



National Union of Teachers

Final Agenda

Annual Conference

Liverpool 2010

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I - NOTES

1. VOTING PROCEDURES – MOTIONS AND AMENDMENTS

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

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

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

RULES OF DEBATE

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

SUSPENSION OF STANDING ORDERS

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

GENERAL

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

2. EXECUTIVE REPORT

1. VOTING FOR PRIORITY OF AMENDMENTS

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

2. REFERENCE BACK AMENDMENTS

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

3. CONFERENCE BUSINESS COMMITTEE – ELECTION OF MEMBERS

The voting papers for the election of the Conference Business Committee should be placed in the special ballot boxes at the exits from the Conference Hall. Voting can take place from the commencement of Conference until the termination of the Sixth Session (5.30pm Monday 5 April).

4. SPEAKERS

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

Delegates are reminded of the arrangements now in force:

- (i) Delegates may hand in cards 15 minutes prior to the commencement of the First Session (Friday evening) on the business to be taken **in that session only**.
- (ii) Delegates may hand in cards 45 minutes prior to the Second Session (Saturday morning) on **any** issue before Conference.
- (iii) Thereafter cards may be handed in 15 minutes prior to the commencement of any subsequent session and at any time during a session of Conference.
- (iv) Members may only hand in one card at a time.
- (v) Movers and seconders are asked to complete speakers cards (yellow) and to hand these in at any time before the commencement of the relevant debate.

5. EXECUTIVE MOTIONS

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

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

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

Conference Business Committee shall allocate time for this purpose.

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

7. UNFINISHED BUSINESS

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

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

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

		Motion	Page
Friday 2 April			
1 st Session (Public) 4.30-6.00pm	Minutes Appointment of Scrutineers Installation of President Vote of thanks and presentation to Mr Martin Reed Reception of Union Guests Report of the Teacher Support Network Report of the Teachers' Assurance Report of the Teachers' Building Society Vote of Thanks to National Council & Boards Honorary Membership	1 2 3 4 5 6 7 8 9	11 11 11 11 12 12 12 12 12
Saturday 3 April			
2 nd Session (Public) 9.15-10.30am	Presidential Address Adoption of Standing Orders Report of Conference Business Committee Reception of the Report of the Executive Reception of the Report of the Wales Committee	10 11 12 13	13 20 20 20
10.30 am-12.30 pm	Employment Conditions & Rights	14-24	21
<i>Mick Brookes, General Secretary, NAHT will address Conference during this session.</i>			
3 rd Session (Public) 2.00-4.30 pm	Education: General	25-30	43
4.30-5.30pm (Private)	Accounts Report of Stoke Rochford Management Limited	31-35	58
<i>Alan Gibbons will address Conference during this session.</i>			
Sunday 4 April			
4 th Session (Public) 9.45-10.00 am	 National/Regional/Wales Membership Development Awards	 	 59
10.00-10.45 am	Education: Primary/Early Years	36	59

10.45-11.45 am	Equality Conferences	37-39	63
11.45 am-12.15 pm	Education: Secondary	40	69
12.15-1.00 pm	International	41	71

Monday 5 April

5th Session

(Public)

9.15 -9.45 am	General Secretary: Question & Answer Session		
9.45 - 11.15 am	Employment Conditions & Rights (Continued)	75	
11.15 am-12.30 pm	Salaries, Superannuation & Education Economics	42-43	76

6th Session

(Public)

2.00-3.30 pm	Strategy, Finance and Communications	44-46	81
3.30-4.45 pm	Organising & Membership	47-49	92
4.45-5.30 pm	Resource Management	50-51	99

Tuesday 6 April

7th Session

(Public)

9.15-10.15 am	Equality	52	101
10.15-11.00 am	Education: Special Educational Needs	53	104
11.00am-12.00 noon	Unfinished Business		
12.00-12.15pm	Adoption of the Annual Report of the Executive	54	106
12.15-1.00pm	General Secretary's Address to Conference		
	Vote of thanks in relation to organisation of Conference	55-56	106
	Thanks to the Chair	57	106
	Close of Conference		

III DEPUTATIONS TO ANNUAL CONFERENCE 2010

UK Guests

Association of Professionals in Education and Children's Trusts (Aspect)
Ms S Hall

Association of School and College Leaders (ASCL)
Mr J Morgan

Association of Teachers & Lecturers
Mr J Ward

General Teaching Council (England)
Ms F Johnson

General Teaching Council (Wales)
Ms J Evans

Hindu Forum for Britain
Ms B Taylor

Knox Cropper
Mr J D Jones

National Association of Head Teachers
Mr M Brookes, Mr M Welsh

National Association of Schoolmasters/Union of Woman Teachers
Mr M Mayes

Runnymede Trust
Dr Berkley

University and College Union (UCU)
Mr T Hood, Mr A Whitaker

Voice
Ms N Foster

Local Authority Representatives

Blaenau Gwent Council
Councillor Bard

Neath Port Talbot County Borough Council
Mr K Napieralla

British Isles Guests

Association of Secondary Teachers in Ireland
Mr J Moran, Ms P Wroe

Educational Institute of Scotland
Ms H Connor, Mr R Smith

Ulster Teachers' Union
Mr L Scott

Irish National Teachers' Organisation
Mr D Kelleher

Overseas Guests

American Federation of Teachers (USA)
Mr T Dooher

Nordiske Laererorganisationer
Ms L Darinder

Education International
Mr C Lennon, Ms J Eastman

SNES-FSU (France)
Ms O Cordelier

GNUT (Ghana)
Mr J K Adjei

Iraqi Federation of Trade Unions
Mr A Muhsin

Israel Teachers Union
Mr Z Harden, Mr P Landesbery

Massachusetts Teachers' Association (USA)
Ms A Wass

Algemene Onderwijsbond (Netherlands)
Mr W Dresscher

GUPT (Palestine)
Ms N Makhalfeh, Mr M Sowan

Opening Session of Conference

Friday, 2 April

(● indicates formal business)

The Chair will be taken at 4.30pm by Mr Martin Reed (President) who will declare the Conference open.

● **Minutes**

MOTION 1 MR KEITH GARDINER (for the Executive) to move,
MS NINA FRANKLIN (for the Executive) to second:

That the Minutes of the Cardiff Conference 2009 be signed by the President as a correct record of the proceedings. (Copies of the Minutes have been posted to every member of Conference).

● **Appointment of Scrutineers**

MOTION 2 The Chairperson to move:

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

Sharon Anderson, Rhoda Andruchow, Edith Badgie, Sian Bassett, Rachel Baxter, Hilary Bucky, Keith Bunting, Phil Clark, Lynn Collins, Pam Collins, Bob Cumming, Marian Darke, Celia Dignan, Ian Donnachie, David Evans, Samidha Garg, Avis Gilmore, Gaelle Graham, Michelle Greaves, Tim Harrison Rachel Haynes, Wendy Hollingsworth, Phil Katz, Elaine Kay, Rob Kelsall, Nick Kirby, Sarah Lyons, Paddy Marshall, Rosamund McNeil, David Powell, John Roberts, Karen Robinson, Richard Stainton, Ian Stevenson, David Wilson, Andy Woolley.

● **Installation of New President**

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

● **Vote of Thanks and Presentation to Mr Martin Reed**

MOTION 3 MS JUDY MOORHOUSE to move:

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

Mr Martin Reed will be presented with the Ex-President's Badge and a souvenir containing the above vote of thanks.

● **Reception of Guests of the Union**

MOTION 4 The Chairperson to move:

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

- (a) A representative from the organisations in the British Isles;
- (b) A representative from the Education Authorities;
- (c) A representative from the Overseas Associations;

- **Elections**

The Chairperson to draw the attention of Conference to the results of the elections for the General Secretary, the Deputy General Secretary, Officers of the Union and the Executive.

- **Report of the National Council of the Teacher Support Network for the year 2009**

MOTION 5 MR J BILLS (Chairperson, Teacher Support Network Board of Trustees) to move,
MS C BLOWER (General Secretary) to second:

That the Report be now received.

- **Report of Teachers Assurance**

MOTION 6 MS C BLOWER (General Secretary) to move,
MR J GLAZIER to second:

That the Report be now received.

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

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

That the Report be now received.

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

MOTION 8 MS NINA FRANKLIN (for the Executive) to move,
MR KEITH GARDINER (for the Executive) to second:

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

- **Honorary Membership - Mr Graham Clayton (retired Senior Solicitor)**

MOTION 9 The PRESIDENT to move:

That the best thanks of the National Union of Teachers be tendered to Mr Graham Clayton for the service he has rendered to the National Union of Teachers, to the teaching profession and to education as Senior Solicitor of the Union.

Conference requests Mr Clayton to accept honorary membership of the Conference and expresses the hope that he will enjoy a long and happy period of retirement.

- **Fred and Anne Jarvis Award**

The Chairperson to present the Fred and Anne Jarvis Award.

Second Session of Conference

Saturday, 3 April

- **Presidential Address**

Ms Gill Goodswen will deliver her inaugural address to Conference.

Motions and Amendments

- **Adoption of Standing Orders**

MOTION 10 MR MICK LERRY (for the Executive) to move,
MS NINA FRANKLIN (for the Executive) to second:

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

Conference Business Committee

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

Annual Report

- 3.a) Following the adoption of Standing Orders for Annual Conference, the following motion shall be moved:-
“That the Annual Report of the Executive be received”.
- b) Upon the moving of the receipt of the Annual Report of the Executive the opportunity shall be made available to move that the Report of the Wales Committee be received.
- c) At the commencement of consideration of each Section of the Annual Report of the Executive, the following motion shall be moved:-

“That the section/s of the Annual Report of the Executive be adopted”.

- d) At least 15 minutes prior to the Address to Conference by the General Secretary at the final session of Conference, the following motion shall be moved at a time to be determined by the Conference Business Committee:-

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

Motions

4. The proposer of a motion or an amendment shall be allowed to speak for four minutes except as provided in Standing Order No. 6. No extension of time shall be allowed except to the Treasurer of the Union in presenting the Report on the motion “That the Financial Statements be now received”.
5. Each succeeding speaker shall be allowed four minutes except as provided in Standing Order No. 6.
6. The Examiners of Accounts and the Chairperson of Stoke Rochford Management Limited shall be allowed up to ten minutes to move the reception of their reports and the seconder shall be allowed up to five minutes.
- 7.a) The provisions of Standing Orders 4 and 5 shall not apply to a motion marked with an asterisk on the agenda in accordance with Rule 30(d)(i) of the Rules of the Union. The proposer of such a motion shall be allowed to speak for four minutes. It shall be seconded formally and put to the Conference without debate.
- b) The provisions of every standing order other than 7(a) shall, however, apply where an amendment to a motion marked with an asterisk has been properly submitted and has been dealt with by the Conference Business Committee, or where the Chairperson has received written notice of an intention to oppose such a motion before the end of the session previous to that in which the motion is to be moved.
- c) The motion on the Vote of Thanks and presentation to the retiring President shall be moved. The incoming President shall be allowed to add a formal supporting statement thereto with a similar reply of up to four minutes by the retiring President.
- d) Votes of Thanks shall be put to Conference without debate and no amendments shall be taken.
8. Members of Conference, as defined in Rule 26, who wish to speak on motions or amendments, shall hand in their cards to the Speakers Card Table in the Conference Hall:
 - a) for business within the First Session only, cards may be handed in any time during the fifteen minute period prior to the opening of Conference and at any time during the session;
 - b) for business within the Second and subsequent sessions, cards may be handed in any time during the forty-five minute period prior to the Second Session of Conference and at any time during that session. Thereafter cards may be handed in fifteen minutes prior to the commencement of any subsequent sessions and at any time during a session of Conference. Members may only hand in one card at a time.

