



‘CAMPAIGNING FOR EDUCATION’

REPORT OF THE

YOUNG TEACHERS’ CONFERENCE

10 – 12 JUNE 2011

STOKE ROCHFORD HALL

PROGRAMME

FRIDAY (optional evening attendance)

8:00-9:00 pm	REGISTRATION
9:00-9:30 pm	YOUR PLACE IN YOUR UNION Briefing for first time conference attendees
9:30-10:30 pm	QUIZ DOUG MORGAN, Young Teachers' Advisory Committee

SATURDAY

9:00 am	REGISTRATION & EXHIBITION
9:30-10:00 am	YOUR PLACE IN YOUR UNION Briefing for first time conference attendees
10:10 am	WELCOME AND INTRODUCTIONS CARLY DOYLE, Senior Organiser (Yorkshire/Midland)
10:15-10:30 am	OPENING ADDRESS ALICIA HENRY, Young Teachers' Conference Steering Group
10:40-11:30 am	WORKSHOP BAND 1
11:40 am	TEA & COFFEE and EXHIBITION
12:00 pm	OUR VISION OF EDUCATION KEYNOTE ADDRESS MELISSA BENN, Author and Education Campaigner
12:45 pm	LUNCH
1:45-2:35 pm	TASK GROUP A – OUR VISION FOR EDUCATION
2:45-3:35 pm	WORKSHOP BAND 2
3:45-4:20 pm	CAMPAIGNING TO SAVE OUR PENSIONS KEYNOTE ADDRESS KEVIN COURTNEY, NUT Deputy General Secretary
4:30 pm	PRESIDENT'S RECEPTION & Exhibition
5:00 pm	WORK/LIFE BALANCE IN ACTION
9:30pm-2:00 am	PARTY WITH DJ & KARAOKE

SUNDAY

10:00 – 11:25 am	TASK GROUP B – CAMPAIGNING TO SAVE OUR PENSIONS
11:35 am	<i>TEA & COFFEE</i>
11:45 am	ELECTIONS CLOSING ADDRESS DOUG MORGAN, Young Teachers' Advisory Committee
12:15 pm	HEADLINES AND GOODBYES
12:30 pm	END OF CONFERENCE

The Conference chairs and task group leaders were members of the Young Teachers' Conference Steering Group and the Young Teachers' Advisory Committee.

REPORT OF THE YOUNG TEACHERS' CONFERENCE: 10 – 12 JUNE 2011

The Young Teachers' Conference was attended by 120 participants from 69 local associations.

All participants were qualified teacher members of the NUT, aged 35 or under.

The conference was held at the NUT's national training centre, Stoke Rochford Hall in Lincolnshire.

WELCOME AND INTRODUCTION

Chair: Nial Pickering, Young Teachers' Conference Steering Group

The Chair gave a very warm welcome to participants and expressed his pleasure at the excellent attendance as it was the most important national annual event for young teachers in the Union. The theme for the Conference 'Campaigning for Education' was wide ranging and of great importance and inspiration to young teachers.

The Chair noted that the mix of experienced young teachers and those in their first years of teaching would enrich the Conference greatly.

OPENING ADDRESS

Keynote Address – Alicia Henry, 2011 Young Teachers' Conference Steering Group

Alicia Henry welcomed the delegates to the Conference and spoke of her experiences as an NUT activist. She spoke about current Union's campaigns and the challenges faced by the changes to the education system. She encouraged young teachers to get involved in Union work.

Appendix 1 provides a full account of Alicia Henry's contribution.

