate which has been proposed and seconded shall be put to the vote without further debate save that if there are any outstanding amendments to the Motion which have not been called, the mover of the Motion shall be invited to accept those amendments and any amendments so accepted by the mover shall also be put to the vote without further debate. Any amendments opposed by the mover shall be deemed to have fallen.
 - (b) Any Set Business scheduled for a session of Conference and not taken during that session shall be put to the vote at the conclusion of that session without debate.
 - (c) Subject to (d) below any Set Motion scheduled for a session of Conference and not called for debate during that session shall be carried over to the next Public or Private Session of Conference, as the case may be, and shall be called for debate or for the continuation of debate immediately after any Set Motions or Set Business scheduled for that session of Conference.
 - (d) At the conclusion of the penultimate Public Session and at the conclusion of the last Private Session the Chairperson shall put to the vote forthwith all remaining business not previously called for debate or upon which debate is not otherwise concluded as the case may be.
 - (e) For the purpose of this Standing Order, whenever a vote is required after a shortened debate or after no debate in accordance with (d) above, that vote shall not be called if 75 Representatives rise from their places to oppose the taking of the vote, in which event the Motion that was the subject of the proposed vote shall be deemed withdrawn.
23. The decision of the Chairperson on any question concerning Conference business and/or the interpretation of these Standing Orders shall be final.

RULES OF THE UNION

1. Name

The name of the Union shall be National Association of Schoolmasters Union of Women Teachers (NASUWT), and all references to the "Union" in these Rules shall be construed accordingly.

2. Registered Office

The Registered Office of the Union shall be Hillscourt Education Centre, Rose Hill, Rednal, Birmingham B45 8RS, or at such other place as the National Executive may from time to time determine.

3. Objects

The Objects of the Union shall be:

- (a) to represent the interests of its members collectively and individually in negotiations with and submissions to employers, local and central government, and other relevant bodies;
- (b) to regulate relations between members, and to facilitate good professional relations between members and other teachers and other employees in the education service;
- (c) to oppose actively all forms of harassment, prejudice and unfair discrimination whether on the grounds of sex, race, ethnic or national origin, religion, class, colour, caring responsibilities, marital status, sexuality, disability, age, or other status or personal characteristic;
- (d) to protect and promote the interests of its members generally and in particular to ensure that the salary scales encourage the recruitment to and retention in the teaching profession of men and women career teachers;
- (e) to promote equal opportunities including through collective bargaining, publicity material and campaigning, representation, union organisation and structures, education and training, organising and recruitment, the provision of all other services and benefits, and all other activities;
- (f) to protect and promote the interests of the education service;
- (g) to secure the representation of the Union on public and private bodies concerned with matters of interest to the Union;
- (h) to afford the Government, Local Authorities and other bodies with an interest in the education service, the advice and experience of the Union and its members;
- (i) to render legal advice and assistance in accordance with Rule 24;
- (j) to provide educational and recreational facilities for members;
- (k) to render financial and other assistance whether through the NASUWT Benevolent Funds or otherwise;
- (l) to provide directly or indirectly financial services to members including but not limited to financial advice, insurance, and loan arrangements;
- (m) to participate in such commercial activity whether through the holding of shares in limited liability companies (including but not limited to majority shareholdings) or otherwise as the National Executive may consider appropriate and for the benefit of the Union or its membership;
- (n) to hold, purchase, lease, mortgage, sell or otherwise deal with land or other property;
- (o) to raise funds by borrowing money on any real or personal property of the Union;
- (p) the furtherance of the political objects to which Section 72 of the Trade Union and Labour Relations (Consolidation) Act 1992, applies;
- (q) in furtherance of the foregoing objects, to originate direct debits, and execute any indemnity that may be required by the banks receiving such debits.

4. Membership

(1) Full Membership

- (a) All persons who are employed as qualified teachers and such other persons whose contract of employment requires them to teach, lecture or instruct whether on a full or part-time basis are eligible for Full Membership of the Union provided they support the Objects of the Union.
- (b) The right to admit a candidate to membership of the Union shall be vested in the National Executive of the Union whose decision shall be final.
- (c) Throughout his/her teaching career a member shall be allocated to membership of the Local Association within whose area the member's workplace is situated. If a member has more than one workplace and such workplaces are situated in areas covered by more than one Local Association the member shall elect to join the Local Association which he/she considers he/she can serve most effectively. A member shall be eligible to be in membership only of a Local Association in the area in which he/she is employed as a qualified teacher or is employed to teach, lecture or instruct in

accordance with Rule 4(1)(a). Where no Local Association exists the member shall be allocated to the list of centrally attached members.

- (d) Unless the context otherwise so requires, in these Rules the word “Member” shall mean “Full Member”.

(2) Retired Membership

- (a) A Full Member who retires on pension may continue in membership as a Retired Member.
- (b) A Retired Member may opt to hold membership with the same benefits, obligations and rights to vote and hold office as a Full Member on payment of the same subscriptions as a Full Member save for ineligibility to stand as a candidate in elections for those offices listed in Rule 4(2)(c).
- (c) Only those Retired Members who are paying the same subscription as a Full Member and who are in compliance with Rule 4(1)(a) shall be eligible to stand for election as a National Officer, National Executive Member or Secretary, President or Vice-President of a Local Association or Federation.
- (d) A Retired Member paying a Full Member subscription shall join the Local Association covering the area in which he/she lives or the Local Association with which he/she served when a Full Member, according to his/her wishes.
- (e) Upon the Retired Member’s election to pay the prescribed reduced subscription a Retired Member shall be entitled to receive:
- (i) benefits pursuant to Rule 25 at the discretion of the Central Benevolent Fund Committee;
 - (ii) at the discretion of the National Executive legal assistance in relation to any matter arising out of his/her former employment in the teaching profession at a time when the Retired Member held Full Membership;
 - (iii) and shall be subject to the provisions of Rule 27 but shall have no other rights under these Rules, and in particular shall have no voting rights nor shall he/she be eligible to hold office.
- (f) Upon election to pay the prescribed reduced subscription a Retired Member shall join the Retired Members’ Association covering the area in which he/she lives or the area in which he/she served when a Full Member, according to his/her wishes.

(3) Honorary Life Membership

- (a) The National Executive may recognise service rendered to the Union by a Full Member at national or local level by awarding Honorary Life Membership.
- (b) An Honorary Life Member who has retired from teaching shall have the same rights and obligations under these Rules as a reduced subscription Retired Member, save that an Honorary Life Member shall not be required to pay the prescribed reduced subscription to the Union.
- (c) An Honorary Life Member (unless s/he is also a Full Member of the Union) shall have no voting rights nor shall s/he be eligible to hold office other than as provided for in the constitution of a Retired Members’ Association.

(4) Career Break Membership

- (a) Any Full Member who leaves the profession with the intention of subsequently returning shall be entitled to become a Career Break Member and may attend meetings of the Local Association of which s/he was a Full Member when teaching, or of the Local Association covering the area in which s/he resides, and may speak at the discretion of the Local Association President but shall have no other rights under this Rule, and, in particular, shall have no voting rights nor shall s/he be eligible to hold office.
- (b) A Career Break Member shall pay the reduced subscription prescribed and shall be entitled to receive:
- (i) benefits pursuant to Rule 25 at the discretion of the Central Benevolent Fund Committee;
 - (ii) at the discretion of the National Executive, legal assistance in relation to any matter arising out of his/her former employment in the teaching profession at a time when the Career Break Member held full membership and shall be subject to the provisions of Rule 24.

(5) Student Membership

- (a) A student preparing to enter the teaching service may join the Union as a Student Member.
- (b) A Student Member shall pay the reduced subscription prescribed and shall be entitled to receive legal assistance in accordance with Rule 24 in relation to any matter arising out of his/her proposed employment in the teaching profession at the discretion of National Executive but shall have no other rights under these Rules and, in particular, shall have no voting rights nor shall s/he be eligible to hold office in the Union.

(6) Associate Membership

- (a) A member of the Union who secures employment outside teaching without the intention of returning to teaching may continue as an Associate Member and may attend meetings of the Local Association of which s/he was a member when s/he was in teaching employment, or of the Local Association covering the area in which s/he resides, and may speak at the discretion of the Local Association President but

shall have no other rights under these Rules, and in particular shall have no voting rights nor shall s/he be eligible to hold office.

- (b) An Associate Member shall pay the reduced subscription prescribed and shall be entitled to receive:
 - (i) benefits pursuant to Rule 25 at the discretion of the Central Benevolent Fund Committee;
 - (ii) at the discretion of the National Executive legal assistance in relation to any matter arising out of his/her former employment in the teaching profession at a time when the Former Member held full membership and shall be subject to the provisions of Rule 24.

(7) Former Membership

A person who previously held full membership who has resigned from such membership and who has not become a member of another teacher trades union since his/her resignation and who no longer holds membership in accordance with any of the membership categories set out in this Rule shall be entitled to receive:

- (i) benefits pursuant to Rule 25 at the discretion of the Central Benevolent Fund Committee;
- (ii) at the discretion of the National Executive legal assistance in relation to any matter arising out of his/her former employment in the teaching profession at a time when the Former Member held full membership.

(8) Data Protection

A person holding any category of membership of the Union agrees to any processing of such personal data maintained and collected by the Union concerning the member (including the fact of membership) by the Union, its employees and officers and any agents, contractors and other service providers for the purpose of directly or indirectly furthering any of the Union's objects under these Rules.

5. Subscriptions

- (a) The subscription rates for all classes of membership shall be determined by Conference and shall be payable in advance either:
 - (i) by direct debit payment, annually, quarterly, or monthly; or
 - (ii) by lump sum payment annually in advance; or
 - (iii) in such other manner as the National Executive shall provide.
- (b)
 - (i) The Full Member subscription rate may include provision for a reduced rate of subscription for such Full Members as are employed part time.
 - (ii) "Part time" for the purposes of this Rule shall apply to any person entitled to full membership whose contract of employment requires him/her to work for not more than that percentage of the school year or pro rata equivalent thereof from time to time determined by National Executive.
- (c) The Honorary Treasurer shall allocate to a member's Local Association the local apportionment agreed by Conference which shall be paid in such manner and at such intervals as the National Executive shall from time to time direct.
- (d)
 - (i) Any member who allows his/her subscription to fall more than three calendar months in arrears shall forfeit all rights and title to the funds and properties of the Union, shall be ineligible for assistance and benefits under Rules 23, 24, 25 and 26, shall forfeit the right to vote in any election or ballot and shall not be eligible to hold office in the Union.
 - (ii) Any such member shall be notified by the Union that unless his/her arrears are cleared his/her name will be erased from the list of members of the Union.
 - (iii) Any member in arrears of subscriptions who has not cleared his/her arrears within nine calendar months of the issue of notification of arrears under (ii) above shall be erased from the list of members of the Union and shall cease to have any rights whatsoever under these Rules or otherwise arising out of his/her membership of the Union so terminated.
- (e) A member wishing to resign from membership of the Union may do so only by giving notice in writing to the General Secretary.
- (f) The Honorary Treasurer shall be empowered to take any proceedings open to the Union in the name of the Union to recover the subscription due from any member who fails to pay the same in accordance with the Rules of the Union and to this end the Union shall indemnify the Honorary Treasurer against all legal or other costs and expenses reasonably incurred.

6. Conference

- (a) The annual meeting of the Union shall be Conference.
- (b) The supreme government of the Union shall be vested in Conference and the decisions of Conference and of any Special Conference held in accordance with Rule 6(o) shall be binding on all members irrespective of class of membership.

- (c) Conference shall be held on such date or dates and at such place as appointed by the National Executive which date and place shall be published to the membership by the National Executive in such manner and at such time as the National Executive considers necessary for the efficient organisation of Conference.
- (d) Subject to the Standing Orders of Conference, Conference shall comprise the following representatives who shall have speaking and voting rights:
- (i) the National Officers and National Officers elect of the Union;
 - (ii) National Executive Members;
 - (iii) Past Presidents of the Union and Past Presidents of the National Association of Schoolmasters and of the Union of Women Teachers;
 - (iv) two representatives of each Federation constituted under Rule 10 and two representatives of each of the Northern Ireland, Scotland and Wales/Cymru Executive Councils as constituted under Rule 11;
 - (v) two representatives elected by each Local Association constituted under Rule 8;
 - (vi) one additional representative elected by each Local Association constituted under Rule 8 for every hundred members over and above the first hundred members of that Local Association;
 - (vii) two representatives elected by the Federation of Retired Members' Associations constituted under Rule 9 whose speaking and voting rights shall be restricted to matters of direct concern to Retired Members.
- (e) The full names and addresses of the representatives elected by Local Associations and Federations under (d) (iv), (v), (vi) and (vii) above shall be submitted to the General Secretary by the Federation, Executive Council, Local Association or Federation of Retired Members' Associations concerned to be received by the General Secretary not less than six weeks before the first day of Conference.
- (f) Any representative elected under (d) (iv), (v), (vi) or (vii) above shall be a member of or delegate to the Local Association, Executive Council or Federation electing him/her as the case may be.
- (g) Save for Past Presidents and Retired Members attending Conference in accordance with (d)(iii) and (vii) above, all representatives attending Conference shall be Full Members of the Union.
- (h) The General Secretary and such staff as s/he may authorise may attend Conference but shall have no vote or speaking rights at Conference save that the General Secretary shall have the right to speak if so invited by the President.
- (i) The National Executive and the President may invite guests of the Union to attend Conference, but such guests shall have no vote at Conference and shall only have the right to speak if so invited by the President.
- (j) Conduct of business at Conference shall be in accordance with such Standing Orders as are approved by Conference from time to time. An amendment to the Standing Orders of Conference may be proposed by:
- (i) the National Executive by giving notice to the Local Associations in writing of the proposed amendment to the Standing Orders of Conference not less than three months prior to the date of Conference;
 - (ii) twenty-five Local Associations giving notice to the General Secretary in writing of the proposed amendment to the Standing Orders of Conference not less than two months prior to the date of Conference.
- (k) Any amendments to the Standing Orders of Conference proposed in accordance with (j)(ii) above shall be circulated to the Local Associations by the National Executive not less than twenty-one days before the date of the Conference.
- (l) An amendment to Standing Orders shall require a two thirds majority of the votes cast at Conference.
- (m) A Standing Orders Committee consisting of two members elected by the National Executive and three members elected by Conference shall be elected annually.
- (n) Members of the Standing Orders Committee shall serve from the conclusion of the Conference at which they are elected until the conclusion of the succeeding Conference.
- (o) A Special Conference shall be held:
- (i) if the National Executive so considers necessary; or
 - (ii) on the request to the General Secretary of at least ten Local Associations together representing not less than one third of the membership of the Union; for the purposes of conducting such business as shall be specified by the National Executive or by the Local Associations concerned in their request for the Special Conference.
- (p) Twenty-one days' notice of a Special Conference shall be given.
- (q) A Special Conference shall comprise the same representatives as under (d) above.
- (r) Notice of the full names and addresses of Local Association, Executive Council, Federation and Retired Members' Federation Representatives shall be submitted to the General Secretary by the Federation, Executive Council, Local Association or Retired Members' Federation concerned to be received by the General Secretary not less than seven days before the first day of the Special Conference.