Amendments to Motions

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

- 10.a) Subject to Standing Order 10(b) members of Conference shall vote on the order of priority of the amendments to the Report of the Executive by signifying which amendment within each section of the Agenda for Conference they consider most important on the card provided. The cards will be collected by the scrutineers at the end of the First Session.
- b) Where a Constituent Association or Division wishes to withdraw an amendment to the Report of the Executive, a request must be made to the Assistant Secretary (Resource Management)# in writing no later than 30 minutes before the beginning of the First Session (Friday evening) for submission to Conference for approval, before the votes for priority of amendments are collected by the scrutineers in accordance with Standing Order 10(a).

- 11.a) Any urgency or priority motion submitted under Rule 30(g) shall be considered by the Conference Business Committee who shall place it in an appropriate position on the Agenda. However, in accordance with Rule 30(g), no urgency or priority motion of the Executive shall be debated unless Conference so decides by a majority vote after the suspension of Standing Orders has been moved. The motion to suspend Standing Orders shall be put to the vote after it has been moved and formally seconded and not more than one speech made in opposition.
- b) Amendments to any urgency or priority motions submitted by the Executive in accordance with the provisions of Rule 30 shall be submitted to the Assistant Secretary (Resource Management)# in writing with the name of the mover and seconder attached. Amendments to such motions submitted 90 minutes before the end of the session prior to the session in which such motion is to be considered, will be considered by the Conference Business Committee in accordance with the provisions of Appendix II of the Rules of the Union. Subject to any alteration that may be made by the Conference Business Committee they will be printed and supplied to Members of Conference. Any amendment received after this time shall be placed on the Amendment Paper, in the order of receipt, after those amendments which have received the consideration of the Conference Business Committee.

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

amendment to a recommendation in an Executive Memorandum or to the Annual Report of the Executive, the Chairperson shall have discretion to continue the debate on subsequent recommendations or amendments without awaiting the result of the Division.

Decision of the Chairperson

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

Rules of Debate

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

Agenda shall take place in the order in which the recommendations appear in the Memorandum. The debate on each such recommendation, other than the last, may be closed by Conference passing the motion "That Conference proceeds to the next recommendation to which an amendment appears on the agenda". Such a motion shall always be subject to the provisions of Standing Orders 14(a) and 14(c), whereby the main question may be considered at any time.

- f) Debate in any section may be closed following the conclusion of a debate on an original motion by Conference passing the motion "That discussion in this section of Conference be terminated". Such a motion shall be put to Conference without debate. No Division shall be taken on such a motion.
 - g) If Conference approves a motion in accordance with the provisions of 14(f), there can be no re-opening of debate on that section and Conference will normally consider uncompleted business from an earlier section. The Chairperson may, however, seek the approval of Conference to bring forward the business of the next session.
 - h) In the event of the completion of business of a section before the end of the time allocated, Conference will normally consider uncompleted business from an earlier section. The Chairperson may, however, seek the approval of Conference to bring forward the business of the next session.
15. In addition to the general privileges of debate:
- a) The mover of an original motion shall have the right of reply upon the original motion or upon one amendment.
 - b) The mover of an original motion who has accepted an amendment shall have the right of reply upon the amended motion or upon one subsequent amendment;
 - c) Subject to the provisions of standing orders 15(d) and (e), the mover of an amendment which has been carried shall have the right of reply upon the amended motion or upon one subsequent amendment.
 - d) The mover of a motion for the adoption of a section of the Annual Report or the adoption of the whole Report of the Executive shall retain the right of reply notwithstanding that an amendment or amendments have been carried and shall, in addition, have the right of reply to one amendment.
 - e) The mover of a Memorandum of the Executive shall retain the right of reply notwithstanding that an amendment or amendments have been carried and shall, in addition and subject to Standing Order 15(f), have the right of reply to one amendment.
 - f) In the event that the recommendations contained in an Executive Memorandum are sub-divided into sections by subject or other classification, the mover of the Memorandum may, in addition to his or her right of reply to the debate on the Memorandum as a whole, exercise the right of reply on one amendment in each such section.
 - g) The right of reply shall be exercised only after the closure has been applied and subsequently no further debate shall be allowed on the question.
 - h) No member shall speak more than once on the same motion nor on the same amendment except in the exercise of the right of reply and no new matter shall be introduced by the mover in reply.

16. Any member of Conference, as defined in Rule 26, may move the procedural motion “the Previous Question” which for all purposes of order shall be dealt with as an amendment except that it shall have precedence over all other amendments. Any such motion shall be taken prior to the first amendment to a motion being moved, and shall be moved and formally seconded and not more than one speech made in opposition. Any such motion must be submitted to the Assistant Secretary (Resource Management)# in writing with the names of the mover and seconder attached.
17. When the Chairperson rises to speak, all present shall immediately take their seats and any member of the Union who shall willfully disregard the ruling of the Chairperson after due warning, or shall be guilty of gross disorderly conduct in interrupting the proceedings of Conference, shall be immediately suspended from further attendance at Conference and shall have his or her conduct dealt with under Rule 38 or 39 of the Union (temporary or permanent exclusion from the National Union of Teachers).
18. Every motion shall be put to the vote by a show of hands. No division shall be taken unless the vote be challenged and the challenge supported by 200 members of Conference, rising in their places, or the Chairperson so decides.
19. When a Division is taken, all members of Conference shall remain seated until the Chairperson announces that the voting has concluded. Accredited members, who are temporarily absent from the Conference session may authorise other members of Conference to cast votes on their behalf.
- 20.a) Members of Conference as defined in Rule 26 may submit questions to the Treasurer of the Union or the Chairperson of Stoke Rochford Management Limited on their respective reports. Only written questions received at least seven days before the commencement of Conference shall be considered. Such questions should be submitted to the Assistant Secretary (Resource Management) in the case of questions to the Treasurer and to the relevant Company Secretary in the case of questions to the Chairperson of Stoke Rochford Management Limited.
- b) The Treasurer and the Chairperson of Stoke Rochford Management Limited shall reply to the questions prior to the adoption of the Financial Statements or the reception of the relevant Company Reports and the Conference Business Committee shall allocate time for this purpose.

Suspension of Standing Orders

- 21.a) A notice of motion to suspend Standing Orders:
 - i) Shall be given in writing, signed by at least 200 members of Conference who in the notice give details of the name of their local association/division together with their membership number;
 - ii) The CBC shall decide both the time in the order of business it is proposed to debate the suspension of standing orders and also the time it is proposed to debate the issue giving rise to the suspension. Neither time can include the time marked • allocated for formal business in the

Agenda. The time stipulated by the CBC for debate on the Suspension of Standing Orders should be at least one hour of Conference business time after the Notice has been received.

- iii) The Motion to suspend Standing Orders shall be put to the vote after it has been moved and formally seconded and not more than one speech made in opposition;
- iv) Should such a Motion be defeated, no second motion to suspend Standing Orders for the purpose of discussing the same subject shall be permitted;
- v) Standing Orders may not be suspended unless a two-thirds majority be obtained.
- b) The Chairperson in the interests of orderly debate may seek the approval of Conference to vary the order of discussion on amendments to motions without the necessity to suspend the Standing Orders.

General

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

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

- **Report of Conference Business Committee**

MOTION 11 MS PHILIPA HARVEY (for CBC) to move,
MS JANE NELLIST (for CBC) to second:

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

- **Reception of Annual Report of the Executive**

MOTION 12 MS NINA FRANKLIN (for the Executive) to move,
MR KEITH GARDINER (for the Executive) to second:

That the Annual Report of the Executive be now received.

- **Reception of the Report of the Wales Committee**

MOTION 13 MR GORONWY JONES (for the Executive) to move,
MS ANGELA DAVIES (for the Executive) to second:

That the Report of the Wales Committee be now received.

EMPLOYMENT CONDITIONS AND RIGHTS SECTION

Saturday, 3 April

Second Session

(to be taken at 10.30am – 12.30pm and also Monday, 5 April at 9.45 - 11.15am)

MOTION 14 MS HELEN ANDREWS (for the Executive) to move,
MS JUDY MOORHOUSE (for the Executive) to
second:

That the Salaries, Superannuation, Employment Conditions and Rights Section of the Annual Report of the Executive be adopted (Annual Report of the Executive pages 111-155).

Workload

MOTION 15

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

Conference believes:

1. unacceptable workload is at the centre of teachers' daily experience in every sector and in every area;
2. this experience causes work related stress for many teachers, and can lead to mental illness for a growing number;
3. despite the workload agreement and lists of tasks teachers cannot be required to do, the pressures of workload have got worse, not better in the last couple of years;
4. the key reason for this is the climate created by the whole regime of league tables, the misnamed "standards agenda", and OFSTED, backed up by the panoply of "school improvement" measures driven by LAs, advisors and top-down bullying managements;
5. the impact of the cuts planned by all major parties after the next general election will increase work related stress throughout the education system;
6. to really deal with work-related stress and illness among teachers will require a national challenge to the whole regime that underpins them;
7. the Union must therefore continue to build a challenge to this regime, including where appropriate balloting for both local and national industrial action;
8. this does not mean, however, that nothing can be done about excessive workload short of overturning this wider structure which drives it;

9. we need a strategy which supports all school level and association level resistance to excessive workload and work-related stress, but which also seeks to find ways to draw this resistance together on a regional and national level;
10. the particular pressures that hit teachers vary enormously from area to area, from school to school, and even from teacher to teacher within schools;
11. in every case these pressures are certainly detrimental to the “work-life balance” which schools and employers have a legal duty to uphold;
12. this therefore creates the possibility of unifying the feeling members have on excessive workload and work-related stress across groups of schools or wider areas and can provide a focus which can help to develop a national fight.