WORKSHOPS – BAND 1

Participants were able to choose one of the workshops from Band 1:

Assessment for Learning – Matt Bradley, Young Teachers' Advisory Committee (London) and Hazel Danson, NUT National Executive Member and Chair of Education & Equality Committee

Creative Curriculum for All – Nial Pickering, 2011 Young Teachers' Conference Steering Group and Karen Robinson, Head of Education and Equality

Does Class Affect Your Class? - Chris Childs, former head teacher and LEA Literacy Advisor

Introduction to the Role of NUT Rep - Sian Drinkwater, Senior Organiser (South East), Amy Hunt, TUC Academy Organiser (South East) and Alan Warner, TUC Academy Organiser (South East)

Love Music Hate Racism – Dave Smith, Trade Union Education tutor, College of Haringey, Enfield and North East London and Ian Solomon-Kawall, Youth Worker & Hip-Hop DJ (Glastonbury Festival, Fabric, Love Music Hate Racism, Show Racism the Red Card)

Moving into Management – Sheila Caffrey, Young Teachers' Advisory Committee (South West), Ben Egan, Regional Organiser (North West) and Bob Stapley, Acting Regional Secretary (London)

Positive Teaching Methods in Primary Schools – Usman Baig-Ali, Young Teachers' Advisory Committee (North West) and Tajinder Gill, Acting Principal Officer (NUT CPD Programme)

Teaching About Conflict – Kiri Tunks, Teacher – Oaklands School (Tower Hamlets)

OUR VISION FOR EDUCATION

Chairs: Kendra Deacon & Laura Fisher, Young Teachers' Advisory Committee

Keynote Address – Melissa Benn, Author and Education Campaigner

Melissa Benn spoke of the developments in the state education system under the current Coalition Government, especially with acceleration of the academy programme and the reduced role of local authorities. She argued for a comprehensive school system based on good neighbourhood schools. She also argued for greater autonomy for teachers.

Appendix 2 provides a full account of Melissa Benn's contribution.

TASK GROUP A: OUR VISION FOR EDUCATION

Nine task groups met as Primary or Secondary groups.

The groups were each facilitated by a member of the Young Teachers' Advisory Committee. NUT members of staff chaired the sessions.

	Primary/Secondary Group	Task Group Leader
A1	Primary	Usman Baig-Ali
A2	Primary	Helen Robbins
A3	Primary	Matt Bradley
A4	Primary	Doug Morgan
A5	Secondary	Dave Mingay
A6	Secondary	Nial Pickering
A7	Secondary	Laura Fisher
A8	Secondary	Mike Williams
A9	Secondary	Joe Flynn

The aim of each group task was to discuss issues affecting their sectors of education and to discuss alternative visions for schools.

Flipchart sheets from each group were displayed in the conference reception area.

WORKSHOPS – BAND 2

Participants were able to choose one of the workshops from Band 2:

Advanced School Reps – Carly Doyle, Senior Organiser (Yorkshire/Midland), Emma Forrest, Regional Organiser (Midlands) and Jayne Pinder, TUC Academy Organiser (North West)

Behaviour Management In Secondary Schools: A Positive Teaching Approach – Tajinder Gill, Acting Principal Officer (NUT CPD Programme) and Vin Wynn, Regional Organiser (Northern)

Focusing On Academies – Ben Egan, Regional Organiser (North West) and Jessica Pearce, Regional Officer (South West)

Money Matters – Peter Wood, Financial Consultant, Teachers Assurance

Moving Debate into Action – Dave Mingay, Young Teachers' Advisory Committee (Eastern), Hannah Packham, Senior Organiser (South West) and Andrew Robbins, Regional Organiser (Eastern)

NQT Survival Guide – Matt Bradley, Young Teachers' Advisory Committee (London) and Hazel Danson, NUT National Executive Member and Chair of Education & Equality Committee

Tackling Stress in Teaching – Nial Pickering, 2011 Young Teachers' Conference Steering Group and Sarah Lyons, Principal Officer (Conditions of Service and Health & Safety)

Union's Response to Bullying and Harassment - Rob Illingworth, Young Teachers' Advisory Committee (Yorkshire/Midland), Gareth Lloyd, Wales Officer and Jen Larbie, Regional Organiser (London)

CAMPAIGNING TO SAVE OUR PENSIONS

Chairs: Rob Illingworth and Helen Robbins, Young Teachers' Advisory Committee

Keynote Address – Kevin Courtney, NUT Deputy General Secretary

Kevin Courtney outlined the current pensions' campaign including the pension ballot and action the Union was proposing to take. He spoke about the Government's proposed changes to the Teachers' Pension Scheme and the Union's arguments against these changes. He emphasised the importance of the pensions' campaign to young teachers.