7. The National Executive

- (a) (i) The National Executive shall comprise the members of the National Officers' Committee and not more than forty-one members elected to represent Districts of the Union.
- (ii) The General Secretary shall attend the National Executive to report on the business of the Union and shall have speaking rights at meetings of the National Executive but shall neither be a member of the National Executive nor have a vote.
- (iii) No paid official or employee of the Union shall be eligible for election as a District member of the National Executive.
- (b) The Districts of the Union for the purposes of membership of the National Executive shall be:

England:

- District 1 County Durham, Darlington, Gateshead, Newcastle, North Tyneside, Northumberland, South Tyneside, and Sunderland
- District 2 Middlesbrough, Hartlepool, Stockton-on-Tees, and Redcar & Cleveland
- District 3 Cumbria
- District 4 Bolton, Bury, Manchester, Oldham, Rochdale, Salford, Stockport, Tameside, Trafford, and Wigan
- District 5 Blackburn, Blackpool, and Lancashire
- District 6 Cheshire, Halton, Isle of Man, Knowsley, Liverpool, Sefton, St. Helens, Warrington, and Wirral
- District 7 Bradford, Calderdale, Kirklees, Leeds, North Yorkshire, Wakefield, and York
- District 8 Barnsley, Doncaster, Rotherham, and Sheffield
- District 9 East Riding of Yorkshire, Kingston upon Hull, North East Lincolnshire, and North Lincolnshire
- District 10 Derby, and Derbyshire
- District 11 Leicester, Leicestershire, Northamptonshire, and Rutland
- District 12 Nottingham, Nottinghamshire, and Lincolnshire
- District 13 Birmingham, Coventry, Dudley, Sandwell, Solihull, Walsall, and Wolverhampton
- District 14 Staffordshire, and Stoke-on-Trent
- District 15 Herefordshire, Shropshire, Telford & Wrekin, Warwickshire, and Worcestershire
- District 16 Cambridgeshire, Norfolk, and Peterborough
- District 17 Essex, Southend, Suffolk, and Thurrock
- District 18 Bedfordshire, Hertfordshire, and Luton
- District 19 Bath & N.E. Somerset, Bristol, Gloucestershire, North Somerset, Somerset, and South Gloucestershire
- District 20 Bournemouth, Dorset, Poole, Swindon, and Wiltshire
- District 21 Cornwall, Devon, Isles of Scilly, Plymouth, and Torbay
- District 22 Barnet, Brent, Ealing, Enfield, Haringey, Harrow, Hillingdon, and Hounslow
- District 23 Camden, Corporation of London, Greenwich, Hackney, Hammersmith & Fulham, Islington, Kensington & Chelsea, Lambeth, Lewisham, Southwark, Tower Hamlets, Wandsworth, and Westminster
- District 24 Bexley, Bromley, Croydon, Kingston, Merton, Richmond, and Sutton
- District 25 Barking, Havering, Newham, Redbridge, and Waltham Forest
- District 26 Brighton & Hove, East Sussex, Surrey, and West Sussex
- District 27 Kent, and Medway Towns
- District 28 Buckinghamshire, Milton Keynes, and Oxfordshire
- District 29 Bracknell Forest, Guernsey, Hampshire, Isle of Wight, Jersey, Portsmouth, Reading, Slough, Southampton, West Berkshire, Windsor & Maidenhead, and Wokingham

Wales/Cymru:

- District 30 Conwy, Ynys Mon, Gwynedd, Denbighshire, Flintshire, and Wrexham
- District 31 Blaenau Gwent, Caerphilly, Cardiff, Monmouthshire, Newport, Powys, Torfaen, and Vale of Glamorgan
- District 32 Bridgend, Ceredigion, Carmarthenshire, Merthyr Tydfil, Neath & Port Talbot, Pembrokeshire, Rhondda Cynon Taff, and Swansea

Scotland:

- District 33 Aberdeen, Aberdeenshire, Angus, Argyll & Bute, Borders, Clackmannanshire, Dumfries & Galloway, Dundee, East Ayrshire, East Dunbartonshire, East Lothian, East Renfrewshire, Edinburgh, Falkirk, Fife, Glasgow, Highland, Inverclyde, Midlothian, Moray, North Ayrshire, North Lanarkshire, Orkney Islands, Perthshire & Kinross, Renfrewshire, Shetland Islands, South Ayrshire, South Lanarkshire, Stirling, West Dunbartonshire, Western Isles, and West Lothian

Northern Ireland:

- District 34 Belfast, North Eastern, South Eastern, Southern, and Western

- (c) Each District shall be represented by one member of the National Executive save that Districts 1, 4, 6, 7, 13, 23 and 34 shall be represented by two members.
- (d) The National Executive may between Conferences create a new District or Districts from existing Districts and may increase or reduce the number of members elected by each District so as to provide fair representation according to the number of members in each District subject to the overall limitation on the size of the National Executive referred to in Rule 7(a)(i).
- (e) In the event of the creation of a new District or any increase in the number of members of the National Executive for an existing District an election shall be held forthwith for the vacancy so created.
- (f) Any change in Districts or in representation of Districts shall be presented by the National Executive to the Conference immediately following the National Executive's decision to make such change as a proposed amendment to these Rules for approval by that Conference.
- (g) The period of office of a District member of the National Executive shall be one year commencing from the conclusion of Conference in the year the member was elected until the conclusion of Conference of the following year.
- (h) Any member of the National Executive who fails to attend three consecutive meetings of the National Executive without good cause acceptable to the National Executive shall be deemed to have resigned. For the avoidance of doubt the National Executive member so deemed to have resigned shall be eligible to stand for re-election to the vacancy.
- (i) In the event of a member of the National Executive ceasing to be a member of the Union or of a vacancy for any other reason a by-election shall be held forthwith to fill such vacancy which by-election shall be held in accordance with such arrangements as the National Executive shall prescribe.
- (j) The National Executive shall, subject to these Rules and to the decisions of Conference, have full power and authority to take such action as it deems necessary for the conduct of the Union's affairs and the realisation of the objects set out in Rule 3.
- (k) Without prejudice to the generality of the power set out in Rule 7(j) the National Executive shall:
 - (i) subject to ratification at the Conference immediately following such decision, make such bye-laws and regulations as to the management of the Union not inconsistent with these Rules as the National Executive may consider desirable and to rule upon any question as to the construction of any Rule, bye-law or regulation;
 - (ii) determine the remuneration and duties of the General Secretary;
 - (iii) appoint such officials, other than the General Secretary, as the National Executive considers necessary for the good conduct of the affairs of the Union;
 - (iv) determine the remuneration and duties of such officials as are appointed under (k)(iii) above;
 - (v) enter into deeds, guarantees and agreements in accordance with these Rules as agents of the Union;
 - (vi) appoint such Committees with such powers and duties as the National Executive shall from time to time consider necessary;
 - (vii) whether by itself or on the advice or with the assistance of agents invest or cause to be invested such of the assets of the Union and the income arising therefrom as shall not be required for the administration or other purposes of the Union in accordance with these Rules provided that the National Executive shall not be liable for the defaults of agents whom it may employ for this purpose;
 - (viii) make such arrangements as the National Executive deems to be necessary and appropriate to fill any vacancy to any elected office in the Union arising from suspension or removal from office.
- (l) National Officers and members of the National Executive shall be indemnified by the Union:
 - (i) in respect of expenses properly incurred by them in the performance of their duties as such National Officers or members of the National Executive as the case may be; and
 - (ii) in respect of all demands, claims, actions, proceedings and damages (and the costs and expenses thereof) made, brought or obtained against them arising out of the performance of their duties as such National Officers or members of the National Executive.

8. Local Associations

- (a) The National Executive shall have power to form, dissolve or amalgamate such Local Associations as it sees fit subject to such criteria as are approved by Conference from time to time. Any decision taken by the National Executive in accordance with this paragraph shall be reported for ratification to the Conference immediately following that decision.
- (b) The National Executive shall publish model rules for the conduct of Local Association business which rules shall be adopted by each Local Association save that the National Executive may approve any such local variations requested by a Local Association as it sees fit.
- (c) Only persons who are in Full Membership of the Union in compliance with Rule 4(1)(a) shall be eligible for election as Local Association Secretary, President or Vice-President.

- (d) The funds of a Local Association shall be kept in an account opened in the name of that Local Association at a Bank, Post Office or Building Society. Withdrawals from the account shall be under the signature of at least two duly appointed Local Association officers.
- (e) All Local Associations shall supply a statement of balances and an income and expenditure account to the Honorary Treasurer at the end of the financial year. The financial year is the calendar year.

9. Retired Members' Associations and Federation

- (a) The National Executive shall have power to form, dissolve or amalgamate such Retired Members' Associations as it sees fit subject to such criteria as are approved by Conference from time to time. Any decision taken by the National Executive in accordance with this paragraph shall be ratified by the Conference immediately following that decision.
- (b) The National Executive shall publish model rules for the conduct of Retired Members' Association business which rules shall be adopted by each Retired Members' Association save that the National Executive may approve any such local variations requested by a Retired Members' Association as it sees fit.
- (c) The funds of a Retired Members' Association shall be kept in an account opened in the name of that Retired Members' Association at a Bank, Post Office or Building Society. Withdrawals from the account shall be under the signature of at least two duly appointed Retired Members' Association officers.
- (d) All Retired Members' Associations shall supply a statement of balances and an income and expenditure account to the Honorary Treasurer at the end of the financial year. The financial year is the calendar year.
- (e) All Retired Members' Associations shall combine to form the Retired Members' Federation which shall be consulted by the National Executive on such matters affecting retired members as the National Executive considers appropriate.
- (f) The National Executive shall publish model rules for the conduct of Retired Members' Federation business which rules shall be adopted by the Federation save that the National Executive may approve such variations requested by the Federation as it sees fit.
- (g) A Retired Members' Association shall contribute to the Retired Members' Federation such proportion of its subscription apportionment and other income at such times and in such manner as shall be directed by resolution of the Federation from time to time.
- (h) The funds of the Retired Members' Federation shall be kept in an account opened in the name of the Retired Members' Federation at a Bank, Post Office or Building Society. Withdrawals from the account shall be under the signature of at least two duly appointed Retired Members' Federation officers.
- (i) The Retired Members' Federation shall supply a statement of balances and an income and expenditure account to the Honorary Treasurer at the end of the financial year. The financial year is the calendar year.

10. Federations

- (a) Where there is more than one Local Association within the area of a Local Authority the National Executive shall combine those Local Associations to form a Federation which shall be solely responsible for all negotiations with that Local Authority and such other employers as may be located within the area of that Local Authority.
- (b) The National Executive shall publish model rules for the conduct of Federation business which rules shall be adopted by each Federation save that the National Executive may approve such local variations requested by a Federation as it sees fit.
- (c) Only persons who are in Full Membership of the Union in compliance with Rule 4(1)(a) shall be eligible for election as Federation Secretary, President or Vice-President.
- (d) The funds of a Federation shall be kept in an account opened in the name of the Federation at a Bank, Post Office or Building Society. Withdrawals from the account shall be under the signature of at least two duly appointed Federation officers.
- (e) All Federations shall supply a statement of balances and an income and expenditure account to the Honorary Treasurer at the end of the financial year. The financial year is the calendar year.
- (f) A Local Association shall contribute to the Federation of which it is a member such proportion of its subscription apportionment and other income at such times and in such manner as shall be directed by resolution of the Federation from time to time.

11. Executive Councils in Northern Ireland, Scotland and Wales/Cymru

- (a) In Northern Ireland, Scotland and Wales/Cymru, National Executive shall combine Local Associations to form Executive Councils. These Executive Councils to be known as NASUWT Northern Ireland, NASUWT Scotland and NASUWT Cymru.
- (b) The National Executive shall publish model rules for the conduct of the business of those Executive Councils known as NASUWT Northern Ireland, NASUWT Scotland and NASUWT Cymru which rules shall be adopted by the said Executive Councils save that National Executive may approve such variations requested by NASUWT Northern Ireland, NASUWT Scotland and NASUWT Cymru as it sees fit.

- (c) The funds of the Executive Councils known as NASUWT Northern Ireland, NASUWT Scotland and NASUWT Cymru shall be kept in an account opened in the name of the relevant Executive Council at a bank, post office or building society. Withdrawals from the account should be under the signature of at least two duly appointed Executive Council officers.
- (d) All Executive Councils shall supply a statement of balances and an income and expenditure account to the Honorary Treasurer at the end of the financial year. The financial year is the calendar year.
- (e) Local Associations in Northern Ireland, Scotland and Wales/Cymru shall contribute to the appropriate Executive Council such proportion of Local Association subscription apportionment and other income at such times and in such manner as shall be directed by resolution of the appropriate Executive Council from time to time.

12. Regional Committees in England

- (a) National Executive shall make such arrangement as National Executive deems necessary and appropriate for the formation of Regional Committees in England.
- (b) The purpose of Regional Committees in England shall be to facilitate regional activity in accordance with model rules for the conduct of the business of Regional Committees as published by National Executive and which shall be adopted by each Regional Committee save that National Executive may approve such variations requested by a Regional Committee as National Executive sees fit.