Conference therefore instructs the Executive:

- (i) to continue to back action, including strike action where appropriate, in individual schools over particular workload issues;
- (ii) to encourage such action in every way possible, whilst recognising that such school by school action is unlikely to change the national picture on workload;
- (iii) to seek urgent talks with the incoming government and with the STRB to redress excessive workload and work-related stress, through concrete and nationally enforceable measures to improve teachers’ work-life balance;
- (iv) if such measures are not forthcoming to develop a strategy for action, up to and including a national ballot on industrial action, on this failure to uphold work-life balance.

Amendments

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

Add after point 12:

“Conference recognises that reducing teacher workload, vital to improve both teachers’ working conditions and children’s learning conditions, can only succeed if all of the following are achieved:

- A. Limiting the duties of the teacher to those that are really necessary for teaching
- B. Limiting class sizes
- C. Limiting the number of hours of teaching
- D. Limiting the overall number of hours of work- to a 35 hour week;

- E. Ending the inspection and management culture that believes teaching is improved by making ever more demands on teachers in a more and more bullying way
- F. Ending the Government's fake 'standards agenda'.

The inadequate provisions of the existing Schoolteachers' Pay and Conditions Document do not provide such binding limits. Even these existing provisions are under threat through the increasing number of employers of teachers. For this reason it is vital that the Union returns to focusing its work on teachers' workload and conditions of employment and on the development and implementation of the National Contract for teachers as agreed by previous Conferences."

Delete existing (iv) in "Conference instructs the Executive" and add:

- "(iv) to base our approach to Government, employers and headteachers on the following:
- a. a demand that the government open direct negotiations with all teacher unions on workload;
 - b) a moratorium on new initiatives and changes unless these are agreed with teacher unions and subject to a proper time audit in schools;
 - c. Teachers' professional judgement and control of the process of pedagogy and assessment should be respected and trusted;
 - d. Teachers should not be required to carry out excessive "assessment", such as APP or similar assessments for whole classes;
 - e. Teachers should not be required to regularly submit short term planning for inspection;
 - f. A commitment by the government that all teachers should be the subject to the limits on workload set out in our National Contract proposals and the demands listed in this motion."

Add new points:

- "(v) To review the union's National Contract and guidance on workload in line with the content of this motion;
- (vi) to call a Divisional Secretaries briefing in the summer term, after the general election, to consider how the workload campaign can be developed alongside other Union campaigns emerging from the election;
- (vii) to publicise and build our workload campaign from the start of the summer term, in preparation for a ballot for national action;
- (viii) for this preparation to include the organisation of local and regional meetings for union members to build support for the campaign and to consult on the nature of strike and non-strike action that might be taken following a successful national ballot.
- (ix) that, unless a satisfactory agreement has been concluded in line with this motion, for the union to hold a national ballot to sanction a programme of both strike and non-strike action, which would include new National Guidelines enabling

members to 'work to contract' modelled on the 'Beating back bureaucracy' campaign.

- (x) to seek support from other trade unions, including through workplace joint-union committees and local trades councils, to join our campaign of national action."

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

After point 12, insert a new numbered point 13:

"13. that the work which has already begun on the development of a new National Contract will play an important role in uniting the membership on the issue of workload."

Point (iii), delete "with the STRB" and replace with "make representations to the STRB".

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

Add after point 12:

"Conference recognises that reducing teacher workload, vital to improve both teachers' working conditions and children's learning conditions, can only succeed if all of the following are achieved:

- A. Limiting the duties of the teacher to those that are really necessary for teaching
- B. Limiting class sizes
- C. Limiting the number of hours of teaching
- D. Limiting the overall number of hours of work - to a 35 hour week;
- E. Ending the inspection and management culture that believes teaching is improved by making ever more demands on teachers in a more and more bullying way

These changes need to be achieved in relation to all of the increasing number of employers of teachers. For this reason it is vital that the Union returns to focusing its work on teachers' workload and conditions of employment on the developing and implementation of the National Contract for teachers as agreed by previous Conferences."

Delete existing (iv) in "Conference instructs the Executive" and add:

- "(iv) To base our approach to Government, employers and headteachers on the following:
 - a. A demand that the government open direct negotiations with all teacher unions on workload;
 - b. A moratorium on new initiatives and changes unless these are agreed with teacher unions and subject to a proper time audit in schools;
 - c. Teachers' professional judgement and control of the

- process of pedagogy and assessment should be respected and trusted;
- d. Teachers should not be required to carry out excessive “assessment”, such as APP or similar assessments for whole classes;
 - e. Teachers should not be required to regularly submit short term planning for inspection;
 - f. A commitment by the government that all teachers should be the subject to the limits on workload set out in our National Contract proposals.

Add new points:

- "(v) To review the union’s National Contract and guidance on workload in line with the content of this motion;
- (vi) to call a national Divisional Secretaries briefing in the summer term, after the general election, to consider how the workload campaign can be developed alongside other Union campaigns emerging from the election;
- (vii) to conduct a survey of members in the summer term on their priorities for workload reduction and their willingness to take action, if necessary, to secure them;
- (viii) to prepare for a national ballot for industrial action if other steps have failed and we believe there is membership support."

Teacher Mental Health – The Impact of Leadership and Management

MOTION 16

TOM DAVIES (Ealing) to move,
(Kirklees) to second:

Conference notes the mounting evidence that inappropriate leadership and management styles are a growing cause of teacher stress. Workplace bullying and harassment is reported by increasing numbers of teachers. It is a major cause of stress, can often lead to mental illness and is a significant reason for teachers leaving the profession.

Conference also notes that those who lead our schools are often ill-equipped to exercise their duty of care for employees. Union case workers often report higher levels of management bullying in schools with newly appointed head teachers who have undertaken the National Professional Qualification for Headship training at the National College for School Leadership (NCSL).

Conference believes that whilst organisations in the private sector are often rejecting bullying styles of management, more and more aggressive forms of management are being promoted by a combination of outside organisations which place pressure on school leaders including: NCSL, OFSTED, Local Authorities and the DCSF (Department for Children, Schools and Families).

Conference is aware that whilst some human resource departments of local authorities are working to reduce management bullying, in the same authorities those who are responsible for ‘school improvement’ and the ‘standards agenda’ are often promoting authoritarian and bullying styles of management.

Conference notes that in some schools professional debate is no longer tolerated with top down strategies being imposed on teachers. These are often backed up by improper use of Performance Management, competence and disciplinary procedures.

Conference therefore instructs the Executive to:

1. seek urgent talks with DCSF, OFSTED, and NCSL with the objective of:
 - a. developing an approach to leadership and management which is collaborative, encourages debate, is open to positive criticism and safeguards the mental well-being of all school staff;
 - b. ensuring that all newly appointed heads have a thorough understanding of their statutory 'duty of care' towards employees, have the skills and knowledge to implement the Health and Safety Executive Management Standards for Stress Reduction and can promote the health and well-being of all school staff.
2. provide advice for divisions on how they can effectively ensure that local authorities and other employers of teachers fulfill their statutory duty of care and provide comprehensive training for existing headteachers, so that they also have the skills and knowledge to implement the Health and Safety Executive (HSE) Management Standards for Stress Reduction and to promote the health and well-being of all school staff;
3. promote high quality management and leadership through the Union's publications and professional development programmes;
4. continue to support members who may be victims in schools where senior staff adopt bullying or harassment as a management strategy;
5. support head teacher members who are under pressure from external sources to adopt inappropriate management styles which threaten the mental health of school staff;
6. provide support for Union Representatives who are bullied in their working life for carrying out their union duties and raising the concerns of colleagues;
7. ballot for industrial action, if necessary, to protect members identified in 4, 5 and 6 above.

Amendments

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

In second, amend "National College for School Leadership" to "National College for Leadership of Schools and Children's Services".

At the end of second paragraph, insert:

"Conference acknowledges that the NPQH is woefully deficient in training on health and safety issues, leaving many heads ignorant of their duties and responsibilities towards staff they manage."

In third paragraph, amend 'NCSL' to "National College for Leadership of Schools and Children's Services".

In sixth paragraph, amend "NCSL" to "National College for Leadership of Schools and Children's Services" in numbered point 1.

Insert new point c. in numbered point 1. of sixth paragraph:

"c. Seeking the introduction of a mandatory module on health and safety issues in the NPQH incorporating a study of the HSE Stress Management Standards."

Insert at end of numbered point 4, "including developing advice on collective responses to bullying".

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

Add new point:

"8. Provide training for association/division health and safety advisors and for school safety representatives on the setting up of school-based health and safety committees, under brown book regulations, as a way of supporting Union safety representatives to tackle bullying and stress in their schools"

GTC Code of Practice and 'MOT'

MOTION 17 JEREMY TAYLOR (Brent) to move,
(Brent) to second:

Conference notes:

1. the proposal from Ed Balls to introduce a five yearly licence for all teachers – the so-called 'MOT' for teachers;
2. the new General Teaching Council (GTC) England Code of Conduct which comes into effect in October 2009.

Conference believes:

- (i) both of these represent an attack on the professional and personal lives of teachers and represent unnecessary interference into the lives and work of teachers;
- (ii) the 'MOT' is completely unnecessary – teachers already have to have a good degree, a PGCE and have completed the NQT induction year to teach. In addition, there is already a system of Performance

Management that monitors the work of teachers every year. For teachers who are not performing to the required standards there is a capability procedure which can lead to dismissal;

- (iii) the 'MOT' is based on the assumption that there are thousands of incompetent teachers – an assumption that is not based in fact;
- (iv) the 'MOT' places too much power in the hands of Headteachers who would have the power to renew or deny a licence, thereby forcing teachers out of the profession;
- (v) the new GTC Code of Conduct, and specifically section 8 that states teachers will “...maintain reasonable standards in their own behaviour that enable them ...to uphold public trust and confidence in the profession” is both unnecessary and a major intrusion into teachers’ personal lives. It is vague and open to differing interpretations. This could lead to teachers being brought before the GTC for matters that have nothing to do with their role as a teacher.

Conference further believes:

- a. the response by the Union to both of these attacks has been less than adequate;
- b. while the Union has nationally opposed the “MOT” and has produced some literature on the issue, this does not match up to the anger that exists among teachers to this proposal. The Union has failed to launch the kind of campaign required to force the Government to back down on this issue;
- c. the Union’s position on the MOT is weak and conditional, unnecessarily linking this to the issue of CPD. The Union should not accept the “MOT” even if it comes with more funding for CPD. Our opposition to the “MOT” should be unconditional. We should remain committed to more funding for CPD and funding to allow teacher sabbaticals. However, this should not depend on the Union accepting the concept of an MOT;
- d. while the Union has opposed Section 8 of the GTC Code of Conduct, this opposition has not been pursued vigorously enough. The NASUWT on the other hand, launched a national petition against the Code, gaining thousands of signatures and national press coverage in the mainstream newspapers and the Times Education Supplement. The Union should be undertaking this kind of activity as a matter of course, preferably with the NASUWT and other unions.