Appendix 3 provides a full account of Kevin Courtney's contribution.

WORK/LIFE BALANCE IN ACTION

Chairs: Sheila Caffrey & Laura Fisher, Young Teachers' Advisory Committee

The Chairs pointed out that the Young Teachers' Conference Steering Group had wanted to emphasise the importance of work/life balance and had ensured that during the conference there was some time to relax. Participants had a number of options including:

- Use of Stoke Rochford Hall's gym
- Any personal relaxation option

After dinner, a party with DJ and Karaoke was held in the Catacombs.

TASK GROUP B: CAMPAIGNING TO WIN – SAVE OUR PENSIONS

Seven task groups met in regional/Wales groups.

The groups were each co-facilitated by a member of staff and members of the Young Teachers' Advisory Committee.

	Regional/Wales Groups	YTAC Members
B1	Midlands	Doug Morgan
B2	Eastern	Kendra Deacon
B3	South West & Wales	Helen Robbins
B4	London	Matt Bradley & Joe Flynn
B5	North West	Usman Baig-Ali & Nial Pickering
B6	Northern & South East	Kelly Hutchinson
B7	Yorkshire/Midland	Rob Illingworth & Laura Fisher

The aim of each task group was to update participants on developments relating to pensions and to equip them with the skills to convey the Union's message to others. In addition each task group looked at ways to increase turnout in the ballot and to build for the national day of action event and general activity in their region.

ELECTIONS

Chair: Kendra Deacon, Young Teachers' Advisory Committee

Following elections the Young Teachers Conference elected the following three young members to the 2012 Young Teachers' Conference Steering Group:

- Mohammed Ejaz (City of Derby)
- David Kubenk (Brent)
- Lauren Stott (Nottingham City)

Following elections the Young Teachers Conference elected the following two young members to be the two NUT representatives on the TUC Young Members Forum for 2011/12:

- Niparun Nessa (Oldham)
- Craig Parr (Newham)

Following elections the Young Teachers Conference elected the following young member to the NUT delegation for the 2012 TUC Young Members' Conference:

- Claire Neaves (Bristol)

CLOSING ADDRESS

Chair: Usman Baig-Ali, Young Teachers' Advisory Committee

Keynote Address: Doug Morgan, Young Teachers' Advisory Committee

Doug Morgan talked about the positive atmosphere among participants at the Conference. He spoke of the need to oppose the Government's dumbing down of the curriculum and the need to take action in defence of teachers' pensions. He encouraged teachers to develop their alternative vision for education.

Appendix 4 provides a full account of Doug Morgan's contribution.

APPENDIX 1

OPENING ADDRESS

ALICIA HENRY, YOUNG TEACHERS' CONFERENCE STEERING GROUP

Alicia Henry began by welcoming delegates to the 2011 Young Teachers Conference. She hoped participants would find the weekend informative and enjoyable.

Alicia told the audience how the NUT had provided her with a support network as a young teacher and that she had learnt a great deal through her experiences as a NUT activist both professionally and personally.

Campaigning is an essential element of the NUT's work, Alicia explained; it is vital that we stand together, particularly at a time when the public sector is under threat. On the Pensions Campaign she said no one else will stand up and fight for teachers.

Alicia outlined the proposed changes to the Teachers' Pension Scheme and the impact these would have. She emphasised the importance of opposing the changes which would see teachers pay more, work longer and get less.

Alicia went on to highlight the threats to the education system, with academies and free schools heralding the privatisation of the state education system. She also said that reforms to teacher training were also having a negative impact. Academies, free schools and attacks on access to higher education render teachers powerless Alicia stated in a passionate round up of her speech.

Education is crucial to understanding and challenging government policies. Alicia stated that although the government assures teachers that education is safe in their hands, it certainly doesn't look like it.

Alicia concluded by telling delegates "this is your union, you can shape it and take it forward".

Finishing, Alicia encouraged delegates to enjoy the weekend, socialise, debate and have fun.