13. National Officers' Committee

- (a) Membership of the National Officers' Committee shall be:
 - (i) the Junior Vice-President;
 - (ii) the Senior Vice-President;
 - (iii) the President;
 - (iv) the Ex-President;
 - (v) the Honorary Treasurer;
 which Officers shall be known as the National Officers of the Union.
- (b) No paid official or employee of the Union shall be eligible for election to membership of the National Officers' Committee.
- (c) Any National Officer who fails to attend three consecutive meetings of the National Officers' Committee without good cause acceptable to the Committee shall be reported by the President to the National Executive who may in their absolute discretion declare that the National Officer concerned shall be deemed to have resigned whereupon the casual vacancy procedure shall be commenced. For the avoidance of doubt the National Officer so deemed to have resigned shall be eligible to stand for election to National Office as and when an election is called.
- (d) Between meetings of the National Executive the National Officers' Committee shall conduct the business of the Union.
- (e) The National Officers' Committee may authorise a ballot for Industrial Action in accordance with Rule 22(c).
- (f) The National Officers' Committee shall be bound by decisions of the National Executive.
- (g) The National Officers' Committee may make such recommendations to the National Executive for the conduct of the business of the Union as the National Officers' Committee sees fit.
- (h) The National Officers' Committee shall report to the National Executive such decisions as it makes for the conduct of the business of the Union between meetings of the National Executive.

14. The Presidency

- (a) There shall be an annual election for the four-year term of office of the Presidency.
- (b) In the first year of office the member elected to the Presidency shall be known as the Junior Vice-President.
- (c) In the second year of office the member elected to the Presidency shall be known as the Senior Vice-President.
- (d) In the third year of office the member elected to the Presidency shall be known as the President.
- (e) In the fourth year of office the member elected to the Presidency shall be known as the Ex-President.
- (f) Each year of office for the purposes of this Rule shall commence on the first day of Conference in the relevant year and end on the first day of Conference in the following year.

15. Honorary Treasurer

- (a) The Honorary Treasurer shall be responsible for the financial affairs of the Union.
- (b) The Honorary Treasurer shall be elected annually and shall hold office from the conclusion of Conference of the year of his/her election until the conclusion of Conference in the following year.

- (c) The Honorary Treasurer shall cause proper accounts to be kept.
- (d) The Honorary Treasurer shall publish the audited accounts of the Union annually in sufficient time for consideration at Conference.
- (e) The Honorary Treasurer shall present a report to each meeting of the National Executive.
- (f) Whenever required by the National Executive the Honorary Treasurer shall provide to the National Executive a statement of the Union's accounts.
- (g) The Honorary Treasurer shall make such regulations and give such directions as may seem proper to him or her for:
 - (i) the day-to-day management of the financial affairs of the Union;
 - (ii) the collection of subscriptions;
 - (iii) the proper administration of a national imprest accounting system;
 - (iv) the holding of Local Association, Federation, Executive Council, Regional Committee and Retired Members' Association and Federation financial reserves centrally by the Union in the names of the Local Associations and Federations.

16. Auditors

Chartered accountants shall be appointed annually by Conference to examine and audit the accounts of the Union.

17. Investment and Financial Affairs

- (a) Funds, assets and other property belonging to or held upon trust for the Union may with the consent of the National Executive be invested in or upon such shares, stocks, funds, securities or other investments in any part of the world and whether involving liability or not either in the names of the Trustees or in the name of a nominee on behalf of the Trustees as the National Executive shall in its absolute discretion think fit so that the National Executive shall be empowered to invest and transpose the investment of the said funds and other property of the Union in the same unrestricted manner as if they were the beneficial owners thereof.
- (b) All land, buildings, other property and assets of the Union shall be placed in the names of the Trustees or in the name(s) of a nominee or nominees on behalf of the Trustees approved by the National Executive or in the name of the Custodian Trustee or Public Trustee as the National Executive shall in its absolute discretion think fit to be held for and on behalf of the Union.
- (c) All monies held by or on behalf of the Union shall be paid into the bank accounts of the Union.
- (d) Local Association and Federation reserves shall be held centrally in the name of the Local Association or Federation concerned and shall be subject to the right of withdrawal on demand by the Local Association or Federation provided that any such withdrawal is for a specified amount authorised by Minute of a meeting of the Officers or Executive of the Local Association or Federation.
- (e) Local Association and Federation Officers, accredited school representatives, Health & Safety Representatives, and such other Officers and representatives as may be approved by the National Executive from time to time shall be indemnified by the Union in respect of all demands, claims, actions, proceedings and damages and the costs and expenses thereof, made, brought or obtained against them arising out of the performance of their duties as such Officers or representatives.

18. Trustees

- (a) The President, Senior Vice-President, Junior Vice-President and Ex-President for the time being of the Union shall be trustees thereof.
- (b) The National Executive may appoint a Trust Corporation to be Custodian Trustee in accordance with Section 4 of the Public Trustee Act 1966.
- (c) The National Executive may transfer to the Public Trustee such funds or property of the Union and such stocks, shares or securities held by or on behalf of the Union as it sees fit.

19. General Secretary

- (a) The General Secretary shall conduct the business of the Union in accordance with these Rules and act under the instructions of Conference, the National Executive and the National Officers' Committee.
- (b) In the event of failure by the General Secretary to fulfil the terms of his/her contract of employment the National Executive may dismiss the General Secretary from office by resolution passed by a two thirds majority of the members of National Executive.
- (c) The General Secretary shall:
 - (i) have the conduct of the day-to-day administration of the Union;
 - (ii) manage the staff of the Union and shall give such directions as to their work as s/he considers necessary;

- (iii) convene meetings of the National Executive and its Committees and Sub-Committees as and when the National Executive or the National Officers shall require and as s/he deems necessary;
 - (iv) put before the National Executive such reports and recommendations as to Union policy, organisation and administration as s/he may deem necessary or as the National Executive may require.
- (d) Throughout these Rules wherever there is reference to the General Secretary (with the exception of Rule 20(4)) the General Secretary may nominate the Deputy General Secretary or any other member of staff to act in his/her place.

20. Elections

(1) Eligibility

- (a) No member shall be eligible to stand in an election for any elected office at local or national level within the Union if s/he is a member of the principal governing body of, or an elected officer of, another trade union representing persons who are eligible for membership of the Union. On becoming a member of the principal governing body of, or an elected officer of, another trade union representing persons who are eligible for membership of the Union, a member of the Union shall immediately vacate any elected office at local or national level within the Union.

(2) National Officers

- (a) Each Local Association shall be entitled to nominate at a general meeting one member as candidate for the Presidency and one member as candidate for Honorary Treasurer.
- (b) Any such nomination shall be made by resolution of the Local Association passed at a General Meeting. The agenda and calling notice for the meeting must include as a separate item of business the consideration and making of nominations for the Presidency and Honorary Treasurer.
- (c) Only persons who are in Full Membership of the Union in compliance with Rule 4(1)(a) shall be eligible for election as National Treasurer or to the National Presidency.
- (d) Any such nomination shall be on the prescribed form which shall be countersigned by the nominee as notice of acceptance of nomination and thereafter submitted to the General Secretary.
- (e) Any completed nomination form not received by the General Secretary on or before the 1st November in the year of the election concerned shall not be a valid nomination.

(3) National Executive

- (a) Each Local Association within a District shall be entitled to nominate one member of a Local Association within that District as a candidate for each vacancy for the National Executive for that District.
- (b) Any such nomination shall be made by resolution of the Local Association passed at a General Meeting. The agenda and calling notice for the meeting must include as a separate item of business the consideration and making of nominations for District members of the National Executive.
- (c) Only persons who are in Full Membership of the Union in compliance with Rule 4(1)(a) shall be eligible for election to membership of the National Executive.
- (d) Any such nomination shall be on the prescribed form which shall be countersigned by the nominee as notice of acceptance of nomination and thereafter submitted to the General Secretary.
- (e) Any nomination form not received by the General Secretary on or before the 31st January in the year of the election concerned shall not be a valid nomination.

(4) General Secretary

- (a) Any election for the position of General Secretary shall be called by the National Executive who shall cause to be published a timetable for the election.
- (b) The National Executive and each Local Association shall be entitled to nominate at a general meeting one candidate for General Secretary.
- (c) Any such nomination shall be made by resolution of the Local Association passed at a General Meeting. The agenda and calling notice for the meeting must include as a separate item of business the consideration and making of nominations for the General Secretary.
- (d) Any such nomination shall be on the prescribed form which shall be countersigned by the nominee as notice of acceptance of nomination and thereafter submitted to the President.
- (e) Any nomination form not received by the President on or before the closing date for nominations as prescribed by the National Executive shall not be a valid nomination.
- (f) For acceptance as a candidate for the post of General Secretary a prospective candidate shall be nominated either by the National Executive or by a minimum of twenty five Local Associations or by both in accordance with the procedure set out in this Rule.
- (g) No member shall be eligible to stand in an election for the position of General Secretary if s/he is a member of the principal governing body of, or an officer of, another trade union representing persons who are eligible for membership of the Union.

(5) Canvassing

- (a) No member holding any category of membership shall distribute, or cause to be distributed, any material seeking support for the nomination of any prospective candidate earlier than one calendar month prior to the closing date for nominations.
- (b) Upon request to the General Secretary (or in the event of an election for General Secretary, the President) a prospective candidate shall be provided with one set of labels setting out the addresses for correspondence of Local Associations relevant to the election concerned, not earlier than five weeks prior to the closing date for nominations for the sole purpose of corresponding with Local Associations to seek nomination.
- (c) Material seeking support for the nomination of any prospective candidate in any election may not be distributed by e-mail and e-mail addresses will not be provided to (and may not be used by or on behalf of) prospective candidates for this purpose.
- (d) After close of nominations no material other than the election address referred to in this Rule shall be distributed on behalf of any candidate.

(6) Ballots

- (a) In the event of there being more than one candidate for the position of the Presidency, Honorary Treasurer, or General Secretary, a ballot shall be held amongst the members of the Union. Each member of the Union shall be entitled to one vote in each contested election and the candidate with the greatest number of votes cast shall be declared elected.
- (b) In the event of there being more candidates for nomination to the National Executive than the number of members of the National Executive prescribed for a District there shall be a ballot held of the members of the Local Associations in the District concerned. Each member of a Local Association in a District where a contested National Executive election is held shall be entitled to one vote for each vacancy and the candidate (or if more than one vacancy, candidates) with the greatest number of votes cast shall be declared elected.

(7) Election address

- (a) Validly nominated candidates shall be entitled to submit to the General Secretary (or the President in the event of an election for the General Secretary) an election address not exceeding three hundred words on one side of A4 paper which may set out biographical details of the candidate and the work s/he has performed or proposes to perform on behalf of the Union only. The election address may include a photograph and a list of nominating Local Associations (and in the event of election for the General Secretary, any nomination of the National Executive) which list of nominations shall not be taken into account for the purposes of the three hundred words limit set by this Rule.
- (b) Election addresses shall be produced in accordance with a protocol agreed and published by National Executive.
- (c) The election address shall be distributed at no cost to the candidate to those members who are entitled to vote in the election concerned at the same time as the ballot paper is despatched to those members.

(8) Balloting procedures

- (a) Ballot papers accompanied by election addresses shall be distributed by post to members eligible to vote within one calendar month after the closing date for nominations.
- (b) The ballot paper shall include on it the date by which the ballot paper to be valid shall be received by the Union's returning officer which date shall be twenty one days after the date of distribution of the ballot papers referred to above.
- (c) The National Executive shall appoint an independent scrutineer for each election whose duties shall be those set out in the Trade Union and Labour Relations (Consolidation) Act 1992 and as amended by any subsequent legislation.

(9) Election misconduct

- (a) Any complaint of election misconduct shall be made by a member in writing to the General Secretary (or to the President in the case of an election for General Secretary) to be received within twenty eight days of the act or omission, the subject of the complaint.
- (b) The General Secretary (or the President in the case of an election for General Secretary) shall have power to dismiss a complaint s/he considers to be frivolous. The General Secretary (or the President as the case may be) shall report the dismissal of such a complaint to the National Officers' Committee Meeting immediately following his/her decision.
- (c) The National Officers' Committee (with the exclusion of an individual whose election is the subject of complaint) shall consider any complaint of misconduct not ruled frivolous.
- (d) The National Officers' Committee in investigating a complaint of misconduct may set up a Tribunal of Inquiry to investigate the complaint which Tribunal shall comprise either three members of the National Executive or three past Presidents or a combination thereof (save that any individual whose election is the subject of complaint shall not be eligible to serve on such a Tribunal).

- (e) A Tribunal of Inquiry constituted under this Rule shall have power to investigate such matters as it believes relevant, and to question such witnesses and to call for such documents as it considers necessary.
- (f) A Tribunal of Inquiry shall report to the National Officers' Committee in writing. The National Officers' Committee shall provide a copy of such report to the Complainant(s) and to any individual(s) who are the subject of the complaint.
- (g) Upon receipt of a report of a Tribunal of Inquiry the National Officers' Committee shall consider the report and thereafter either uphold the election or declare the election invalid and set a date for a new election, subject to confirmation by the National Executive.
- (h) The National Officers' Committee shall have power to suspend an election if it so considers necessary for the good management of the Union.
- (i) The National Officers' Committee, subject to confirmation by the National Executive shall make such arrangements as it considers necessary to ensure the good management of the Union should an election be suspended, which power includes the nomination of a member to perform the duties of the post, the subject of the contested election until the conclusion of that election.
- (j) In the absence of the suspension of an election by the National Officers' Committee, the election, the subject of complaint, shall proceed and the candidate(s) receiving the highest number of votes shall be declared elected and shall hold office unless and until the election is declared invalid on the grounds of electoral misconduct by the National Officers' Committee.
- (k) Nothing in this Rule shall be seen as a bar to internal Union discipline pursuant to Rule 27.