Therefore, Conference calls on the Executive to:

- (I) make the proposed “MOT” for teachers the focus of a major national campaign as soon as possible, including school meetings, a national petition and other activities;
- (II) make our opposition to the “MOT” unconditional – i.e. the demand for more CPD funding should not be linked to the issue of the “MOT”;

- (III) re-state our opposition to the new GTC Code of Conduct, and specifically section 8;
- (IV) make the new GTC Code of Conduct the focus of a major national campaign immediately, working closely with other teacher unions, in particular the NASUWT.
- (V) the Union should launch a national petition against the GTC Code of Conduct, preferably with the NASUWT and other teacher unions.

Amendment

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

Delete all references to 'MOT' and replace with Licence to Practise.

In 1: delete the words "the so-called MOT" and replace with "the Licence to Practise"

In the paragraph beginning, "Conference further believes", delete points a), b), c) and d) and replace with the following:

"Conference recognises the anger of members about the proposed Licence to Practise. Conference believes that the 18,000 members who took part in the Union's leaflet campaign 'NO Licence to teach: support teacher professionalism' to the Secretary of State for Children, Schools and Families" represent a groundswell of opposition across the teaching profession to the Licence."

In the last paragraph delete points (III), (IV) and (V) and replace with new (III):

"Monitor rigorously the use of the GTCE Code of Conduct and provide full backing to members who have suffered from the inappropriate use of the Code of Conduct."

Add a final paragraph:

"Conference opposes the misuse of the GTC(E) Code of Conduct at school level and in school disciplinary and capability procedures, and consequently instructs the Executive to:

- A. make our position clear to employers; and
- B. issue appropriate advice and guidance to local officers and members."

Licence to Practise

MOTION 18

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

Conference condemns Government attempts to impose a Licence to Practise on all teachers.

Conference believes that such attempts simply create unnecessary burdens for teachers already faced with excessive workload and stress caused by school inspection.

Conference believes also that the ability to refuse to award a Licence to Practise could be used by some to bypass agreed capability procedures.

Conference believes that, instead of seeking to impose a Licence to Practise, the Government should work with all teacher organisations to fund and deliver sufficiently an individual entitlement to professional development for all teachers. Conference believes that such an entitlement should include a specific annual cash sum for each teacher and a right to secondment for all teachers, once every five years.

Conference instructs the Executive to:

1. urge the Government to adopt the Union's policies for professional development as set out in its Education Statements, 'Bringing Down the Barriers', and, 'A Good Local School for Every Child and Every Community';
2. press all Parliamentary Parties to drop any proposals for a Licence to Practise;
3. mount a high profile campaign of opposition to Licence to Practise, to include invitations to MPs to job swap, lobbies of their local surgeries and Parliament, petitions, stickers and posters, all as part of our General Election campaign; and
4. seek a united position in opposition to the Licence to Practise with all other teacher organisations.

Amendments

18.1 (East London) to move,
(Kirklees) to second:

Add at end of second paragraph:

"As such it will further hinder initiatives to retain teachers, and is likely to further worsen the already high level of teachers leaving the profession."

Insert new fourth paragraph:

"Conference further believes that the Licence to Practise will discriminate particularly against women & carers returning to work, part-time workers & supply teachers because of the difficulties such teachers face in accessing CPD."

Add new sixth paragraph:

"Conference congratulates the UCU on its campaign against massively increasing fees for individuals seeking to study for additional qualifications where they already hold a similar level qualification."

After "Conference instructs the Executive" add new points:

- "5. Campaign for an entitlement to a minimum level of professional development and a paid sabbatical for all teachers every five years;
6. Work with UCU to campaign against the government's imposition of higher fees for those returning to undertake additional university education, for example in studying for additional post-graduate qualifications."

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

Remove "Conference believes also the ability to refuse to award licence to practise could be used by some to bypass agreed capability procedures."

Replace with:

"Conference believes that current capability procedures are already unsatisfactory as they are frequently misused as a means of redeployment, cause ill health as a result of excessive stress and notes that there is no independent check on a head teacher's use of the procedures beyond governing bodies that often just rubber stamp decisions.

Conference believes also the ability to refuse to award licence to practise could be used by some to bypass even these already punitive capability procedures."

Add points 5 and 6 after "seek a united position in opposition to the licence to practise with all other teacher organisations" saying:

- "5. campaign for an amendment to the legislation concerning Competency Procedures that will require an LA's School Improvement Service to make a formal judgement as to the overall quality of teaching before the commencement of a Formal Competency Procedure and before the termination of a teacher's employment as a result of a Competency Procedure. Such judgements having the legal authority to overturn the decision of a Headteacher and/or Governing Body.

6. Urges the Executive to campaign for the legislation covering Competency Procedures to be improved in order to require more consistency between LAs, where currently there is a large degree of variance in the requirements of Competency Procedures."

Supply Teachers

MOTION 19

JANET RICHARDSON (Barnsley) to move,
JAMIE WELLS (Devon) to second:

Conference notes with concern the continued and increasing deterioration in the working conditions, role and status of the supply teacher.

While Conference applauds the introduction of "rarely cover" Conference is seriously concerned at the fact that the amount of work for day-to-day supply teachers has dropped by as much as 50%. Not only does this mean that children are being taught by unqualified teachers, this is a disaster for our colleagues working as supply teachers, and it is unfair that an improvement in our working conditions should impact on them in this way.

Conference also notes with concern the fact that agency supply teachers working in state schools are not automatically entitled to make pension contributions and are considered by the Teachers' Pension Scheme (TPS) to "have taken a break in service".

Conference recognises that these issues particularly affect women as they are usually the ones who rely on supply work to fit in with childcare commitments, or who use it as a way back into work after a career break to have children. Their ability to work has now been seriously affected in addition to their inability to access the TPS.

Conference believes that the Union must support supply teacher colleagues and ensure that any gains we make for teachers are matched by gains for them.

Conference instructs the Executive to call on the Westminster Government to:

1. bring supply teachers back under the control and employment of the relevant local authority;
2. ensure that all children are being taught by a qualified teacher;
3. make it compulsory in the meantime for all agencies to join the Teachers Pension Scheme to enable all supply teachers to have access to the Teachers Pension Scheme.

Amendments

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

Amend first sentence of second paragraph to read as follows:

"While Conference applauds the principle that teachers should only be directed to cover in exceptional emergency situations, Conference is seriously concerned at the way in which 'rarely cover' has been implemented and at the impact this has had on the amount of work for supply teachers, which has dropped by as much as 50%."

In the second sentence of second paragraph, delete "unqualified teachers" and replace with "non-teacher qualified staff".

Insert new sixth paragraph as follows:

"Conference applauds the work the Union has done in lobbying the Government to improve safeguards for agency teachers contained in the new Agency Workers Regulations 2010 which aim to give equality for agency workers. As a result of the Union's campaigning, the Government confirmed that it would be making changes to the Regulations, so that the summer school closure will no longer break a teacher's right to equal treatment, and to allow periods of employment, such as supply work in different schools within a local authority, to be linked together. Whilst there are still problems with the Regulations, in particular that they do not allow for equal treatment in relation to pensions, Conference believes that this is a significant step towards the achievement of fair and equal treatment for supply teachers."

In the paragraph beginning "Conference believes ...", insert after "Government" "and where appropriate the Wales Assembly Government".

After point 3, insert:

"Conference further instructs the Executive to seek talks with supply agencies with the aim of achieving STPCD rates for all supply teachers".

19.2 (Central Nottinghamshire) to move,
(East London) to second:

In second paragraph, add new sentence after "as much as 50%":

"This is because this work is now being done by cover supervisors."

In third paragraph, add at end:

"Conference notes that some teachers are being offered work but agencies are offering a much lower "cover supervisor" rate to do this work."

Add new sixth and seventh paragraphs:

"Conference notes that supply agencies often put pressure on teachers to set themselves up as a limited company. The agencies are

exploiting a loophole which means that they then do not have to pay National Insurance contributions for that teacher.

Conference notes that there is no requirement for agencies to pay teachers to scale. The DCSF website states "Private agencies are free to set whatever rates they wish".

After "Conference instructs the Executive to:", point 1., add at end:

"where they can access the Teachers Pension Scheme, Continuing Professional Development (CPD), be paid to scale and not exploited for lower wages."

Point 2., add at end:

"at all times".

Add new point 4:

"In the meantime make it a requirement that all supply agencies with the DCSF Quality Mark recruit and supply only qualified teachers, give a guarantee that teachers will not be pressured to set themselves up as limited companies, pay to scale, and give supply teachers access to CPD that is of an equivalent standard as that offered to teachers on permanent contracts."

Workload and Stress

MOTION 20

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

Conference notes with alarm the continued rises in teachers' average working hours in 2009, as evidenced by the findings of the School Teachers' Review Body's 2009 Workload Survey. The average working week is in excess of fifty hours, putting stress on members' health and undermining attempts to maintain a good work/life balance.

Conference also expresses its deep concern at the long working hours experienced by head teachers. A comparison of the STRB Workload Surveys over time found that primary headteachers' working hours have been steadily rising since 2005 despite the introduction of the Social Partnership Workforce Agreement and headteachers in the secondary sector have an average working week of nearly 60 hours.

Conference reaffirms its belief that these figures demonstrate beyond doubt that the Social Partnership Workload Agreement has failed in its purpose of reducing teacher workload and affording teachers a reasonable work/life balance.

Conference condemns the Government's failure to legislate for a maximum class size other than for Key Stage 1 – a move which would be greatly welcomed by parents, students and teachers. This failure to act means that teachers will continue to be overburdened with the additional marking, assessment and planning which accompanies excessive class sizes.

Conference calls upon the Government, in line with its 2006 pledge to raise State school funding to private school funding levels, to use falling rolls as an opportunity to reduce class sizes to the levels offered by private schools. This would enable teachers to provide more personalised learning, whilst at the same time making assessment and planning more manageable.

Conference congratulates the work carried out by local officers to reduce the workload and working hours of teachers, including action to seek agreement of employers on the application of the Working Time Regulations and to engage members in the campaign to promote a safe working environment through reductions in workload and other stressors. Conference also notes the on-going work to highlight teacher mental health across the work of the Union, as recommended by the Memorandum on Teacher Mental Health.

Conference deplores the actions of some head teachers in subjecting members suffering from stress to absence monitoring measures, or to seeking to move towards dismissal without exhaustion of teachers' full entitlement to sick pay.