APPENDIX 2

OUR VISION FOR EDUCATION

MELISSA BENN, AUTHOR AND EDUCATION CAMPAIGNER

Melissa Benn began by outlining her background as a mother of children who go to a state comprehensive, her strong belief that children should be educated together and her history of campaigning on this issue. She made reference to her new book “School Wars: The Battle for Britain’s Education” which examines where we are and how we should think about the future.

Melissa said the Young Teachers’ Conference was taking place at a time when things didn’t look too positive for state education due to the Coalition Government tearing up the foundations of the school system with some speed. She spoke of the front bench’s admiration for Tony Blair, but said this Government has moved much faster to implement public service reforms. Melissa said that so far, on education, the Government seemed to be getting away with the changes and urged the Conference not to let this happen.

Melissa said the Coalition had used its powers to reduce the influence of local authorities over education and to diminish the power and reach of trade unions. She went on to say that the Government’s idea was to denigrate the comprehensive system and state education in general. Michael Gove said the current education system is broken and was in terminal decline, but Melissa countered this assertion saying this was not true.

However in the space of a few months the Government had changed the landscape of education, she said, creating a new generation of academies and free schools. Giving cash to academies has meant less money for other schools. Melissa said in the name of the poor the Coalition has taken from the less well-off people in society to give to the advantaged.

In response, she said, teachers needed to create a new, practical vision, of high-quality, comprehensive education, that teachers and parents could see working. The Government would like to bring back selection, but the old segregated system of grammar schools and secondary moderns had been dismantled because of popular protest by parents. Today, Melissa said, we have a comprehensive system which, in some parts of the country is very divided, by class, religion and other factors, but it might be possible to develop the same public opposition. She said that academy chain firms don’t treat their staff fairly, yet pay their directors high salaries – she believed this could elicit protest from parents. Melissa said teachers needed to replace the Coalition’s misplaced vision of education with a robust and modern public service vision.

In conclusion Melissa said she thought people should be arguing for good neighbourhood schools where parents want their children to go, to allow parents to choose where their children go to school, rather than allowing schools to bring in their own admissions policies. She said more resources should be put into schools that need help. Melissa said a school is only as good as its teachers, so they should be trusted and given more freedom and autonomy to develop a national curriculum which schools can apply in whatever way they think is best.

APPENDIX 3

CAMPAIGNING TO SAVE OUR PENSIONS

KEVIN COURTNEY, NUT DEPUTY GENERAL SECRETARY

Kevin Courtney began by asking participants the following questions:

- How many had heard of the NUT's pensions loss calculator? Most indicated they had
- How many had used the NUT's pensions loss calculator? About $\frac{3}{4}$ had
- How many had been to an NUT pensions meeting in their school? Approximately $\frac{2}{3}$
- How many had an NUT rep in their school? Slightly more than $\frac{2}{3}$
- How many had voted in the NUT's pensions ballot? Vast majority put their hands up
- How many had voted yes? Vast majority put their hands up

Kevin suggested that NUT reps who had not organised meetings lacked the confidence about putting across the Union's arguments. He highlighted the resources available on the NUT website and gave a demonstration of the pensions loss calculator.

Kevin draw attention to the recent changes to the Teachers Pensions Scheme (TPS), agreed in 2006, which aimed to make the scheme affordable. Kevin said that the key Government proposals which would see teachers:

- **Paying more** – Teachers contributions would rise from 6.4% to 9.8%.
- **Working longer** – Changes to the retirement age meant that teachers aged 23 or under would have to work until the age of 68.
- **Getting less** – current and future pension increases would be based on CPI not RPI.

Kevin pointed out that these changes would adversely affect all teachers and the most dramatic affect being on young teachers. He said that the vast bulk of teachers would struggle to work until 68 and that the Government probably expected teachers to retire before 68 on lower pensions.