21. Casual Vacancies

- (a) In the event of the President ceasing to be a member of the Union or the office of President falling vacant for any other reason the Senior Vice-President shall vacate the office of Senior Vice-President and shall progress to the office of President and shall hold that office for the remainder of the unexpired year of office in addition to his/her year in office as President.
- (b) In the event of the Senior Vice-President ceasing to be a member of the Union or the office of Senior Vice-President falling vacant for any other reason the Junior Vice-President shall vacate the office of Junior Vice-President and shall progress to the office of Senior Vice-President and shall hold that office for the remainder of the unexpired year of office in addition to his/her year in office as Senior Vice-President.
- (c) In the event of the Ex-President ceasing to be a member of the Union or the office of Ex-President becoming vacant for any other reason, the National Executive shall appoint from amongst its number a member of the National Executive to carry out the duties of Ex-President.
- (d) In the event of the Honorary Treasurer ceasing to be a member of the Union or the office of Honorary Treasurer becoming vacant for any other reason, the National Executive shall appoint from amongst its number a member of the National Executive to carry out the duties of Treasurer for the remainder of the unexpired year of office.
- (e) In the event of the Junior Vice-President ceasing to be a member of the Union or the office of Junior Vice-President becoming vacant for any other reason, the National Executive shall as soon as reasonable call an election to fill the vacancy for the remainder of the unexpired year of office which election shall be held in accordance with Rule 20 save that the National Executive may appoint such dates for the conduct of the election as it sees fit.

22. Industrial Action

- (a) The following and only the following are authorised to call upon members to participate in industrial action:
 - (i) the General Secretary and,
 - (ii) in his/her absence, the Deputy General Secretary.
- (b) The National Executive may authorise a ballot for industrial action of the whole membership or such section of the membership as it considers necessary.
- (c) The National Officers' Committee may authorise a ballot for industrial action of the whole membership or such section of the membership as it considers necessary.
- (d) On receipt of a request for a ballot for industrial action from a National Executive Member, Federation Secretary or Local Association Secretary, the General Secretary shall:
 - (i) authorise a ballot and thereafter report such authorisation to the National Officers' Committee; or
 - (ii) reject the request for a ballot and thereafter report such rejection to the National Officers' Committee; or
 - (iii) report such request to the National Officers' Committee for decision.

23. Casework Assistance

- (a) Casework assistance shall be granted in accordance with the Union's Casework Code of Practice agreed and published by National Executive and at the discretion of the General Secretary to any Full Member and, to the extent permitted by Rule 4, Retired, Honorary Life, Career Break, Student, Associate and Former Members.
- (b) Casework assistance may be granted in relation to:
 - (i) any matter arising out of or occurring in the course of the member's employment;
 - (ii) any matter affecting the professional or other rights, welfare or interests of members or the teaching profession in general.
- (c) Casework assistance may be withdrawn by the General Secretary if an assisted person whose case has been supported by the NASUWT:
 - (i) fails to act on or accept the advice of the General Secretary or his/her NASUWT caseworker; or
 - (ii) fails to co-operate in the provision or collection of information relevant to the case; or
 - (iii) has wilfully provided false or misleading information; or
 - (iv) is three months or more in arrears with membership contributions; or
 - (v) in any other circumstances where withdrawal is deemed to be necessary by the National Executive.
- (d) "Casework assistance" for the purpose of this Rule means assistance provided by an officer, official or employee of the Union to a person in a matter concerning that person.

24. Legal Assistance

- (a) Legal assistance shall be granted at the complete discretion of the National Executive.
- (b) The following shall be eligible for legal assistance:
 - (i) Full Members working in the British Isles.
 - (ii) Full Members working overseas employed by or under the auspices of the Overseas Development Administration, the Ministry of Defence, or such other Government Department as the National Executive shall from time to time approve.
 - (iii) Full Members working overseas pursuant to any other appointment approved by the National Executive.
 - (iv) Retired, Honorary Life, Career Break, Student, Associate and Former Members to the extent permitted by Rule 4.
- (c) Subject to Rule 4, legal assistance may be granted in relation to:
 - (i) any matter arising out of or occurring in the course of a member's employment;
 - (ii) any matter affecting the professional or other rights, welfare, or interests of members or the teaching profession in general.
- (d) Legal assistance may be withdrawn by the National Executive if an assisted person whose case has been supported by the Union:
 - (i) fails to act on or accept the advice of the General Secretary or the Union's legal advisers; or
 - (ii) fails to co-operate in the provision or collection of information relevant to the case; or
 - (iii) has wilfully provided false or misleading information; or
 - (iv) is three months or more in arrears of membership contributions; or
 - (v) in any other circumstances where withdrawal is deemed to be necessary by the National Executive.
- (e) If legal assistance is withdrawn pursuant to this Rule the assisted person shall be fully responsible for all legal costs incurred by the Union or by any other party to litigation in which the Union has supported the assisted person.

25. Benevolent Fund

There shall be a separate charitable fund known as the "NASUWT Benevolent Fund" which shall have such separate Rules as are approved by Conference from time to time with the consent of the Charity Commissioners which Rules shall provide for but shall not be limited to the objects, benefits, constitution, and administration of the fund.

26. Insurance and Other Member Benefits

- (a) The National Executive shall at its discretion make arrangements to indemnify members against such accidental or criminal injury, loss or damage by way of contract of insurance or otherwise as it sees fit.
- (b) The extent of cover under (a) above shall be determined by the National Executive at its discretion but shall include provision for:
 - (i) accidental death;

- (ii) accidental loss of sight of one or both eyes;
 - (iii) accidental loss of one or more limbs;
 - (iv) accidental permanent total disablement from engaging in being occupied with or giving attention to employment or occupation within the teaching profession;
 - (v) damage by fire to or loss by theft of members' personal property pertaining to the teaching profession on school premises under such conditions as shall be determined by the National Executive from time to time.
- (c) The levels of benefit under this Rule shall be determined by the National Executive in its discretion which levels of benefit may vary according to:
- (i) class of membership;
 - (ii) the circumstances giving rise to the claim;
- subject to such maximum limit as is provided for by Section 467 of the Income and Corporation Taxes Act 1988 and any amendment or re-enactment thereof.

27. Internal Union Discipline

(1) Offences

A member of the Union commits a disciplinary offence if that member:

- (a) wrongly or fraudulently receives or misapplies funds of the Union;
- (b) fails to participate in official industrial action;
- (c) acts contrary to or fails to carry out lawful instructions of the National Executive;
- (d) harasses another member or discriminates against another member on the grounds of gender, ethnic origin, disability, sexuality, religion or age;
- (e) fails to pay any fine imposed under this Rule within two months of the conclusion of proceedings, without good and sufficient reason;
- (f) acts contrary to or fails to carry out the policies of the Union;
- (g) acts in any way prejudicial to the interests of the Union.

(2) Complaints

Complaints relevant to Internal Union Discipline may be made against any member of the Union by:

- (a) any member of the Union;
- (b) resolution of the National Officers (excluding the Ex-President).

(3) Secretariat

- (a) The General Secretary shall nominate a member of staff to act as secretary in all aspects of the administration of Rule 27. In the absence of the member of staff so nominated by the General Secretary, another member of staff nominated by the General Secretary may act in his/her place. The General Secretary's Nominee undertaking the role of secretary during Rule 27 proceedings will be known as the "Complaint Secretary".
- (b) If a member or the National Officers (excluding the Ex-President) believes that a member of the Union (known in this Rule as the "Respondent") has committed a disciplinary offence then they shall submit their complaint in writing setting out the details of the Respondent's conduct to the Complaint Secretary.
- (c) The Complaint Secretary shall seek to ensure that all proceedings under Rule 27 are progressed in accordance with Rule 27 and any protocol relevant to Rule 27 which has been approved by National Executive.

(4) Disciplinary Complaint

- (a) Upon receipt of a complaint the Complaint Secretary shall send a copy of the complaint to the Respondent who shall within ten days of the date it was sent to him/her notify the Complaint Secretary in writing whether the complaint is admitted or denied.
- (b)
 - (i) Upon receipt of a denial under (a) above, or upon the expiry of ten days if no response to the complaint from the Respondent is received, the Complaint Secretary shall refer the complaint to the Ex-President who will carry out a preliminary investigation.
 - (ii) If the Ex-President is of the opinion that the complaint is suitable for conciliation then s/he may offer conciliation between the parties to the complaint in accordance with such protocol as may be determined by the National Executive.
 - (iii) If the Ex-President is of the opinion that conciliation is not appropriate then s/he shall instruct the Complaint Secretary to convene a Disciplinary Committee Meeting for the purpose of the hearing to consider the complaint, save that if the Ex-President is of the view that the complaint is frivolous or vexatious s/he shall instruct the Complaint Secretary to notify the member who submitted the complaint and the Respondent that no further action will be taken.

- (c) Upon the conclusion of the preliminary investigation under (b)(i) above, or of conciliation under (b)(ii), the Ex-President shall report in writing to the Complaint Secretary that in the opinion of the Ex-President, either:
 - (i) there are insufficient grounds to proceed with the complaint further (or in the case of a matter which has been the subject of conciliation, that the complaint has been resolved) whereupon the Complaint Secretary shall notify the member who submitted the complaint and the Respondent that no further action will be taken; or
 - (ii) the complaint should proceed further whereupon the Complaint Secretary shall convene a Disciplinary Committee Meeting for the purpose of hearing to consider the complaint.
- (d) Upon receipt of an admission under (a) above, the Complaint Secretary shall convene a Disciplinary Committee Meeting for the purpose of a hearing to consider the complaint.

(5) Discipline at Disciplinary Committee Level

- (a) The Disciplinary Committee shall be a Committee of the National Executive and shall comprise three members of the National Executive excluding the National Officers as nominated by the National Executive. The members of the Disciplinary Committee shall elect a Chair from among their number.
- (b) The Disciplinary Committee may resolve to:
 - (i) dismiss the complaint; or
 - (ii) find the complaint justified.
- (c) If the Disciplinary Committee passes a resolution in accordance with (5)(b)(ii) above, or the Respondent has admitted the complaint under (2)(b) above, the Disciplinary Committee shall resolve:
 - (i) to impose no penalty; or
 - (ii) to penalise the Respondent.
- (d) The penalties available to the Disciplinary Committee shall be:
 - (i) a reprimand;
 - (ii) a fine not exceeding five times the full annual subscription of a Full Member of the Union;
 - (iii) to suspend the Respondent from membership of the Union for a specified period not exceeding one year;
 - (iv) to debar the Respondent from holding office in the Union either permanently or for a specified period;
 - (v) to expel the Respondent from membership of the Union.
- (e) As soon as is practicable, the Complaint Secretary shall notify the Respondent in writing of the resolution(s) of the Disciplinary Committee and of any right of appeal.

(6) Appeals

- (a) There shall be a right of appeal from the Disciplinary Committee to the Appeals Committee when the Disciplinary Committee has imposed any of the penalties in Rule 27(5)(d).
- (b) Appeals Committee
 - (i) The Appeals Committee shall be a Committee of the National Executive and shall comprise three members of the National Executive excluding National Officers as nominated by the National Executive. The Appeal Committee shall elect a Chair from amongst their number.
 - (ii) No member of the National Executive who was a member of the Disciplinary Committee against whose resolution(s) the appeal has been made shall be a member of the Appeals Committee considering that appeal.
- (c) The Appeal
 - (i) The Respondent shall submit the appeal in writing (Notice of Appeal) specifying the grounds of the appeal to the Complaint Secretary.
 - (ii) The time limit for an appeal shall be ten days from the date the written notice of the resolution(s) against which the appeal lies was sent to the Respondent.
 - (iii) It is the Respondent's responsibility to ensure that the Notice of Appeal complies with this Rule and is received by the General Secretary within the time limit.
 - (iv) Upon receipt of a Notice of Appeal the General Secretary shall convene a meeting of the Appeals Committee for the purpose of a hearing to consider the appeal.
 - (v) The Appeals Committee may resolve to dismiss, uphold or reduce the penalty imposed by the Disciplinary Committee.
 - (vi) Any decision of the Appeals Committee shall be final.
 - (vii) As soon as is practicable, the Complaint Secretary shall notify the Respondent in writing of the resolutions of the Appeals Committee.
 - (viii) All appeal hearings shall be by way of full rehearing and new evidence shall be admissible at the discretion of the Chairperson.

(7) Convening of Meetings

- (a) Whenever the convening of a meeting is required by this Rule, the procedure set out below shall be followed.
- (b) The Complaint Secretary shall send to the Respondent at his/her last known address written notice of the meeting by ordinary first-class post not less than fifteen days before the date of the meeting.
- (c) The notice of the meeting sent to the Respondent shall be dated and shall specify:
 - (i) the date, time and place of the meeting;
 - (ii) the purpose of the hearing;
 - (iii) details of the complaint sufficient to enable the Respondent to appreciate the nature of the case against him/her;
 - (iv) his/her right to attend, make verbal submissions, call witnesses and submit documentary evidence;
 - (v) his/her right to make written submissions;
 - (vi) that his/her reasonable travelling expenses will be met;
 - (vii) that the proceedings may ultimately lead to his/her expulsion from membership of the Union, and that if the Respondent is an Officer of the Union that the proceedings may lead to him/her being permanently debarred from office;
 - (viii) that the meeting may proceed in his/her absence unless s/he submits written reasons showing good cause why s/he cannot attend;
 - (ix) that s/he is required to acknowledge receipt and state within ten days of the date of the notice whether s/he intends to attend at the meeting;
 - (x) that s/he is requested to forward copies of any documents to which s/he will refer to the Complaint Secretary;
 - (xi) that a copy of any report submitted by the Ex-President under 27(4)(c) is enclosed.
- (d) If, in the opinion of the Complaint Secretary, the Respondent or the Complainant submits written good cause no less than twenty-four hours before the time of the hearing why s/he cannot attend, the hearing shall be adjourned to a future date. If the Respondent or the Complainant does not attend the hearing, then it shall be for the Chair of the Disciplinary Committee or, as appropriate, the Appeals Committee to determine whether or not the hearing should proceed in the absence of the Respondent and/or the Complainant.
- (e) Copies of the complaint, relevant minutes of any previous hearing, and any documentary evidence in his/her possession shall be sent to the Respondent by the Complaint Secretary as soon as is practicable and in any event at least seven days before the meeting.
- (f) The Complaint Secretary shall send written notice of the meeting at least seven days before the meeting to the Complainant and to those who are members of the Committee holding the meeting. This notice shall include copies of the notice sent to the Respondent, any Notice of Appeal, the complaint, relevant minutes of any previous hearing and any documentary evidence in the Complaint Secretary's possession.