Conference notes the work done by the Union to highlight our deep concerns about teacher workload including submissions to the STRB and meetings with civil servants and Ministers to press for improvements to statutory provisions on workload issues. Conference also welcomes the initiation of negotiations with the NJC for Sixth Form College Teaching Staff on developing working time provisions which mirror those for teachers as set out in the STPCD.

Conference welcomes the work undertaken to further the Union's workload campaign and to develop a strategy to implement the Annual Conference Resolution 2009 'Teachers' Rights' including the work to develop a model teachers' contract which will help to tackle workload. This work will continue in line with the instructions set out in the Conference Resolution on Teachers' Rights in accordance with the timetable agreed.

Conference instructs the Executive to:

1. continue to give full support to the Workload Campaign and to publicise the excessive workload borne by teachers in England and Wales;
2. promote and develop the support and resources available to school groups seeking to take steps to limit their workload and working hours;
3. continue to give full support to requests for industrial action where members face unacceptable workload burdens;
4. continue to seek the application of the Working Time Regulations to teachers, through local and national agreements and by pressing the case with Government, STRB and relevant bodies;
5. seek to ensure that teachers provide cover for absent colleagues only rarely, that is in emergency situations only;
6. promote the Union's stress policy including stress audits in schools and support local officers' efforts to survey members in their areas on stress levels; and

7. continue to take steps to defend members suffering from stress at work, who may be subject to absence monitoring procedures or who are not given access to full sick pay entitlements.

Amendment

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

After bullet point 6, insert new bullet point 7 then re-number accordingly:

- “7. Promote national and local recruitment and training of Union safety representatives in schools in order to more effectively organise members in schools to tackle stress and workload under health and safety legislation”

Independent Safeguarding Authority

MOTION 21 ROBIN HEAD (Somerset) to move,
(Carlisle) to second:

Conference regrets that the establishment of the Independent Safeguarding Authority did not rectify the gross injustice whereby prospective employers of teachers have access to unproven allegations and other untested “soft” information held by police and communicated through Enhanced Disclosures.

Conference condemns DCSF guidance, which dictates that all reported allegations and concerns should be recorded by head teachers and employers and disclosed to prospective employers in references.

Conference asserts that the retention of Enhanced Disclosures is in breach of the fundamental right to privacy and respect for family life under Article 8 of the European Convention on Human Rights (ECHR).

Conference is seriously concerned that the requirement to be registered with the ISA could be linked with any proposed national identity card system and database.

Conference congratulates the Union for the joint work already undertaken with Liberty and calls upon the Executive to campaign vigorously for:

1. the prevention of Enhanced Disclosures being sent to employers of teachers once the ISA goes live;
2. a change to the DCSF guidance in order that false allegations/unwarranted concerns should not be disclosed to prospective employers;
3. the barring and appeals processes to be fully consistent with the right to due process, a fair hearing and to any necessary redress as defined under Article 6 of the ECHR;

4. the system to become consistent with Article 8 of the ECHR as incorporated into the Human Rights Act 1998.

Primary Teachers' Workload and Working Time

MOTION 22

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

Conference condemns those school managements that do not maintain teachers' rights under the School Teachers' Pay and Conditions Document. In particular Conference is concerned about the number of primary school teachers who are still expected to collect school meal money from their pupils and to take a daily school meal register. Conference is additionally worried about the amount of time required to enact assessment procedures such as Assessing Pupils' Progress (APP).

Conference is also concerned about the immense workload pressure placed on primary teachers by certain school managements which demand excessive lesson planning. Conference re-affirms that planning should not be very long or complex; plans are working documents and should be there to help the teacher and not serve as a paper chasing exercise for managers.

Conference instructs the Executive to:

1. re-issue the Union's policy on "Teachers' workload and working time" with particular emphasis on money collection, planning and pupil assessment;
2. write to all primary headteachers reminding them of teachers' rights and entitlements under the School Teachers' Pay and Conditions Document;
3. encourage local associations to contact all primary Union Representatives to ensure Union guidance is being followed;
4. survey teachers in order to establish the impact of approaches to assessment on teachers' work-life balance.

Amendments

22.1

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

Add new paragraphs before "Conference instructs the Executive":

"Conference notes the increased workload that many primary teachers have faced due to the imposition of APP.

"Conference notes that many members have developed systems for assessing pupils. Conference reaffirms the right of teachers to use their professional judgment and to decide what method of assessment to use.

"Conference agrees that teachers cannot be required to assess a whole class using APP and that the current recommendation of no more than 3-6 pupils will remain Union policy."

After "Conference instructs the Executive" add new points:

- "5. Use CPD to disseminate best practice and research on methods of assessment;
6. Publicise to members the recommended limits and the action that members can take if asked in school to assess a whole class against their wishes;
7. Use academics and teacher training institutions to help to provide an analysis and critique of policy that is often presented to teachers as compulsory;
8. Approach local authorities, advisory teachers and national policy bodies to engage in a dialogue about reviewing workload implications of APP;
9. Revise the teachers' workload and working time policy to include limits on APP;
10. Support schools and groups of schools that wish to take action up to and including strike action if asked to carry out APP for more than six children against their professional judgement."

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

Insert to end of first paragraph:

"Conference welcomes the Union's guidance and advice on the introduction of APP".

Workload

MOTION 23 (Lewisham) to move,
ED SEDGWICK (Ipswich) to second:

Conference recognises that excessive workload remains one of the key issues for teachers and the Union. Working weeks of 50 hours and more, and the stress and intensity of our working days, continue to drive too many talented teachers out of the profession.

The policies of successive governments are the root cause for the intolerable pressures facing teachers. League tables, OFSTED and SATS are used to bully teachers into taking on even greater workload in order to meet imposed targets. Inadequate funding, which will be made worse by threatened spending cuts, means that there are insufficient teaching and support staff to share out

workload so that children's needs can be met while still ensuring that teachers enjoy the 'reasonable work-life balance' that we are supposedly entitled to.

As even the Government's own figures indicate, the attempts by other unions to improve workload through 'social partnership' have failed to produce any significant reduction in working hours. However, we also have to recognise that our own strategy has also failed to protect members from the burden of excessive workload.

Conference recognises that, while school-based disputes can be valuable in protecting members from excessive workload demands, they are, alone, an inadequate strategy. While the present inadequate provisions of the Pay and Conditions Document remain, particularly the continuing open-ended requirement on teachers' overall working hours, teachers will continue to have inadequate legal protection against excessive workload.

In order to give all teachers real protection against excessive workload, we have to win a new national contract setting down improved national conditions for all teachers.

That is why the last two Annual Conferences have supported motions calling for national action to improve teachers' working conditions, thereby bringing all members together to tackle a national issue as part of a national campaign.

Conference reiterates its support for a campaign of national action to win a national teachers' contract and demands that the Executive delay no longer in implementing the clear view of Conference in pursuing such a course of action.

Conference therefore instructs the Executive to:

1. draw up a claim that sets out specific improvements to teachers' working conditions, including binding limits on teachers' overall working hours;
2. prepare a publicity, campaigning and action strategy to win such a claim, emphasising to the public that improved working conditions for teachers means improved learning conditions for children;
3. hold a National Ballot to sanction a national programme of strike and non-strike action that would commence in the autumn term 2010;
4. seek support from other trade unions to join our campaign of national action.

Amendment

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

Delete final sentence of third paragraph and replace with:

"The 2009 DCSF Workload Survey revealed that for secondary class teachers, and primary head and deputy head teachers working hours had increased. These figures highlight the failure of the 'Social Partnership's' approach and the need for more to be done to protect teachers."

Delete seventh paragraph and replace with:

"Conference welcomes the work undertaken to further the Union's workload Campaign and to develop a strategy to implement the Annual Conference Resolution 2009 'Teachers' Rights' including the work to develop a model teachers' contract which will help to tackle workload. Conference notes that this work will continue in line with the instructions set out in the Conference Resolutions on 'Teachers' Rights' and 'Workload, Pay and Class Sizes – A Comprehensive Strategy'."

Delete bullet point 3 and replace with:

3. Continue with the programme set out in the Conference 2009 Resolution 'Workload, Pay and Class Sizes – A Comprehensive Strategy' to ballot members for strike action on some or all of the above priorities, at an appropriate time if no satisfactory progress is made in securing our aims. The timing and precise nature of the ballot to be kept under review by the Executive."

Asbestos

MOTION 24

(Hammersmith and Fulham) to move,
(Bristol) to second:

Conference expresses its grave and continuing concern that asbestos, the biggest and rising cause of workplace deaths, is a silent killer that remains in our schools and colleges. Because of this, children who are particularly vulnerable, as well as teachers and support staff, are being sentenced to an early death. This will continue into the indefinite future unless much tougher action is taken.

Conference welcomes the TUC's partnership with teaching unions campaigning for the removal of all asbestos in educational establishments, and calls for:

1. an assessment to be made of the risk to the occupants;
2. a comprehensive audit of the extent, type and condition of asbestos in educational establishments, and the standards of management;
3. the Asbestos in Schools campaign to be reinstated;
4. training for those involved in asbestos management in schools, including headteachers, chairs of governors and other staff and governors with responsibility for health and safety;

5. all asbestos in schools and colleges to be identified and removed in a phased programme to be completed by 2015, with asbestos in the most dangerous condition being removed first;
6. the Executive to lobby the government for a change to the inadequate HSE guidelines which at present allow teachers and children to be continually exposed to asbestos fibres year after year;
7. the recruitment and training of more safety representatives in our schools;
8. prompt support to members who request relocation under the Health and Safety at Work Act.

Amendment

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

Reword second paragraph to begin:

"Conference welcomes the way in which the teaching unions have come together with other interested parties to campaign for the removal of all asbestos from educational establishments, and calls for:"

Point 6, delete 'inadequate HSE guidelines' and replace with:

"inadequate DCSF and HSE guidelines which state that where practicable asbestos should be managed or sealed, rather than removed."

EDUCATION: GENERAL SECTION

Saturday, 3 April

Third Session

(to be taken at 2.00 – 4.30pm)

MOTION 25 MS HAZEL DANSON (for the Executive) to move,
MS MAX HYDE (for the Executive) to second:

That the Education, Equality and Professional Development Section of the Annual Report of the Executive be adopted (Annual Report of the Executive pages 60-105).

OFSTED

MOTION 26 (Birmingham) to move,
(Bradford) to second:

Conference notes that for the past few years motions on OFSTED have been passed unanimously at Conference. Conference instructs the Executive that it is now vital that a far-reaching campaign against OFSTED and its practices is instigated.

Conference believes that OFSTED is both a barrier to a high quality education system and serious threat to the health and well-being of teachers.