Kevin draw attention to the Government position that:

1. The TPS was "unaffordable"; and
2. There is an apartheid between public sector and private sector pensions.

Kevin then outlined the NUT's counter arguments:

1. The changes to the TPS, agreed in 2006, had included substantial concessions. It had been agreed that teachers would pay more if more costs were identified when the scheme was valued. The Union believed that a 1% contributions increase was justified. The Government was refusing to carry out the valuation. The National Audit Office agreed that savings in the TPS were on track and the total cost of public sector pensions was declining.
2. The 'apartheid' argument was promoted by the Taxpayer's Alliance. The remit of the Hutton report was to look at the difference between public and private sector pensions, but Hutton could not make recommendations about private sector pensions. The Union believes that the problem the Government needs to address is underfunding of private sector pensions.

Kevin pointed out that many head teachers have been happy to facilitate pensions meetings and are supportive of the campaign. He was also proud the NUT was leading the response alongside ATL. In conclusion he said that there was a real fear that if the Union did not act now then young teachers would either drop out of or not enter the TPS in the first place.

APPENDIX 4

CLOSING ADDRESS

KEYNOTE SPEAKER: DOUG MORGAN, YOUNG TEACHERS' ADVISORY GROUP

Doug Morgan began by saying that the brilliant thing about the Young Teachers' Conference was the positive vibe among participants at the conference. He said the aim of the Conference was to celebrate what's best about the Union and look at how it could be moved forward.

Doug said one of the things that marked the NUT out was that it did not think a trade union was just about pay, pensions and whether management could bully people, although that was important. Doug said that the NUT thought that what happened in the classroom was a term and condition in itself.

Doug said he believed it was important to have a good curriculum - teachers go into the profession because they believe they can make a difference. He said the NUT wanted everyone to be a part of the Union because at the moment there is a Government which stands for everything that members reject. He branded the Government's vision for schools a nightmare, saying it was vital to stop the Government's vision from dumbing-down the curriculum.

Doug warned that there would be a lot of people saying young teachers wouldn't take any notice when it came to pensions. He said there would be people who were unsure whether they could strike for a number of reasons. But Doug said things would not get any better if June 30th did not work. He said it was time to say "enough is enough" to the Government and show that teachers were prepared to fight for their future. If teachers stood up they have a chance to win, he said, but if they do not fight they cannot win.

Doug said delegates should leave Conference and go back to their schools and be inspiring to others. He said it would be great if every school closed on June 30th and there was massive action on the day, but in some schools it may not be like that. He said teachers who took that day off should walk back into school feeling 10 feet high knowing they had stood up for state education.

Doug ended by referring to Melissa Benn's alternative vision for education. He said Conference delegates would be the people who would make a difference, by setting the agenda and standing up for education. He said every delegate was vital cog in the machine that could bring down what the Government wanted to do.

APPENDIX 5

EQUAL OPPORTUNITIES MONITORING

GENDER

Female	50 (68%)	Male	20 (27%)
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ETHNIC ORIGIN

White British English	42 (58%)	White Irish		White British Other	1 (1%)
White British Scottish	1 (1%)	White British Welsh	5 (7%)		
		Any other White Background	1 (1%)		
Asian or Asian British Bangladeshi	2 (3%)	Asian or Asian British Indian	6 (8%)		
Asian or Asian British Pakistani	4 (5%)	Any Other Asian Background			
Black or Black British Caribbean	1 (1%)	Black or Black British African	1 (1%)		
		Any other Black Background			
Chinese		Any other Chinese background			
Mixed White & Black Caribbean		Mixed White & Black African			
Mixed White and Black Asian		Any Other Mixed Background	5 (7%)		
Any Other Ethnic Group		Do not wish to disclose			

DISABLED MEMBERS

Do you define yourself as disabled?	Yes	2 (3%)	No	64 (88%)	Prefer not to say	2 (3%)
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SEXUAL ORIENTATION

Heterosexual	59 (81%)	Lesbian	1 (1%)	Gay	2 (3%)	Bisexual	2 (3%)	Prefer not to say	4 (5%)
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AGE

25 or under	19 (26%)	26-30	29 (40%)	31-35	22 (30%)
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TEACHING EXPERIENCE

1 year or under	16 (22%)	2-5 years	38 (52%)	6+ years	16 (22%)
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FIRST YOUNG TEACHERS' CONFERENCE

Yes	85 (71%)	No	35 (29%)
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