(8) Hearings

- (a) For the purpose of all hearings under this Rule the provisions set out below shall apply.
- (b) The Complaint Secretary shall attend all hearings under this Rule to advise on procedure and to keep a record of the proceedings.
- (c) Where the Complainant is the National Officers' Committee (excluding the Ex-President) the complaint shall be presented by a National Officer (the Complaint Presenter) appointed by the National Officers' Committee.
- (d)
 - (i) The Complainant (if the Complainant is a member of the Union) and the Respondent may be represented at any hearing under this Rule by another member of the Union (the Complainant's representative or the Respondent's representative as appropriate) if that member is willing to act as his/her representative.
 - (ii) The Complainant and the Respondent shall notify the Complaint Secretary of the name and address of their representatives as soon as is practicable, and in any event at least fifteen days before the hearing.
- (e) The Complainant, Respondent, Complainant's and/or Respondent's Representatives, the Complaint Presenter and witnesses shall withdraw from the hearing upon the conclusion of the presentation of evidence and submissions on behalf of both sides and shall not play any part in the discussion or debate upon the resolution(s) before the Committee holding the hearing.

(9) Implementation of Decisions

- (a) Where a disciplinary resolution passed under this Rule may be the subject of an appeal, it shall not take effect until either the time limit for appeal has expired and no appeal has been entered or an appeal has been dismissed. In all other cases the decision shall have immediate effect.

(b) Any decision made by the Appeal Committee shall have immediate effect.

(10) The Role of the Ex-President

If the Ex-President cannot participate in Rule 27 proceedings as required by this Rule by reason of personal involvement in the matters referred to in the complaint or for any other good reason, the National Officers shall nominate a Past President to replace him/her for the purpose of performing the responsibilities allocated to the Ex-President in this Rule.

(11) Time Limits

Wherever “days” are referred to in this Rule the number of days allowed are to be working days not including public holidays, weekends or days when the Respondent is on annual leave in accordance with his/her terms of employment.

(12) Protocol

The National Executive shall adopt and publish a protocol for the progression of Rule 27 proceedings which shall be adhered to by all parties.

(13) Chair’s Authority

The ruling of the Disciplinary Committee Chair, or of the Appeal Committee Chair as appropriate, shall be binding on all parties to Rule 27 proceedings in respect of any issue on which Rule 27 and/or the protocol adopted by National Executive are silent.

28. Amendment to Rules

- (a) An amendment to these Rules may be proposed by:
 - (i) The National Executive by giving notice to the Local Associations in writing of the proposed amendment to these Rules not less than three months prior to the date of Conference or any Special Conference called to consider amendments to these Rules.
 - (ii) By twenty five Local Associations giving notice to the General Secretary in writing of the proposed amendment to these Rules not less than two months prior to the date of Conference or any Special Conference called to consider amendments to these Rules.
- (b) Any amendments to these Rules proposed in accordance with (a)(ii) above shall be circulated to the Local Associations by the National Executive not less than twenty one days before the date of the Conference or Special Conference.
- (c) An amendment to these Rules shall be made only by Conference or a Special Conference and shall require a two-thirds majority of the votes cast at that Conference.

29. Dissolution of the Union

- (a) A proposal to dissolve the Union may be made by:
 - (i) a resolution of the National Executive passed by a two-thirds majority of the members of the National Executive;
 - (ii) Local Associations representing not less than half the Full Membership of the Union.
- (b) Any proposal made in accordance with (a) above shall be put to a postal ballot of Full Members and Retired Members paying the Full Member subscription.
- (c) The Union shall be dissolved if not less than two-thirds of the members referred to in (b) above vote in favour of such dissolution.
- (d) Upon a successful ballot to dissolve the Union, notice of dissolution shall be served in the manner prescribed by statute to the Certification Officer for Trade Unions and Employers’ Associations and the funds and property of the Union shall (after discharge of all its liabilities) be divisible equally among the members of the Union referred to in (b) above or in such other manner as Conference may determine and as permitted by law.

**MINUTES OF THE ANNUAL CONFERENCE HELD IN
THE ICC, BIRMINGHAM
24 March 2008 – 27 March 2008**

Officers

President:	Amanda Haehner
Senior Vice-President:	Julian Chapman
Junior Vice-President:	Chris Lines
Ex-President:	John Mayes
Honorary Treasurer:	Sue Rogers

Members of the Executive

Geoff Branner	Julia Harris	Ian Phillips
Ronald Clooney	Alan Homes	Timothy Ramsden
Graham Cluer	Karen Hopwood	Jo Ramsey
Brian Cookson	Dave Jones	John Rimmer
Lyn Cooper	Roger Kirk	Paula Roe
Tim Cox	Joe Langley	Peter Scott
Graham Dawson	Mick Lyons	Hopkin Thomas
Paul Desgranges	Pam Milner	Ian Timpany
Kathy Duggan	Derek Moore	Victor Topping
Sue Foreman	Trevor Morgan	Steve White
John Girdley	Suzanne Nantcurvis	Dave Wilkinson
Mike Grant	Brian Oakley	
Russell Hammond	John Peat	

General Secretary

Chris Keates, Hillscourt Education Centre, Rose Hill, Rednal, Birmingham B45 8RS

Past Presidents

UWT		Maurice Littlewood (<i>Middleton</i>)	1992-93
Mavis Wright (<i>London</i>)	1965-70	Roger Kirk (<i>Newark</i>)	1994-95
		Olwyn Gunn (<i>Aycliffe</i>)	1995
NAS		Barrie Ferguson (<i>York</i>)	1997-98
John Scott (<i>Derry County and Antrim</i>)	1974-75	Bill Morley (<i>Sefton</i>)	1999-2000
		Tony Hardman (<i>Liverpool</i>)	2001-02
NASUWT		Peter Butler (<i>Bedfordshire</i>)	2002-03
Colin Abraham (<i>Devon East</i>)	1980-81	Terry Bladen (<i>Darlington</i>)	2003-04
Joe Boone (<i>Bolton</i>)	1985-86	Pat Lerew (<i>NE Hants</i>)	2004-05
Mike Inman (<i>Leek</i>)	1986-87	Peter McLoughlin (<i>Stockport</i>)	2005-06
Dave Battye (<i>Sheffield</i>)	1988-89	Brian Garvey (<i>Wakefield</i>)	2006-07
Graham Terrell (<i>Merton</i>)	1989-90	John Mayes (<i>Knowsley</i>)	2007-08
Sue Rogers (<i>Sheffield</i>)	1991-92		

FIRST PRIVATE SESSION
2.00p.m. to 2.45p.m.
Monday 24 March 2008

APPOINTMENT OF SCRUTINEERS

Derek Moore moved,
Mike Wilson seconded:

“That the members of the NASUWT be asked to act as scrutineers.”

The motion was

CARRIED

MINUTES

Sue Rogers moved,
Julian Chapman seconded:

“That the Minutes of the Belfast Conference 2007 be signed by the Chairperson as a correct record of the proceedings.”

The motion was

CARRIED

ACCOUNTS

Sue Rogers moved,
Julian Chapman seconded:

“(i) That the financial statements be received.”

The motion was

CARRIED

“(ii) That the financial statements be adopted.”

The motion was

CARRIED

APPOINTMENT OF AUDITORS

Sue Rogers moved,
Julian Chapman seconded:

“That Messrs Horwath Clark Whitehill, Chartered Accountants be, and are hereby, appointed auditors of the Union’s accounts for the year 2008.”

The motion was

CARRIED

**FIRST PUBLIC SESSION
3.00p.m. to 3.55p.m.
Monday 24 March 2008**

Official Opening

The President, John Mayes, declared open the Annual Conference.

The President welcomed:

**Councillor Randall Brew and Sandra Brew
Ed Balls**

Lord Mayor and Lady Mayoress of Birmingham
Secretary of State for Children, Schools and Families

Civic welcome:

Conference was welcomed by the Lord Mayor of Birmingham, Councillor Randall Brew.

Induction of Amander Haehner as President for 2008-09

John Mayes introduced the President-elect and installed her as President for 2008-09.

The General Secretary read names of those sending messages of congratulations.

President's Address

The President, Amanda Haehner, delivered her Presidential Address.

Peter Wylie moved,

Graham Cluer seconded:

"That the best thanks of this Conference be, and are hereby, tendered to Amanda Haehner for her Address."

The motion was

CARRIED WITH ACCLAMATION

Vote of thanks to retiring President John Mayes and presentation of souvenir

The President presented the Ex-President with a souvenir of his year of office and moved:

"That the best thanks of this Conference be, and are hereby, tendered to John Mayes for his services to the Union over the past year."

The motion was

CARRIED WITH ACCLAMATION

Introduction of New Officers

The President introduced the newly elected Junior Vice-President, Chris Lines.

SECOND PUBLIC SESSION
9.00a.m. to 12.30p.m.
Tuesday 25 March 2008

ANNUAL REPORT OF THE NATIONAL EXECUTIVE

John Mayes moved,

Julian Chapman seconded:

“(i) That the report be received.”

The motion was

CARRIED

“(ii) That the report be adopted.”

The motion was

CARRIED

ACADEMY SCHOOLS

Ian Carr moved,

Bill Howell seconded:

“Conference endorses the findings of the independent study by Catalyst, sponsored by the NASUWT, entitled *Academy Schools: Case Unproven*.”

Conference asserts that the current academy schools programme, being actively promoted by the Government and some local authorities, does not comply with the six key tests to be applied in respect of private sector involvement as outlined in the NASUWT Report *Private Sector and State Education*.

Conference deplores the tactics of the Schools’ Commissioner in linking the approval of local authorities’ bids for Building Schools for the Future funding to the inclusion of academies in their plans.

Conference condemns the Government’s academy schools programme which:

- (i) serves to undermine nationally negotiated school teachers’ terms and conditions of service;
- (ii) reduces local accountability;
- (iii) puts public assets into private ownership;
- (iv) allows private sponsors to dictate areas of the curriculum;
- (v) threatens effective union representation and
- (vi) is detrimental to existing co-operation between neighbouring schools.

Conference therefore instructs the National Executive to implement a high-profile national campaign against the academy schools programme including:

- (a) affiliating the NASUWT to the Anti-Academies Alliance;
- (b) bringing pressure to bear on the Government to change its policy on academies;
- (c) working towards bringing existing academies under local authority control and
- (d) producing comprehensive material for all members to use in this campaign at a national, regional and local level.”

AMENDMENT (i)

Geoff Branner moved,

Graham Cluer seconded:

“In the third paragraph delete ‘Schools’ Commissioner’ and replace with ‘Government’.”

The amendment was

ACCEPTED

AMENDMENT (ii)

Sue Foreman moved,

Steve White seconded:

“After the third paragraph insert a new paragraph:

‘Conference condemns those local authorities which seek to abnegate their responsibilities for schools in need of support by proposing them as academies and use school reorganisations as a Trojan horse for introducing academies and trusts’.”

The amendment was

ACCEPTED

AMENDMENT (iii)

*Mike Grant moved,
John Peat seconded:*

“In (a) delete ‘*affiliating the NASUWT to*’ and replace with ‘*continuing to work with*’.”

The amendment was

LOST

AMENDMENT (iv)

*Susan Jones moved,
Jason Cosford seconded:*

“Add a final paragraph:

‘Conference further instructs the National Executive to ballot members for industrial action where they are willing to take action:

- (1) to oppose the conversion of their school to an academy, foundation school or trust and/or*
- (2) to prevent the worsening of trade union facilities provided to the NASUWT at school, Local Association, federation or National Executive level.’.”*

The amendment was

ACCEPTED

The motion, as amended, was

CARRIED

BEHAVIOUR MANAGEMENT

*Tim Cox moved,
Suzanne Nantcurvis seconded:*

“Conference welcomes the efforts by the National Executive to highlight the problems of disruptive pupil behaviour.

Conference believes that all teachers should be supported in their aspirations to have a healthy and safe working environment conducive to effective teaching and learning.

Conference deplores the inadequate training on classroom behaviour management within programmes of initial teacher training.

Conference endorses action by the National Executive to:

- (i) lobby the Government to improve the quality of initial teacher training on behaviour management in all parts of the UK;*
- (ii) develop behaviour management training for all members and*
- (iii) press employers to provide access to high-quality continuing professional development on pupil behaviour management.”*

The motion was

CARRIED

STUDENT VOICE

*Paul Desgranges moved,
Paula Roe seconded:*

“Conference condemns the use of students to evaluate teacher performance through lesson observation and to assess and interview teachers as an attack on the professional status of teachers.

Conference calls upon the National Executive to continue its campaign to inform members about the inherent dangers of involving students in such processes and to urge them to oppose this in all schools and colleges.”

The motion was

CARRIED

THIRD PUBLIC SESSION
2.15p.m. to 3.45p.m.
Tuesday 25 March 2008

LESSON OBSERVATIONS

Sue Cunningham moved,
Steve Newbold seconded:

“Conference believes that many teachers are still suffering too many lesson observations.

Conference notes that the new Performance Management Regulations have enabled the three-hour limit to be abused by it being broken down into six observations of thirty minutes each and this has added to the plethora of observations from initiatives, peer observations, advisers and other agencies.

Conference asserts that this continual increase in management determination to observe colleagues represents a lack of respect for teachers’ professionalism and can only be detrimental to morale.

Conference calls on the National Executive to:

- (i) draw up a national protocol for lesson observations and drop-ins which all schools will have to adhere to and
- (ii) do everything within its power to enforce the three-hour limit on all forms of observation.