Conference also recognises that most of the issues that we are working to improve for our members such as workload, stress, ill health, student behaviour and management bullying have a direct link to the OFSTED regime and that the abolition of OFSTED would have a significant impact upon the workload and the health and well being of our members. Further, it is clearly evidenced that workload and associated stress levels amongst teachers working in schools placed in (or threatened with being placed in) an OFSTED category are excessive and damaging. It is therefore in the interests of all teachers and children that we campaign for the abolition of OFSTED and its replacement with a much fairer system of inspection.

Conference is particularly concerned about the impact that the new OFSTED procedures will have in schools. These will put all schools on constant 'OFSTED-alert' producing high levels of unnecessary workload through monitoring, data collection and excessive lesson observations for our members.

Conference also notes:

1. that OFSTED continues to have a distorting effect upon the curriculum of schools often introducing non-statutory items which are the bias or an obsession of the moment of the Government, the individual OFSTED teams or even the individual inspector. Far from being an objective and scientific form of inspection, it is arbitrary and unreliable;

2. the unnecessary burden of OFSTED requirements which detract from real teaching and learning and place too much emphasis on data collection;
3. the overwhelming fear that an OFSTED visit produces in schools;
4. the poor quality and lack of training, direct experience, limited age range and lack of sympathy that many inspectors display;
5. the reversal of the meaning of 'satisfactory' in relation to teaching in the new OFSTED guidance;
6. the number of schools in special measures and serious weaknesses that are in areas of social deprivation, especially inner city areas. This can be the beginning of a downward spiral where schools find it difficult to retain staff and hence lack the stability to make progress;
7. that OFSTED has never addressed issues of management bullying and has in fact shown a callous disregard for teachers' mental health;
8. that OFSTED has been shown to have made judgements that subsequent events have found to be deeply flawed.

Conference therefore calls upon the Executive to:

- a. call for the abolition of OFSTED;
- b. conduct a clear national campaign using the pages of The Teacher, posters, pamphlets, etc to show the inadequacies of OFSTED;
- c. gather reports from various areas and show a demographic map highlighting concentrations of schools in special measures or notice to improve;
- d. campaign for the abolition of the use of national targets to assess schools and instead use a child-centred approach which looks after the well being of each individual child;
- e. monitor the effects of OFSTED on schools by collecting information from school representatives and members on the impact of OFSTED on their school;
- f. approach the Health and Safety Executive to investigate the mental health of teachers working at schools in OFSTED categories;
- g. produce guidance for schools in a category setting out reasonable workload limits and what to do if these are being breached;
- h. demand additional resources for those schools placed in an OFSTED category including additional support staff and an enhanced supply budget and improved teaching resources;
- i. support for members up to and including strike action where there has been a failure to reach agreement on reasonable workload for schools in a category.

Amendments

26.1 (Birmingham) to move,
(Birmingham) to second:

Insert new point a. and re-order:

"explore all legal routes to enable members to be balloted on boycotting OFSTED."

Delete point f. and replace with:

"formally request that the HSE investigate the mental health and workload of teachers working at schools in an OFSTED imposed category."

Add at the end of the motion:

"Conference instructs the Executive to develop and promote alternative models of school accountability which:

- (i) Put school self evaluation by educational professionals at their centre;
- (ii) Ensure participation by parents, students and the school community as a whole;
- (iii) Promote critical self-reflection by schools, rather than conformity with narrow, data-oriented approaches to children's learning;
- (iv) Encourages the development of a body of advisors rooted in the real life of schools, who will genuinely support and work with schools."

26.2 (Wokingham and District) to move,
(Calderdale) to second:

Additional point to 'Conference also notes':

"9. the unreasonable and unjustifiable demands of inspectors conducting single subject inspections in Primary Schools."

Additional point to 'Conference therefore calls upon Executive to:'

- "j. campaign vigorously against the effect of single subject inspections in Primary Schools by:
 - (i) offering advice to members in schools as to what is reasonable preparation for such visits;
 - (ii) publicising both the positive effects of curriculum integration and the good practice that takes place in the classroom;

- (iii) ensuring that any negative reports that result from the narrow nature of these inspections are countered."

26.3 (Hammersmith and Fulham) to move,
(Bradford) to second:

Add new fifth paragraph:

"Conference rejects the proposed School Report Card. Conference believes the School Report Card is an additional bureaucratic layer of accountability for schools which adds to the current damaging performance tables."

Add at the end of point b:

"and opposition to the School Report Card"

Add new point j:

"find ways to support members through industrial action where members face OFSTED inspections and where there are manifestly unfair outcomes."

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

Add new 9, 10 and 11

- "9. The failure of the proposed School Report Card to address the damaging high-stakes nature of current school evaluation but rather its potential to increase the bureaucratic burdens faced by schools;
- 10. The effect of limiting judgements in the new inspection framework, in particular in relation to safeguarding, which has led to judgements which are both unjust and inaccurate.
- 11. The recent Children, Schools and Families Select Committee's fundamental criticism of the Government's school accountability regime."

Add new e.:

- "e. Give the highest priority to promoting and updating the Union's policy on school accountability, including 'bottom-up' school evaluation within the control of schools."

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

Add:

"(j) inform the Government that

- (i) the levels of stress induced by OFSTED inspections constitute a significant risk to the health of the workforce, in contradiction to European legislation on human rights
- (ii) therefore these inspections are unlawful and must stop with immediate effect
- (iii) the Executive will liaise with other teaching organisations to prepare plans for joint industrial action in any school where the management attempt to apply disciplinary and/or competency procedures to any members who refuse to be assessed by OFSTED on the grounds that it will be injurious to their health."

26.6 (East London) to move,
(Leeds) to second:

Add after paragraph 4:

"Conference believes that the new OFSTED framework represents a significant shift in the relationship between teachers and the inspection system. Conference believes that the new framework is manifestly unfair as judgements are adversely affected by the four limiting judgements, including overall attainment and safeguarding.

Conference therefore declares that it has no confidence in OFSTED."

After "Conference instructs the Executive" add new points:

- "j. encourage associations and regions to lobby OFSTED offices;
- k. encourage motions of no confidence in OFSTED and in support of the Union's alternatives."

26.7 (Somerset) to move,
(Newham) to second:

At the end of the first paragraph add:

"In so doing it is understood that this cannot be achieved alone. Conference calls upon the Executive to build upon the unity achieved with the NAHT National Council in agreeing a joint ballot of members to boycott SATs in order to work towards a joint campaign to remove OFSTED interference in schools and on this basis to bring on board the other teacher unions."

Academy, Trust and "Free" Schools

MOTION 27

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

Conference notes that:

1. the Westminster Government's continuing promotion of a privatised model for school governance and improvement despite clear, and independent evidence that Academies are not raising attainment at any different rate from maintained state schools;
2. some Academies are doing well but others are not; a pattern that is reflected in the maintained sector;
3. £5 billion of public money has been directed at Academies without a clear benefit being shown and that many millions have gone to contracts for consultancies from private providers in order to help boost the 'edubusiness' sector;
4. Tory party spokespersons intend to convert half the secondary schools and many primary school to Academies, or "Free" schools based on a Swedish funding model which puts money directly into the hands of different types of providers but which have been shown to impact negatively on social equality and mobility in Sweden;
5. the growth of 'Academy chains' and federations poses a serious threat to democratically accountable education, and shows the potential for the establishment of a few competing large, national private providers;
6. the Westminster Government's dropping of the £2 million required of sponsors at the outset is evidence that schools are simply being given away;
7. the spread of Trust and "Free" schools pose the same danger as Academies – the break up of democratically accountable Local Authority provided education;
8. the prospective Tory Government claims they have already started planning to rapidly and significantly increase the number of "new" Academies, including primary Academies;
9. Academies, Trusts and "Free" schools are all attempts to de-regulate the Local Authority system of democratically accountable schools.

Conference believes that:

- a. in a period when the public sector is expected to make cuts, it is unacceptable to squander taxpayers' money on school improvement schemes that involve costly privatisation;
- b. further expansion of the Academies programme may tip the balance from a coherently planned, local, and democratic education system into a wasteful patchwork of privatised, competing school market places in which those with 'buying power' will do best;

- c. local parent & community campaigns with decisive action by trade unionists, including strike action, have proved the most effective way to stop Academies.

Conference instructs the Executive to:

- (i) continue to expand the campaign against Academies, Trust and "Free" schools by committing significant additional resources and by continuing to work with parents, governors, other unions and with the Anti-Academies Alliance;
- (ii) seek to establish negotiating committees in any new status schools that are established in order to defend members' terms and conditions, but not to join the board or other management structures of organisations established to sponsor Academies, Trust or "Free" schools;
- (iii) continue and extend the financial and other support given to the Anti-Academies Alliance.

Amendments

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

In list under 'Conference Notes that', insert new points 9 and 10:

- "9. A significant recent addition to the Academies movement is the proposal for 'University Technical Colleges' (UTCs), highly specialised 14-18 schools, run as Academies, and attached to universities. This project, with blueprints for several UTCs already at advanced stages, is co-ordinated by a 'trust' set up by Lord Baker and reportedly backed by the Westminster Government and key figures within the Conservative Party.
10. New BSF money is being made contingent on making any new school subject to a competitive bidding process and huge pressure from the Government for Academies, including UTCs, Trust Schools and 'Free' Schools to be key components of BSF schemes."

Renumber existing point 9 as "11" and insert "including UTCs" after "Academies".

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

Insert new point after 5:

"Far too many Academies refuse to recognise or work with the Union to provide adequate pay and conditions for teachers, and impose excessive and unreasonable workloads on many teachers."

Amend point 5 to read:

"The growth of academy chains, primary trusts and federations as a result of new government guidance poses a serious threat to democratically accountable education, and shows the potential for the establishment of a few competing large, national private providers;"

Add new point (ii) and re-order:

"maintain the Union's full support for divisions, representatives and members in Academies and Trust schools, continuing to press for full trade union recognition and school teachers' pay and conditions, and providing all necessary support, up to and including support for industrial action, to secure recognition and pay and conditions in line with the relevant national and local agreements."

Amend existing point (ii) to read:

"not to agree to any Union representation on the boards of other management structures of organisations established to sponsor Academies, Trust or 'Free' schools."

27.3 (Birmingham) to move,
(Central Nottinghamshire) to second:

After "Conference notes that", delete point 4 and replace with:

"Tory Party spokespersons have talked about putting 'rocket boosters' under the academies programme and creating primary academies. Their draft manifesto suggests they will create 220,000 new school places in order to create a 'supply side revolution'. This will allow academy chains and other organisations such as the New Schools Network to set up new schools on the basis of 'parental demand'."

Insert new point 5 and re-number:

"the clear indication by the Leader of the Opposition that the long-term goal of a Tory government is to create taxpayer-funded profit-making schools run by private companies."