Conference further calls upon the National Executive to monitor the:

- (a) number of observations;
- (b) total time per annum;
- (c) stated purpose of observations and
- (d) conduct of observers.”

AMENDMENT (i)

Brian Oakley moved,
Roger Kirk seconded:

“Delete the second paragraph and replace with:

‘Conference condemns the abuse of the three-hour limit introduced by the revised Performance Management Regulations in England and the plethora of observations some schools are seeking to impose.’.”

The amendment was

ACCEPTED

AMENDMENT (ii)

Brian Cookson moved,
Paul Desgranges seconded:

“In (i) delete *‘which all schools will have to adhere to’* and replace with *‘and promote this to schools’.*”

The amendment was

ACCEPTED

AMENDMENT (iii)

Ian Brown moved,
Andy Stacey seconded:

“In the fourth paragraph (i) delete *‘and drop-ins’.*

After the final paragraph add:

‘Conference further asserts that drop-ins are unprofessional, cause additional stress, and that all the intended outcomes of classroom observation can be achieved without them.

Conference instructs the National Executive to adopt a policy of balloting members for industrial action to oppose all drop-ins in any school where members indicate that drop-ins are taking place and that they are willing to take action.’.”

The amendment was

LOST

The motion, as amended, was

CARRIED

Address to Conference by Wishyaar Hamad Haj, Executive Member of the Iraqi and Kurdistan Union

The President, Amanda Haehner, gave the vote of thanks on behalf of the NASUWT.

RECRUITMENT AWARDS

Suzanne Nantcurvis, the Chair of the Recruitment Committee and Pauline Wardleworth (representative of Endsleigh) announced that Recruitment Awards have been awarded to:

Best Campaigner	Bexley Association
Best Communication	Bexley Association
Recruitment and Retention Initiative	Sheffield Association
Student/Newly Qualified Teacher Campaign	Katie Bevan (<i>South Gloucestershire</i>)
Recruiter of the Year	David Lingard (<i>Angus Association</i>)

SECOND PRIVATE SESSION
3.55p.m. to 5.15p.m.
Tuesday 25 March 2008

PROPOSED AMENDMENTS TO THE RULES OF THE UNION

AMENDMENT 1: LOCAL ASSOCIATION MEMBERSHIP

Roger Kirk moved,
Brian Oakley seconded:

“At the start of Rule 4(1)(c) delete the words ‘*On admission to the Union a member shall join*’ and substitute with ‘*Throughout his/her teaching career a member shall be allocated to membership of*’.

After the words ‘*can serve most effectively.*’ in Rule 4(1)(c) insert the words ‘*A member shall be eligible to be in membership only of a Local Association in the area in which he/she is employed as a qualified teacher or is employed to teach, lecture or instruct in accordance with Rule 4(1)(a).*’.”

The motion was

CARRIED

AMENDMENT 2: SECRETARIES AND PRESIDENTS OF LOCAL ASSOCIATIONS

Sue Rogers moved
Dave Wilkinson seconded:

“Insert a new Rule 8(c) and reletter appropriately current Rules 8(c) and 8(d):

New 8(c) to read: ‘*Only persons who are in Full Membership of the Union in compliance with Rule 4(1)(a) shall be eligible for election as Local Association Secretary, President or Vice-President.*’.”

The motion was

CARRIED

AMENDMENT 3: SECRETARIES AND PRESIDENTS OF FEDERATIONS

Joe Langley moved,
Ian Phillips seconded:

“Insert a new Rule 10(c) and reletter appropriately current Rules 10(c), 10(d) and 10(e):

New 10(c) to read: ‘*Only persons who are in Full Membership of the Union in compliance with Rule 4(1)(a) shall be eligible for election as Federation Secretary, President or Vice-President.*’.”

The motion was

CARRIED

AMENDMENT 4: NATIONAL OFFICERS

John Peat moved,
Trevor Morgan seconded:

“Insert a new Rule 20(2)(c) and reletter appropriately current Rules 20(2)(c) and 20(2)(d):

New 20(2)(c) to read: ‘*Only persons who are in Full Membership of the Union in compliance with Rule 4(1)(a) shall be eligible for election as National Treasurer or to the National Presidency.*’.”

The motion was

CARRIED

AMENDMENT 5: NATIONAL EXECUTIVE

*Jo Ramsey moved,
Paul Desgranges seconded:*

“Insert a new Rule 20(3)(c) and reletter appropriately current Rules 20(3)(c) and 20(3)(d):

New 20(3)(c) to read: *‘Only persons who are in Full Membership of the Union in compliance with Rule 4(1)(a) shall be eligible for election to membership of the National Executive.’*.”

The motion was

CARRIED

AMENDMENT 6: RETIRED MEMBERSHIP

*Sue Rogers moved,
Joe Langley seconded:*

“After the words *‘Full Member’* at the end of Rule 4(2)(b) delete the full stop and add: *‘save for ineligibility to stand as a candidate in elections for those offices listed in Rule 4(2)(c).’*.”

Insert a new Rule 4(2)(c) and reletter appropriately current Rules 4(2)(d) and 4(2)(e):

New 4(2)(c) to read: *‘Only those Retired Members who are paying the same subscription as a Full Member and who are in compliance with Rule 4(1)(a) shall be eligible to stand for election as a National Officer, National Executive Member or Secretary, President or Vice-President of a Local Association or Federation.’*.”

The motion was

CARRIED

PROPOSED AMENDMENTS TO STANDING ORDERS OF CONFERENCE

AMENDMENT 1: TIDYING UP

*Mick Lyons moved,
Geoff Branner seconded:*

“In SO2(b) delete *‘This’* and after *‘Order’* insert *‘2(a)’*.”

In SO3(a)(ii) replace *‘be deemed withdrawn’* with *‘not appear on the Agenda.’*

In SO3(b)(ii) delete *‘Local Association’s Secretary’* and replace with *‘Local Association’*.”

In SO3(b)(iii) delete *‘Local Association’s Secretary’* and replace with *‘Local Association’*.”

In SO3(b)(iv) delete everything after the first sentence and create a new point (c) to read: *‘If the Standing Orders Committee consider a Motion to be out of order, the Standing Orders Committee shall refer such Motion to the President. If the President rules the Motion out of order, it shall not appear on the Agenda. If the President rules the Motion in order, it shall appear on the Preliminary Agenda subject to Standing Order 3(a)(i).’*.”

In existing SO4(c) delete (b) and replace with (c) and delete *‘year immediately previous to the ballot’* and replace with *‘the declared Conference voting figure’*.”

In SO5(b)(ii) between *‘of’* and *‘Conference’* insert *‘the’* and before the full stop insert *‘concerned’*.”

In SO5(c) delete *‘deemed withdrawn’* and replace with *‘not appear on the final Agenda’*.”

In SO7 delete *‘not’* and replace with *‘no’*.”

In SO8 delete *‘not’* and replace with *‘no’*.”

In SO14 delete *‘debate’* and replace with *‘the vote’*.”

In SO17(b) and (c) insert *‘17’* before *‘(a)(v)’*.”

In SO17(d)(i) insert '17' before '(a)(iii)'.

In SO17(d)(ii) insert '17' before '(a)(iv)'.

In SO18 delete '*President*' and replace with '*Chairperson*'.

In SO18 delete '*he/she*' and replace with '*s/he*'.

In SO19 delete '*he/she*' and replace with '*s/he*'.

In SO23 delete '*Scrutineers*' and replace with '*Chief Scrutineer*'.

In SO27(a) delete '*withdrawn*' and replace with '*to have fallen*'.

Reformat and renumber SO20 to SO25 to become a new point 20(a) to (f) and renumber all consequential points."

The motion was

CARRIED

AMENDMENT 2:

TIMINGS

Sue Foreman moved,

Dave Jones seconded

"In SO2(a) replace '*30 November*' with '*the third Monday in November*'.

In the first sentence of SO3 after the word '*shall*' insert '*meet to*' and delete the full stop and insert '*on the Wednesday after the third Monday in November of the year preceding the Conference concerned.*'.

In the last sentence of SO3(b)(i) delete all after '*shall*' and replace with '*be returned to the Local Associations which submitted the original Motions by no later than the fourth Monday of November in the year preceding the Conference concerned.*'.

In SO3(b)(ii) delete '*within ten days of his/her receipt of the Composite Motion*' and replace with '*by noon on the second Monday in December of the year preceding the Conference concerned.*'.

In SO3(iii) delete '*within ten days of his/her receipt of the Composite Motion*' and replace with '*by noon on the second Monday in December of the year preceding the Conference concerned.*'.

In SO4(a) delete '*7 January of the year of Conference*' and replace with '*the third Monday in December of the year preceding the Conference.*'.

In SO4(d) delete '*31*' and replace with '*last Monday in*'.

Delete all in 5(a)(ii) and replace with '*The provisional Agenda shall be circulated to Local Associations by the first Monday in February of the year of the Conference concerned.*'.

In SO5(b)(ii) delete '*the second Monday*' and replace with '*noon on the fourth*'.

In SO7 delete '*Monday*' and replace with '*seventh day*'.

Delete all in SO13 and replace with '*There shall be circulated, by no later than the second Monday in January of the year of the Conference concerned, to each Local Association, the number of members of that Association for the previous year.*'."

The motion was

CARRIED

This debate was suspended until the Third Private Session on Wednesday 26 March 2008.

FOURTH PUBLIC SESSION
9.00a.m. to 12.30p.m.
Wednesday 26 March 2008

2(b) MOTION: PAY AND CONDITIONS OF SERVICE THROUGHOUT THE UK

Sue Rogers moved,

Roger Kirk seconded:

England and Wales

“Conference welcomes the consultation conducted by the National Executive with all members in England and Wales to gauge their opinion on the pay award for 2008-2011.

Conference acknowledges that compared with other public sector workers teachers have fared comparatively well.

Conference, however, recognises there is deep concern in the profession about the potential for a return to the historic boom and bust pattern of teachers’ pay, undermining the significant gains made in recent years.

Conference, therefore, calls upon the National Executive to:

- (i) monitor inflation with a view to triggering the reopener clause for 2008;
- (ii) make a robust case for an above inflation increase in the review of the 2009 award which will be undertaken by the School Teachers’ Review Body and
- (iii) campaign with the TUC for a change in Government policy in relation to public sector pay, including a change from Consumer Price Index to Retail Price Index and a recognition that public sector pay increases are not the cause of inflation.

Conference condemns those local authorities and governing bodies in England and Wales who are denying teachers and headteachers the statutory, regulatory and contractual entitlements agreed through social partnership and which are levers for tackling excessive workload, reducing working hours and raising educational standards.

Conference asserts that it is unacceptable that employers can flout the law with apparent impunity.

Conference believes that these unlawful acts must be recognised as serious, illegal, civil offences and must carry a heavy penalty.

Conference calls upon the Government to take urgent action to identify strategies, including legislative change, to secure the enforcement of the statutory provisions in all schools and services covered by the School Teachers’ Pay and Conditions Document.

Conference affirms that, unless such strategies are identified and implemented, the National Executive will prepare for a national ballot of members in England and Wales with a view to taking appropriate industrial action from 1 January 2009.

Northern Ireland

Conference welcomes the workload audit which is being conducted in Northern Ireland.

Conference affirms its commitment to ballot members for industrial action if no satisfactory progress is made on securing the pay and conditions of service claim for parity submitted to the Northern Ireland Assembly and Employers or if the audit identifies excessive workload and working hours.

Scotland

Conference resolves that the effect in Scotland of the 2008 pay settlement on teacher recruitment and retention be monitored and a campaign for the claim to be reopened be conducted if Scottish teachers’ workloads continue to increase and if their salaries fall further behind those of members in England and Wales.”

AMENDMENT (i)

Mike Wilson moved,

Ian Carr seconded:

“Delete bold typed ‘England and Wales’, ‘Northern Ireland’ and ‘Scotland’.

In paragraph 10 insert ‘further’ between ‘Conference’ and ‘welcomes’.

In paragraph 11 insert *'further'* between *'Conference'* and *'affirms'*.

In paragraph 12 insert *'also'* between *'Conference'* and *'resolves'*."

The amendment was

LOST

AMENDMENT (ii)

John Slater moved,

Konrad Machej seconded:

"In paragraph 8, delete full stop and *'document'*, replace with a comma, and then add:

'and in addition to secure a statutory limit of one meeting per week for all classroom teachers of no more than one hour except for the one parental consultation event per year group per year.'

In paragraph 9, delete the full stop after *'2009'*, replace with a comma, and then add:

'based on Time for a Limit'."

The amendment was

LOST

AMENDMENT (iii)

Aodh McCay moved,

Arthur McCarrigle seconded:

"After *'no satisfactory progress is made'* insert *'by the end of this academic year'*.

Insert a full stop after *'Assembly and Employers'* and delete everything after this."

The amendment was

ACCEPTED

The motion, as amended, was

CARRIED

THE SECRETARY OF STATE FOR CHILDREN, SCHOOLS AND FAMILIES

The Secretary of State for Children, Schools and Families, Rt. Hon Ed Balls MP, addressed Conference.

The General Secretary, Chris Keates, gave the vote of thanks on behalf of the NASUWT.

YOUNG ACTIVIST OF THE YEAR AWARD

The President introduced the Young Activist of the Year Award.

Daphne O'Kane addressed Conference.

Ed Balls, Secretary of State for Children, Schools and Families, announced the winner, Grainne McCay.

WORKLOAD, WORKING HOURS AND WORK/LIFE BALANCE

Darren Earle moved,

Julian Price seconded:

"Conference acknowledges that progress has been made in reducing cover and in enabling teachers to concentrate on their primary role of teaching but regrets the fact that the goal of a satisfactory work/life balance has not yet been achieved and that insufficient progress has been made in driving down workload.