Insert new point 6 and re -number:

"In addition to the 'new or 'free' school approach, some on the Tory right are pushing for the introduction of vouchers and for profit schooling based on the "Swedish model". This would represent a radical extension of privatisation and deregulation threatening the coherence of a national state education system."

Delete point 8 and replace with:

"that the CO-OP – a labour movement organisation- is increasingly involved in promoting trust schools and academies. These can appear as a progressive alternative to academies run by business, but, however favourable the terms of the CO-OP Trusts, they remain

unacceptable because they are part of the deregulation and privatisation of the democratically accountable system of local authority schools.”

After “Conference believes that”, insert new point c and renumber:

“Tory plans for a radical extension of the market in education pose a fundamental threat to equality and social cohesion in society.”

After “Conference instructs the Executive to”, delete (i) and replace with:

"expand the campaign against Academies, Trust and ‘Free’ schools by actively promoting a positive view of the Union’s preferred alternative, namely democratic community schools."

Insert new (ii) and renumber:

"(ii) to support the AAA national ‘road show’ in encouraging debate and educating parents about the expansion of privatisation by encouraging local divisions to seek new alliances and help organise support for local meetings and events."

Add a new point at the end:

"Use ‘The Teacher’ and/or other appropriate publications to conduct a thorough examination of the main political parties’ policies on this issue immediately."

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

In instructions to Executive, insert new (ii) and renumber

“(ii) support and encourage campaigns and industrial action to prevent changes of school status to trusts and academies; where this is not possible, make it a priority to achieve union recognition and protection of pay and conditions for all new as well as transferring staff in every academy, trust school or other new status school, and maintain a national record of these arrangements; support divisions in these objectives, including by supporting industrial action where necessary.”

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

In Section ‘Conference Notes’, delete existing point 7 and insert:

"7. The commitment of both main parties to the break up of democratically accountable Local Authority provided education through the further spread of Academies, Trusts, Foundation schools and Faith schools, supplemented by new, more

insidious versions of privatisation such as 'Free' schools which have the capacity to introduce profit making into state funded education."

Delete existing point 9 and insert:

"9. Academies, Trusts, Foundation schools, Faith schools and 'Free' schools are all attempts to break up and de-regulate the Local Authority system of democratically accountable schools."

In the section 'Conference Believes', in point b, first line, after the word 'Academies' delete 'programme' and insert:

"Trusts and other non-Local Authority controlled schools...." then continue *may tip the balance..*

In Conference instructs delete (i) and insert:

"(i) Continue to work with parents, governors and other unions and with the Anti Academies Alliance to oppose all further Academies and Trusts while at the same time extending this campaigning in support of community comprehensive education to include opposition to all proposals for schools that are not controlled and run by democratically accountable Local Authorities, including Foundation schools, Faith schools and 'Free' schools."

27.6 (Newham) to move,
(Newham) to second:

Add at end new point

"(iv) to explore ways of working with the co-operative movement to oppose the privatisation of schools."

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

In 4. delete "half the" and delete "many"

In c. after campaigns add "including direct action and political actions"

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

After "Conference notes that", delete point 4 and replace with:

"Tory Party spokespersons have talked about putting 'rocket boosters' under the academies programme and creating primary academies. Their draft manifesto suggests they will create 220,000 new school places in order to create a 'supply side revolution'. This will allow

academy chains and other organisations such as the New Schools Network to set up new schools on the basis of ‘parental demand’.”

Insert new point 5 and re -number:

“In addition to the ‘new or ‘free’ school approach, some on the Tory right are pushing for the introduction of vouchers and for profit schooling based on the “Swedish model”. This would represent a radical extension of privatisation and deregulation threatening the coherence of a national state education system.”

Delete point 8 and replace with:

“that the CO-OP – a labour movement organisation- is increasingly involved in promoting trust schools and academies. These can appear as a progressive alternative to academies run by business, but, however favourable the terms of the CO-OP Trusts, they remain unacceptable because they are part of the deregulation and privatisation of the democratically accountable system of local authority schools.”

After “Conference believes that”, insert new point c and renumber:

“Tory plans for a radical extension of the market in education pose a fundamental threat to equality and social cohesion in society.”

Insert new (ii) and renumber:

"(ii) to support the AAA national ‘road show’ in encouraging debate and educating parents about the expansion of privatisation by encouraging local divisions to seek new alliances and help organise support for local meetings and events."

Reading for Pleasure

MOTION 28

(Oldham) to move,
(South Nottinghamshire) to second:

Conference believes that:

1. the active encouragement of reading for pleasure should be a core part of every child’s educational entitlement, whatever their background or attainment;
2. extensive reading, and exposure to a wide range of texts, make a huge contribution to students’ educational achievement;
3. the provision of libraries, both public and in schools is crucial to allowing students exposure to a range of books.

Conference therefore notes with concern the:

- (i) continuing closure of both public libraries, and school libraries across England and Wales – something likely to be exacerbated by moves by all political parties to make cuts in public services;

- (ii) widespread use of extracts in the teaching of English and literacy, and the argument that children cannot cope with whole texts;
- (iii) continued narrowing of the curriculum, while schools focus on teaching to the test, to the exclusion of extensive reading;
- (iv) the effect of the current situation in that it discriminates against those children for whom school is their main or only means of access to whole books and extensive reading.

Conference agrees to:

- a. affiliate to the Campaign for the Book, and to congratulate those authors, teachers and librarians who have campaigned to save libraries in schools and the wider community;
- b. encourage local associations and divisions to campaign actively against cuts in local services, including cuts in funding to schools and libraries;
- c. work with authors, poets, charities and others concerned with reading, such as Authors Against the SATs, to campaign for a rich curriculum which encourages extensive reading of whole books;
- d. consider how the Union can encourage members to promote reading widely – for example, through national competitions, events and the circulation of appropriate material.

**OFSTED
MOTION 29**

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

Conference expresses deep concern about the impact the new OFSTED school inspection framework.

Conference deplores the increased emphasis in the framework on absolute levels of attainment and over bureaucratic and excessive safeguarding arrangements on schools and teacher morale, which has arbitrarily lowered the inspection grades of many schools including those serving the most challenging areas.

Conference believes that the new OFSTED framework is an over-reaction to recent tragedies and failures in child protection arrangements, such that schools can now be placed into an OFSTED category of concern because of minor or trivial faults in safeguarding protocols. Conference believes further that this over-reaction will undermine pupil wellbeing in schools.

Conference rejects the proposed School Report Card. It believes that it is highly bureaucratic and both reflects and adds to the current damaging school performance tables. Further, Conference believes that OFSTED's arbitrary moves to raise the bar for inspection judgements will undermine any attempt in the Government's proposals to provide a rounded picture of schools' achievements.

Conference, therefore, instructs the Executive to:

1. continue to campaign with other unions where possible for the abolition of the current OFSTED school inspection system, giving the highest priority to this campaigning issue in 2010/2011;
2. find imaginative ways to support members through industrial action, if appropriate and within the law, to support members facing OFSTED inspections, and where there are manifestly unfair outcomes;
3. seek to involve other relevant organisations in a national anti-OFSTED campaign group;
4. widen the campaign to include opposition to the School Report Card;
5. continue to monitor and publicise, as a part of the campaign, members' experiences of OFSTED inspection; and
6. campaign with other unions and organisations for a fundamental review of the way schools are evaluated and for the Union's proposals for bottom-up school self-evaluation.

SATS & Assessment

MOTION 30

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

Conference believes that the Union must, following a successful ballot, boycott SATs in 2010 as we cannot let another cohort of pupils have their education distorted by these tests.

We know the damage SATs cause and understand that this opportunity is one the Union cannot afford to miss. We have public opinion on our side. The Westminster Government have retreated significantly, withdrawing Key Stage 3 SATs and Science for Key Stage 2. However we know that until English and Maths SATs are abolished, the pressure cooker effect throughout the primary years will continue. This includes:

1. performance management targets with unreachable numerical percentages;
2. school 'floor targets' which create bullying, impossible workload and poor pedagogical practice;
3. pressure in Early Years to amend foundation stage profile scores that 'match' with scores in the rest of the school;
4. teachers leaving the profession because they are becoming box tickers and exam crammers not educators;
5. children under stress and suffering from serious mental health problems at an early age;
6. 1 in 8 children have never read a whole book in class and 25% only read 1 book a year with their teacher.

Conference condemns the plan by the Tories to test children in Year 7 in order to judge primary schools. We consider these tests to be demoralising for year 7 students and not informative. We want to see a move to teacher assessment.

Year 7 tests would also add hugely to teachers' workload in Secondary schools. This would also put relations between primary and secondary schools on an unworkable footing and merely reinforces the faults of the testing system, which is using assessment that should be about children, to judge teachers and schools. It will perpetuate the workload and stress caused by testing and will seek to divide our members.

Conference believes that getting rid of SATs will transform education. We believe that we must move to a system where assessment is truly for learning. Conference does not accept that using APP (assessing pupil progress) to level children and then using those levels to continue to create league tables is a progressive step. League tables are the driving force behind the decline in nurturing a love of reading and a love of learning in children. Abolishing SATs is the first step in a move to genuine improvements in achievement. The Union believes that teachers should be able to shape child-focused and genuine assessment for learning. Conference resolves to:

- a. continue to campaign vigorously against SATs;
- b. co-ordinate action with other unions and work with parents and other professional organisations;
- c. support members who are not prepared to narrow the curriculum;
- d. give advice to members on alternative forms of assessment;
- e. campaign for good access to CPD which aims to give teachers the confidence to assess;
- f. work with other unions and professional bodies to campaign against SATs in year 7;
- g. Take industrial action up to and including strike action to disrupt the administration of SATs.

Amendments

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

Add new fourth and fifth paragraphs:

“Conference welcomes the proposals in the Cambridge Primary Review for a fundamental overhaul of the National Curriculum Assessment system and its replacement by assessment which supports children’s learning.

Conference further welcomes the joint campaign conducted by the Union with the National Association of Head Teachers to abolish the statutory National Curriculum testing in primary schools and believes that alternatives to the current testing regime developed by the Union with other teacher organisations should be further strengthened and developed.”

Reword d. to read:

- "d. Further develop the Union's alternative to the current testing regime focused on forms of teacher assessment which are under teachers' control and which do not create unnecessary and excessive workloads."

30.2 (Central Nottinghamshire) to move,
(Islington) to second:

Insert new sentence before "Conference resolves to":

"Conference believes that assessment should only be for the purposes of learning and that any attempts to use assessment for any other reason invariably leads to an increased workload for teachers."