Conference further acknowledges that many members are experiencing excessive workloads owing to factors that include:

- (i) an expectation for teachers to carry out duties and tasks that do not require the skills of a teacher;
- (ii) there being no limit on the number of meetings that teachers can be expected to attend in a week;
- (iii) a pervasive and threatening monitoring culture in some schools and the education system in general;
- (iv) the vagueness of the term *'reasonable work/life balance'* and therefore the difficulty of enforcing it;
- (v) the increasing pressure on upper pay scale teachers to undertake additional management tasks;
- (vi) the continuing widespread practice, particularly in primary schools, of teachers being expected to undertake co-ordinator roles without remuneration or sufficient management time;
- (vii) the intrusion on planning, preparation and assessment time;
- (viii) changes to pupil assessment practices and
- (ix) a constant stream of Government initiatives that teachers are called upon to implement.

Conference believes that the concerted campaign by the NASUWT needs to continue to ensure that a contractual limit on working hours is agreed and enshrined in the School Teachers' Pay and Conditions Document (STPCD).

Conference, therefore, instructs the National Executive to:

- (a) carry out a national survey of members on workload and collate evidence of the hours being worked by teachers;
- (b) secure further agreement on national strategies to bring more downward pressure on working hours;
- (c) seek appropriate changes to the STPCD and
- (d) support industrial action, where appropriate, to secure an acceptable work/life balance for all teachers, including headteachers."

AMENDMENT (i)

Aodh McCay moved,

Carmel McGarrigle seconded:

"In paragraph two delete 'and' at the end of (viii) and replace with a semi-colon.

At the end of (ix) delete the full stop and add

'and

(x) *the increasing pressure on teachers by unrealistic expectations of examination bodies.'*"

The amendment was

ACCEPTED

AMENDMENT (ii)

Mike Grant moved,

Steve White seconded:

"In (a) delete all words and replace with 'use the evidence from the audit carried out in January 2008 of all members in England and Wales as the evidence base for the workload and hours being worked by teachers;'. "

The amendment was

ACCEPTED

AMENDMENT (iii)

Caroline Bowker moved,

Sandra McNally seconded:

"At the end of (c) replace 'and' with a semi-colon and insert a new (d):

'pressure employers, not subject to using the STPCD, to incorporate improvements to their teachers' conditions of service similar to those achieved in the STPCD and'

Re-letter accordingly."

The amendment was

ACCEPTED

AMENDMENT (iv)

Christopher Shear moved,

Bryn Hughes seconded:

"Add a sub-section (f) at the end of the final paragraph:

'evaluate the workload implications of 14-19 education, the introduction of diplomas and compulsory education for all to the age of 18 and report the findings to Conference 2009.'"

The amendment was

LOST

AMENDMENT (v)

Bryan Cook moved,

Mike Smith seconded:

"In (v) delete the word 'additional'."

The amendment was

ACCEPTED

The motion, as amended, was

CARRIED

FIFTH PUBLIC SESSION
2.15p.m. to 3.45p.m.
Wednesday 26 March 2008

TEACHING AND LEARNING RESPONSIBILITY PAYMENTS IN PRIMARY SCHOOLS

John Talbot moved,

Mick Burrows seconded:

“Conference notes with approval the protection afforded to classroom teachers not in receipt of teaching and learning responsibility (TLR) payments by the answer to question 41A in the final version of the Rewards and Incentives Group’s *Frequently Asked Questions* document produced in October 2005.

Conference welcomes the fact that, accordingly, as a result of this protection, all that can be required of a teacher, without a TLR payment, in carrying out work in departmental or subject areas is to contribute their professional expertise during discussions in staff meetings and that, where expectations exceed this, teachers must receive additional remuneration.

Conference, however, is alarmed at the number of primary teachers who are expected to manage curriculum areas but are not receiving a TLR payment and believes that this amounts to a national scandal.

Conference notes that the latest School Teachers’ Pay and Conditions Document (STPCD) does not clarify this situation in its reference to the duties of teachers and that this leads to unreasonable demands being placed on teachers not in receipt of TLRs.

Conference instructs the National Executive to:

- (i) research the distribution of TLRs in primary schools throughout England and Wales and report its findings to Conference 2009;
- (ii) continue to work with the relevant bodies to effect changes to the STPCD such that primary teachers cannot be required to take on additional responsibilities without a TLR payment and
- (iii) support members, and where necessary, ballot for industrial action in schools where members are required to take on additional responsibilities without remuneration.”

AMENDMENT (i)

John Crofts moved,

Errol Butcher seconded:

“In the third paragraph, between ‘of’ and ‘primary’, insert ‘teachers, particularly’ and between ‘teachers’ and ‘who’ insert a comma.

In the final paragraph, in (ii) delete the word ‘primary’.

In (iii) delete all and replace with ‘adopt a policy of balloting members for industrial action to achieve the position of RIG 41A, as set out in paragraph two above, in any school where members indicate that worse conditions than this are being imposed and that they are willing to take action.’”

The amendment was

LOST

AMENDMENT (ii)

Karen Hopwood moved,

Joe Langley seconded:

“In (i) delete all and replace with ‘continue to use the results of the extensive survey carried out in 2007 to highlight the serious problems with the distribution and remuneration of TLR payments in England and Wales;’”

The amendment was

ACCEPTED

The motion, as amended, was

CARRIED

CYBERBULLYING

Chris Lines moved,

Sue Foreman seconded:

“Conference acknowledges that developments in technology have made significant improvements in support for learning and in the working practices of the school and college workforce.

Conference is concerned, however, by the growing evidence that the abuse of technology, particularly mobile phones, e-mails and Internet sites, is not only contributing to increasing workload but is also providing a vehicle for the prejudice-related bullying and harassment of staff and for false allegations to be made against them.

Conference welcomes the National Executive’s campaign to raise awareness of the devastating adverse effects of cyberbullying on teachers’ health, wellbeing, confidence, self-esteem and, in some cases, career progression.

Conference supports the National Executive in seeking to secure:

- (i) a review of regulatory and legislative provisions to prevent allegations being made about named teachers on Internet sites and to secure more accessible avenues of redress for those who are exposed to public ridicule and false allegations;
- (ii) more effective policies which class mobile phones as potentially offensive weapons and restrict pupil access to them during school and college sessions;
- (iii) the outlawing of school and college policies that encourage or require teachers to provide individual mobile phone or e-mail contact details to pupils;
- (iv) provision in initial teacher training courses to raise awareness of the need for teachers to be cautious about the material they post on social networking sites and of cyberbullying in general and
- (v) the inclusion of reference to the use and abuse of technology in the Health and Safety Executive’s good practice guidance and in all workplace health and safety audits, including risk assessments.”

The motion was

CARRIED

THIRD PRIVATE SESSION
3.52p.m. to 5.15p.m.
Wednesday 26 March 2008

PROPOSED AMENDMENTS TO STANDING ORDERS OF CONFERENCE

(Debate continued from Second Private Session on Tuesday 25 March 2008)

AMENDMENT 3: DEMOCRATIC ACCOUNTABILITY

Mick Grant moved,

John Girdley seconded:

“At the end of SO1(b) insert *‘following adoption at a General Meeting.’*”

In existing SO4(b) after the word *‘vote’* insert *‘at a General Meeting’.*”

The motion was

CARRIED

AMENDMENT 4: MAKING CONFERENCE INCLUSIVE

Tim Cox moved,

Peter Scott seconded:

“In SO2 add new point (c) which reads: *‘Standing Order 2(a) shall not apply to a motion submitted in the name of the National Executive on behalf of the Executive Councils in Northern Ireland, Scotland and Wales/Cymru. National Executive shall determine from time to time the process for which these motions are submitted to the National Executive for consideration.’*”

In SO10 insert new (c) *‘Motions submitted in the name of the National Executive pursuant to Standing Order 2(c)’* and renumber consequential point.”

The motion was

CARRIED

AMENDMENT 5: ROLE OF STANDING ORDERS COMMITTEE

Derek Moore moved,

Mick Lyons seconded:

“In SO3(a)(i) delete *‘to be of excessive length or to lack clarity’* and replace with *‘uses incorrect terminology, is ungrammatical, is repetitive or does not conform to the conventions of formulating motions.’*”

In SO11(a) delete *‘first and’* and *‘commence with’* and between *‘shall’* and *‘debate’* insert *‘include’*.

In SO11(b) delete *‘and Composite Motions’.*”

The motion was

LOST

AMENDMENT 6: CHAIR OF CONFERENCE

Mike Grant moved,

Graham Cluer seconded:

“In SO12 delete *‘Senior Vice-President’* and replace with *‘Ex-President’* and delete *‘Ex-President’* and replace with *‘Senior Vice-President’.*”

The motion was

CARRIED

AMENDMENT 7: EXECUTIVE ATTITUDE TO MOTIONS

Tim Ramsden moved,

Geoff Branner seconded:

“Insert new SO14: *‘When a Motion is called the Chairperson shall indicate the attitude of National Executive.’* and renumber all consequential points and references.”

The motion was

LOST

AMENDMENT 8: CARD VOTE

*Graham Cluer moved,
Steve White seconded:*

“In SO19 delete ‘4,000’ and replace with ‘8,000’.”

The motion was

CARRIED

AMENDMENT 9: BALLOTING OF MOTIONS

*John Mayes moved,
Geoff Branner seconded:*

“Insert new SO4(b) to read: *‘The preliminary Agenda shall list motions in Sections. The Sections of the Agenda shall be:*

- (i) Conditions of Service;*
- (ii) Economic and Social Affairs;*
- (iii) Education;*
- (iv) Equalities;*
- (v) International;*
- (vi) NASUWT Organising;*
- (vii) Salaries and Pensions.’*

and renumber consequential points in SO4.

In the renumbered SO4(c) delete *‘twelve (and only 12) Motions and Composite Motions set out in’* and replace with *‘up to three Motions set out in each Section of’*.

In SO5(a)(i) delete all words after *‘Standing Orders Committee’*.

In SO5 renumber SO5(a)(ii) to become SO5(a)(v) and insert new SO5(a)(ii) *‘The Motion that receives the highest number of votes in each Section shall be a Set Motion under Standing Order 10.’*

In SO5 insert new points (iii) and (iv):

- (iii) ‘The remaining 14 Motions shall be selected by:*
 - (A) the number of Motions in each Section being expressed as a percentage of the total number of Motions submitted;*
 - (B) the percentages arrived at in (A) being used to identify the number of Motions to be selected from each Section.*
- (iv) Those Motions selected in (B) shall then be listed in order for debate in descending order of the votes cast for those Motions.’*

In SO10(a) delete *‘six motions and Composite Motions’* and replace with *‘Motion’* and after *‘cast’* insert *‘in each section’* and after *‘4’* insert *‘(b)’*.”

The motion was

LOST

AMENDMENT 10: RENUMBERING

*Graham Cluer moved,
Lyn Cooper seconded:*

“Renumber all Standing Orders and subparagraphs to ensure compliance with the decisions made at Annual Conference March 2008.”

The motion was

CARRIED

SIXTH PUBLIC SESSION
9.04a.m. to 12.30p.m.
Thursday 27 March 2008

Election to Standing Orders Committee

The President announced that:

Jane Setchfield
Mike Wilson and
Christopher Holland

had been elected to serve on the Standing Orders Committee.

PUPIL BEHAVIOUR

Susan Jones moved,

Jake Cosford seconded:

“Conference considers that pupil behaviour has not improved in recent years despite the various policy initiatives from the Government and that thousands of working-class pupils in particular are having their education ruined by the behaviour of disruptive pupils.

Conference further considers that disruptive pupil behaviour, and the frequent failure of school managements to manage disruptive behaviour effectively, is the biggest cause of stress for teachers and the most significant reason for poor standards.

Conference asserts that the reasons for poor pupil behaviour are complex, but the following factors play a part:

- (i) the alienation of many pupils from the education system;
- (ii) elements of the Every Child Matters Agenda;
- (iii) the misuse of the Disability Discrimination Act by school managers and local authorities;
- (iv) the repeated undermining of teachers as key authority figures;
- (v) the current child protection regulations;
- (vi) the statutory complaints procedure which schools have been obliged to adopt;
- (vii) weak managers;
- (viii) the practice of employing non-teachers in positions where they are able to make decisions about behaviour management;
- (ix) the ‘student voice’ agenda;
- (x) the use of practices such as ‘managed moves’;
- (xi) the continued attempts by local authorities to reduce exclusions and
- (xii) the continuing inspection by OFSTED of exclusion data.

Conference is completely opposed to the view that standards of acceptable behaviour should be lowered for certain categories of pupils.

Conference believes that the National Executive should make improving pupil behaviour and restoring the authority of the classroom teacher key priorities and should open negotiations with the Government to significantly amend the current national child protection regulations and the Disability Discrimination Act.

Conference instructs the National Executive to authorise disputes in schools, including the use of strike action:

- (a) in cases where pupil discipline has broken down and the NASUWT Representatives have failed to secure improvements to members’ working conditions through collective bargaining and
- (b) where the management impose working practices which lead to worsened pupil behaviour.”

AMENDMENT (i)

Mike Wilson moved,
Bill Middleton seconded:

“Delete the first paragraph.

In paragraph two delete ‘further’.

In paragraph two delete ‘frequent’.

In paragraph two between ‘of’ and ‘school’ insert ‘some’.”

The amendment was

ACCEPTED

AMENDMENT (ii)

“In the first paragraph delete ‘that thousands of working-class pupils in particular’ and replace with ‘that many pupils’.”

The amendment

FELL

AMENDMENT (iii)

“In the first paragraph delete the words ‘working-class’ and ‘in particular’.”

The amendment

FELL

AMENDMENT (iv)

Tim Cox moved,
Steve White seconded:

“In the third paragraph delete all after ‘but’ up to and including ‘part’ and replace with ‘elements of the following may be contributory factors’.”

The amendment was

ACCEPTED

AMENDMENT (v)

Tim Ramsden moved,
Geoff Branner seconded:

“In the fifth paragraph between ‘should’ and ‘make’ insert ‘continue to’. After ‘priorities’ insert a full stop and delete the rest of the paragraph.”

The amendment was

ACCEPTED

AMENDMENT (vi)

John Slater moved,
Simon Tomlinson seconded:

“Delete the final paragraph and replace with:

‘Conference instructs the National Executive to adopt a policy of balloting members for industrial action in any school where they indicate a wish for it when either:

- (a) the school fails to reach a written agreement which the NASUWT members deem acceptable in all respects and which addresses all pupil behaviour issues of concern to members, including the actions which will be taken by school management to support staff faced with unacceptable pupil behaviour or
- (b) members indicate that the school has failed to adhere fully to the terms of any such agreement.’.”

The amendment was

LOST

The motion, as amended, was

CARRIED

RISK ASSESSMENTS

Madelaine Cooper moved,

Rosemary Sargeant seconded:

“Conference notes that risk assessments are a useful tool to be used in negotiating safer working conditions for members.

Conference calls on the National Executive to initiate a campaign which raises the profile of risk assessments and ensures they are used in schools and colleges:

- (i) for pregnant workers;
- (ii) where pupils have previously made malicious allegations;
- (iii) before the inclusion of potentially violent pupils;
- (iv) before the inclusion of pupils with specific special needs;
- (v) to assess teacher stress when any additional workload or change to working practice is proposed and
- (vi) for teachers who have special needs.”

AMENDMENT (i)

Geoffrey Smith moved,

Russ Waters seconded:

“In the first paragraph delete the word ‘*useful*’ and replace with ‘*vital*’.”

The amendment was

ACCEPTED

AMENDMENT (ii)

Jules Donaldson moved,

Allan Lane seconded:

“Replace ‘*and*’ at the end of (v) with a semi-colon. Replace the full stop at the end of (vi) with ‘*and*’ and add new (vii):

‘for off-site/out-of-hours activities as well as all other potentially hazardous situations.’.”

The amendment was

ACCEPTED

The motion, as amended, was

CARRIED

GOVERNANCE OF SCHOOLS

Suzanne Nantcurvis moved,

Alan Homes seconded:

“Conference believes that it is becoming increasingly evident that the majority of governing bodies are not fit for purpose and are failing to provide the appropriate balance of challenge to and support for headteachers.

Conference asserts that the increased autonomy for schools is an inappropriate responsibility to vest in a group of well-meaning volunteers.

Conference considers that the test of the effectiveness of a system is not when it is working well but how it responds under pressure and that there is a wealth of evidence to demonstrate the ineffectiveness of governors in discharging their responsibilities with regard to the implementation of statutory provisions, workforce issues and curtailing the worst excesses of some school leaders.

Conference calls upon the National Executive to press the Government to undertake a comprehensive review of the governance of schools.”

AMENDMENT

Celia Foote moved,

Eileen Belshaw seconded:

“Insert new paragraph between paragraphs 3 and 4 to read:

‘Conference demands that governance of state-funded schools be within the remit of local authorities informed by the practices of principles of democratic accountability.’.”

The amendment was

ACCEPTED

The motion, as amended, was

CARRIED

Justice for Colombia DVD

Conference was shown a DVD produced by Justice for Colombia showing the desperate situation faced by trade unionists in Colombia.

The President invited the Deputy General Secretary to deliver a message to Conference from Raquel Castro, FECODE member, formerly imprisoned in a Colombian jail.

PLANNING WORK AND WORK/LIFE BALANCE

Chris Holland moved,

Roy Moore seconded:

“Conference is concerned at the excessive demands made on teachers in some schools where school leaders demand detailed termly, weekly and daily lesson plans.

Conference notes the sensible guidance on primary lesson planning given in 2002 by OFSTED, the Qualifications and Curriculum Authority and the Department for Education and Skills.

Conference instructs the National Executive to carry out a survey to determine:

- (i) whether the results in schools where long and detailed lesson plans are demanded are significantly better than results in schools where the guidance is followed and
- (ii) whether the work/life balance of teachers is adversely affected when detailed daily lesson plans are demanded.

Conference further instructs the National Executive to work with the social partners to ensure implementation of the guidance.”

AMENDMENT

Brian Oakley moved,

Roger Kirk seconded:

“In the third paragraph delete all after ‘National Executive to’ and replace with ‘take appropriate action when excessive planning adversely affects the work/life balance of teachers.’”

The amendment was

ACCEPTED

The motion, as amended, was

CARRIED

EXCLUSIONS – PUPIL BEHAVIOUR

Joe Langley moved,

Alan Homes seconded:

“Conference is concerned that, since the introduction of the Education (Provision of Full-Time Education for Excluded Pupils) (England) Regulations 2007, many schools have changed the arrangements for dealing with children temporarily excluded from school.

Conference notes that, increasingly, pupils subject to temporary exclusion are returning to school after the sixth day and for the remaining period of their suspension in order to meet the provisions of the Regulations.

Conference believes that this devalues the impact and purpose of exclusion, undermines schools’ disciplinary procedures, creates additional supervisory burdens and, where the pupil has been excluded for disruption and violence, puts staff and pupils at risk.

Conference reaffirms the NASUWT’s commitment to challenging the premature return of excluded pupils where the health and safety of members are at risk and, with the support of members, balloting for appropriate action.”

The motion was

CARRIED

SEVENTH PUBLIC SESSION
2.15p.m. to 5.00p.m.
Thursday 27 March 2008

REPORTING INCIDENTS, ACCIDENTS AND ASSAULTS

David Ward moved,

Jackie Scannell seconded:

“Conference applauds those school managers who ensure that all accidents and assaults, which take place in their schools, are reported to the appropriate authorities.

Conference condemns those who, perhaps out of fear that their schools will be perceived as less successful, fail to comply with this statutory duty.

Conference believes that this leads to a massive under-reporting of incidents which may make it difficult for members to pursue claims for negligence.

Conference instructs the National Executive to:

- (i) call for all school managers to be reminded of the statutory duty to report all accidents and assaults;
- (ii) press for punitive sanctions to be taken against those who fail to comply with the law;
- (iii) audit local authority agreements on health and safety incident reporting;
- (iv) bring a report to Conference 2009 on the findings and
- (v) use this report to promote best practice.”

AMENDMENT (i)

Colin Baylis moved,

Nigel Williams seconded:

“In (i) insert a comma after ‘report’ followed by the words ‘and record in writing,’.”

The amendment was

ACCEPTED

AMENDMENT (ii)

John Allison moved,

Mike Buckley seconded:

“Add new paragraph 3 to read:

‘Conference also condemns those heads who fail to report the ever-increasing number of verbal assaults and incidents of prejudice-related abuse directed against teachers.’.”

The amendment was

ACCEPTED

AMENDMENT (iii)

Barbara Allen moved,

Louise Allen seconded:

“In both paragraphs 1 and (i), replace ‘accidents and assaults’ with ‘incidents, accidents, assaults and near misses’.

In (iv) and (v) replace ‘report’ with ‘Report’.

In (v) between ‘report’ and ‘to’ insert ‘, if accepted by that Conference,’.”

The amendment was

ACCEPTED

The motion, as amended, was

CARRIED

OFSTED ACCOUNTABILITY

Brian Cookson moved,

Paula Roe seconded:

“Conference welcomes the continuing campaign of the National Executive to secure a system of accountability in the education service which is based upon, respects and values the public sector ethos.

Conference believes that the current accountability system, in particular OFSTED, performance league tables and education targets, is breeding a compliance culture which stifles innovation and places unacceptable pressure on teachers and headteachers.

Conference contends that standards are rising in schools despite the accountability regime, not because of it.

Conference calls for the abandonment of league tables, the reform of OFSTED and an evidence-based review of the effectiveness of targets in delivering a high-quality public service.”

AMENDMENT

Julie Reid moved,

Ger McHugh seconded:

“In third paragraph after ‘schools’ add ‘and colleges’.”

The amendment was

ACCEPTED

The motion, as amended, was

CARRIED

PAY PROGRESSION

Alan Homes moved,

Gerry Conner seconded:

“Conference is deeply concerned that only 50% of eligible primary school teachers and 60% of eligible secondary school teachers are volunteering for assessment against the threshold standards.

Conference recognises that this is due to a combination of factors that include both a lack of awareness of their entitlements and the actions of school management and governing bodies using the threat of redundancy or worsening conditions of service actively to dissuade teachers from applying.

Conference believes that, if this situation is not addressed, the majority of teachers will not access the higher salaries secured by the NASUWT, as part of the pay agreement with the Government, with the consequent adverse impact on recruitment and retention.

Conference calls on the National Executive to negotiate, through social partnership, an amendment to the School Teachers’ Pay and Conditions Document that will remove the onus on individual teachers to apply for assessment and for progression to upper pay spine 1 to be automatically considered in line with the provisions in the 2006 performance management regulations on pay progression.”

AMENDMENT

Paul Davies moved,

Jane Setchfield seconded:

“Insert new final paragraph:

‘Conference expresses deep concern that the revised Performance Management Regulations do not apply to Wales and calls upon the National Executive to continue to press the Welsh Assembly Government to rectify this.’”

The amendment was

ACCEPTED

The motion, as amended, was

CARRIED

STATE EDUCATION

*John Mayes moved,
Ian Carr seconded:*

“Conference firmly believes that a fully funded and democratically accountable state sector is the most efficient way of sustaining and building upon a high level of achievement for all young people.

Conference further believes that the drive towards the privatisation of local authority services will lead to the fragmentation of the local authorities and is detrimental to the education service in terms of:

- (i) accountability;
- (ii) value for money and
- (iii) the raising of educational standards.

Conference reiterates its support for the involvement of local authorities in the provision of education at local level.

Conference condemns the dogmatic and unproved assertion that private sector governance, management of and ownership of previously public assets have, in any way, contributed to the raising standards agenda.

Conference instructs the National Executive to campaign to celebrate the success of the state sector of education and to promote it as the sector of choice for all.”

AMENDMENT

*Brian Williams moved,
Jane Setchfield seconded:*

“Insert new paragraph 2:

‘Conference therefore believes that faith schools have no part in this system and should be removed.’.”

The amendment was

LOST

The motion was

CARRIED

GENERAL TEACHING COUNCIL AS A REGULATORY BODY

*Sandra Williams moved,
Chris Ode seconded:*

“Conference believes the General Teaching Council has too many stakeholder groups represented, and does not bring anything of worth to the profession beyond that of a self-regulatory body.

Conference asserts that the General Teaching Council, in its present format, is not fit for purpose and instructs the National Executive to enter into a dialogue with all social partners to limit the remit of this organisation to being a regulatory body similar to the British Medical Association.”

AMENDMENT (i)

*John Rimmer moved,
Derek Moore seconded:*

“In the first paragraph replace:

‘Council has’ with ‘Councils in England and Wales have’;

‘does’ with ‘do’ and

‘a self-regulatory body’ with ‘being self-regulatory bodies’.

In the second paragraph replace:

‘the General Teaching Council’ with ‘these General Teaching Councils’;

‘its’ with ‘their’;

‘format’ with ‘form’;

‘is’ with ‘are’;

‘this organisation’ with ‘these organisations’ and

‘a regulatory body’ with ‘regulatory bodies’.”

The amendment was

ACCEPTED

AMENDMENT (ii)

*Joe Langley moved,
Alan Homes seconded:*

“In the second paragraph delete all after ‘regulatory body’.”

The amendment was

ACCEPTED

The motion, as amended, was

CARRIED

SUSPENSION OF TEACHERS

*John Crofts moved,
Simon Tomlinson seconded:*

“Conference notes that teachers subject to allegations are all too often suspended unnecessarily and for unreasonably long periods of time.

Conference further notes that the current child protection regulations guide headteachers towards an immediate suspension in all circumstances.

Conference recognises the immense distress which prolonged suspension can cause and that many teachers in these circumstances experience such stress and disillusionment that, even when they are finally cleared, a return to the classroom is not practicable and this has a devastating effect on their careers and personal lives.

Conference welcomes the recent ruling by the Court of Appeal that “suspension is not a ‘neutral act’ as it casts a shadow over the employee’s competence” and that “there is no reason why a court cannot grant an injunction against suspension”.

Conference urges the National Executive to campaign for:

- (i) child protection procedures to be amended to advise that suspension should only be considered if there is a genuine child protection risk or a genuine risk that the forthcoming investigation will be prejudiced by the teacher remaining in school and
- (ii) guidance to be issued to local authorities and schools that they should amend their disciplinary policies to delete any references to suspension being a neutral act.

Conference further urges the National Executive to:

- (a) issue appropriate advice to negotiating secretaries to assist in renegotiating their authorities’ policies and
- (b) give serious consideration to whether the individual case circumstances of any member suspended would allow the matter to be pursued and would provide grounds for legal remedy or a collective dispute.”

AMENDMENT

*Chris Lines moved,
Ian Phillips seconded:*

“In the first paragraph insert between ‘are’ and ‘all’ ‘in some local authorities’.

In the first paragraph after ‘time’ insert ‘despite Government guidance advising against this.’.”

The amendment was

ACCEPTED

PROCEDURAL MOTION 17(a)

*Ian Brown moved,
John Burton seconded:*

That the motion be referred to the National Executive for further consideration under Standing Order 17(a)(v).

The procedural motion was

CARRIED

**EIGHTH PUBLIC SESSION
5.00p.m. to 5.30p.m.
Thursday 27 March 2008**

PRESIDENT'S BUSINESS

(i) Members leaving National Executive

The President reported that Roger Kirk, Brian Garvey, Steve Hill and Jim McDaid were leaving National Executive at the end of Conference.

Roger Kirk addressed Conference.

The President moved:

“That this Conference places on record its appreciation of the services rendered by Roger Kirk, Brian Garvey, Steve Hill and Jim McDaid.”

The motion was

CARRIED WITH ACCLAMATION

(ii) Vote of thanks to Conference Committee

The President moved:

“That the best vote of thanks be, and are hereby, tendered to all those involved in the smooth running of Conference including scrutineers, staff, Standing Orders Committee, with particular thanks to Ian Carr who is leaving the Committee after 15 years, ICC stewards, catering and support staff and Creative Realisation.”

The motion was

CARRIED WITH ACCLAMATION

(iii) Vote of thanks to President

Charlotte Jeavons moved,

Grainne McCay seconded:

“That the best thanks of Conference be, and are hereby, tendered to the President, Amanda Haehner, for her excellent conduct in the Chair.”

The motion was

CARRIED WITH ACCLAMATION

NASUWT

The Teachers' Union

The largest teachers' union in the UK



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