Insert new action points after c and re-letter:

- "d. reiterate the Union's stance that assessment should only be for learning;
- e. publish guidance which makes it explicit that any instructions to record evidence as part of APP will lead to an increased workload and should become part of a workload campaign."

30.3 (Hammersmith and Fulham) to move,
(Hammersmith and Fulham) to second:

Add a new point h:

- "h. Liaise with other teacher unions to prepare plans for joint industrial action in any school where the management attempt to apply disciplinary and/or competency procedures to any members who boycott the imposition of SATs."

Order of Business for Private Session

(To be taken at 4.30 – 5.30pm)

Accounts

(To be taken at 4.30 – 5.15pm)

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

MOTION 31 IAN MURCH (Hon. Treasurer) to move,
That the Financial Statements be now received.

MOTION 32 ALYSON PALMER (Examiner of Accounts) to
move,
 HILARY BILLS (Examiner of Accounts) to second:
That the Report of the Examiners of Accounts be now received.

MOTION 33 IAN MURCH (Hon. Treasurer) to move,
That the Auditor's Report be now received.

MOTION 34 IAN MURCH (Hon. Treasurer) to move,
That the Financial Statements be adopted.

Report of Stoke Rochford Management Limited

(To be taken at 5.15 – 5.30pm)

MOTION 35 NEIL FODEN (Chairperson) to move,
 SIMON JONES (Vice-Chairperson) to second:
That the Report be now received.

Sunday, 4 April

Fourth Session

(to be taken at 9.45 – 10.00am)

- **National, Regional and Wales Membership Development Awards**

That the 2009/2010 National, Regional and Wales Development Membership Awards for good practice in recruitment and retention be presented to the constituent association with the most significant achievement in membership recruitment and retention in each Region and Wales during 2009.

EDUCATION: PRIMARY/EARLY YEARS SECTION

Sunday, 4 April

Fourth Session

(to be taken at 10.00 – 10.45am)

Early Years

MOTION 36

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

Conference supports a move towards providing increased access to good quality early years education for children under 5. Conference fundamentally believes that early years education must be delivered in an appropriately-staffed, well structured and well resourced way. However Conference is gravely concerned by the way in which the Westminster Government has introduced the increase in nursery hours from 12.5 to 15 hours (flexibly), and the detrimental effect this change is having on the early years workforce.

Conference notes with serious concern the disorganised and uncoordinated way that the increase in hours has been introduced. A school-by-school approach to changing hours from 12.5 to 15 has left Early Years Foundations Stage (EYFS) members with a disparate range of working conditions. There is no method of recording or monitoring the implementation of changes and as so many models are being used, many members are feeling under pressure to conform to unreasonable changes in their conditions of service and this is leading to an increased sense of isolation and stress.

EYFS teachers' roles are being changed with little or no consultation; they are being asked to do lunchtime supervision, cut break times, arrive earlier and leave later, supervise staff without financial incentive, work with under 3 year olds, or offer training to adult learners, such as child minder sessions run by teachers in Children's Centres, for example.

Conference believes that working in EYFS can be a rewarding and motivating experience, but the changes in hours have begun to spiral into an unacceptable situation. EYFS members and support staff are being placed under intolerable pressure to deliver the EYFS curriculum which has seen contact hours increase without the back-up of increased provision. Contact hours have increased by up to 5 hours a week. The consequences of this increase have not

been thought through. This leaves no time for other activities, such as attending Inset or after-school planning meetings. This puts an unacceptable squeeze on Planning Preparation and Assessment (PPA) time. PPA time itself needs to be increased in line with more contact hours.

Conference believes the ‘educare’ model is flawed, with teachers in maintained schools working in what are becoming part-privatised day nurseries, where some schools are asking parents to pay top-up fees to extend the 15 hours to a full time place.

Conference instructs the Executive to:

1. mount a campaign which advises members to say ‘NO’ to proposals to increase working hours, including increased contact hours and taking on additional children leading to increased assessments;
2. survey EYFS members to see how the changes in hours are being implemented;
3. instruct associations and divisions to set up forums between EYFS members, and Local Authority EYFS officers, with a focus on negotiating on working conditions and assessment;
4. conduct a review of the introduction of how the 15 hours change is working in practice;
5. co-ordinate a campaign with Early Years educators to ensure good pedagogic practice is not weakened by the 15 hours changes;
6. design a model of how to best implement the change from 12.5 to 15 hours;
7. coordinate a high-profile and vigorous national campaign about the issues effecting EYFS members;
8. seek to coordinate action, including strike action, across schools, associations and regions where there is an increase in contact hours for members.

Amendments

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

Add new seventh and eighth paragraphs to read:

“Conference welcomes the proposals in the Cambridge Primary Review for the abolition of the current Foundation Stage, Key Stages 1 and 2, and for its replacement by a Foundation Stage up until the age of 6 and for a new single primary stage.

“Conference notes the postponement of the implementation of the Early Years Single Funding Formula (EYSFF) following pressure from

the Union and other organisations. Conference believes that the implementation of the EYSFF would cause significant funding problems for early years settings. Conference urges the Government to use the additional time created by the postponement of the EYSFF to develop an alternative approach based on ensuring that all settings are protected against cuts, and fully resourced to meet their needs. "

Delete 3. and replace with:

"3. advise divisions to seek the establishment by local authorities of early years forums involving teacher organisations and local authority representatives with a focus on negotiating on the working conditions of staff in early years settings, and on supportive guidance in relation to early years curriculum and assessment."

36.2 (Leeds) to move,
(Bristol) to second:

After fifth paragraph add the following three paragraphs:

"Conference welcomes the Government's decision in December 2009 to delay the introduction of the Single Funding Formula (SFF), which we believe would have a destructive effect on the funding and sustainability of nursery schools, and further undermine nursery education.

Conference reaffirms its position in rejecting the 'educare' model and endorses a strong belief in good quality nursery education, led by teachers and qualified early years staff. The 'educare' model dilutes good quality early years education and places qualified teachers in an untenable position of offering 'day care'; distracting practitioners from their primary role as educators of nursery-aged children.

Conference believes that all nursery schools and settings should be led by qualified teachers with QTS."

After "Conference instructs" replace existing point 3 with:

"3. Encourage all Divisions to set-up an early years forum between early years teachers and LA early years officers. These forums should be used to negotiate and agree a way forward on a range of issues, such as assessment, workload and how to effectively introduce new initiatives such as the 15 hours structure or single point of entry to Reception."

Add new points:

"9. Work with other unions and organisations which successfully encouraged the government to delay introduction of the Single Funding Formula (SFF) to formulate a workable alternative.

10. Survey early years members in nurseries on how the introduction of the SFF would affect their setting."

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

Add at the end of 8.:

"or any attempt to part privatise services".

EQUALITY CONFERENCES

Sunday, 4 April

Fourth Session

(to be taken at 10.45 – 11.45am)

Discrimination and Harassment

MOTION 37 (Black Teachers' Conference) to move,
(Black Teachers' Conference) to second:

Conference recognises the enrichment to society that cultural diversity brings and how it adds to advancement within our education system.

Conference further recognises that many Black teachers suffer racially motivated harassment and discrimination during teacher training, induction and whilst in their role as a qualified teacher. This level of discrimination causes work related stress and often leads many Black teachers to leave the profession due to a lack of support throughout their ordeal.

Conference therefore notes with concern the significant number of Black teachers leaving the profession due to discrimination and the added pressures placed upon them.

Conference further notes that according to Teacher Support Network (TSN) (2007), 72 per cent of Black teachers have experienced or received discrimination or harassment within their day to day work environment. According to respondents, managers were the principal source of discrimination and harassment (60 per cent). The other two main sources of discrimination were: fellow colleagues (49 per cent); and pupils (46 per cent).

The TSN research also indicated the various ways in which discrimination had taken place. Of those reporting harassment, 49 per cent said they had been overlooked for promotion, 48 per cent had received direct offensive language, 34 per cent had been refused co-operation, 27 per cent had received insulting gestures and 27 per cent had experienced deliberate exclusion.

Unfortunately 11 per cent of respondents felt unsupported and resigned from their position as a result.

Other, perhaps less visible impacts on those affected included:

1. 61 per cent suffering from reduced self-esteem;
2. 48 per cent coping with their anxiety, stress or concern silently;
3. 36 per cent feeling stressed but continuing to work; and
4. 32 per cent experiencing reduced effectiveness at work.

Conference believes that discrimination within our society and the continuing rise in racial tension and attacks, which are no doubt exacerbated in areas where the far right has had members elected to public bodies, is likely to lead to Black teachers and ethnic minorities feeling more vulnerable and isolated.

Conference instructs the Executive to:

- a. provide training for all equality officers and representatives on how to manage and support Black teachers who encounter any form of discrimination;
- b. establish a list of which local authorities comply within their duty to record all incidents of racial discrimination and harassment and how such information is used and acted upon; and
- c. survey all Black members on pay progress and promotion, particularly to the leadership scale, and whether they feel they have been impeded by or subject to workplace discrimination.

Conference is extremely concerned with the under representation of Black teachers on senior management teams and the disproportionate lack of success in gaining promotion.

Conference further calls on the Executive to protect the welfare of members who are being subjected to this discrimination by:

- (i) establishing a system that will regularly monitor and if necessary, act on any forms of discrimination when applying for promotion, which may be experienced by members e.g. through the form of questionnaires and confidential interviews;
- (ii) seeking to ensure that all local associations discuss, implement and ensure that equal opportunity policies are used effectively within schools, to ensure all members are treated fairly. Also that these policies are shared with headteachers/line managers within schools and at local authority level; and
- (iii) bringing a progress report on the above to Conference 2011.

The Position of Disabled Teachers

MOTION 38 (Disabled Teachers' Conference) to move,
(Disabled Teachers' Conference) to second:

Conference notes with concern the continuing poor position of disabled teachers in the profession. Entry to teaching is restricted by Medical Fitness Regulations leading to only 1% of the profession identifying as disabled. This is compared to the number of disabled graduates which is 5% and the general proportion of disabled people in the UK potential labour force of 15%.

Conference notes that teachers who acquire impairments during the course of their career are a large and growing group. The support they get varies widely with many discriminated against. Since 1996, the Disability Discrimination Act has covered employment. Schools do not consult disabled staff as required by the recent Disability Equality Duty. Disabled teachers contribute their experience to schools and act as positive role models for inclusive education.

Since 1989 the Union has been successfully campaigning to improve the position of disabled teachers in the profession, but recent surveys suggest much more now needs to be done, including the promotion of the social model of disability.

Conference instructs the Executive to:

1. pressure the Government for the removal of Medical Fitness to Teach criteria and for a fair deal for disabled teachers with Disability Equality Training for all on Initial Teacher Training;
2. make Disability Equality Training a priority in any training for casework staff and local officers including sharing good practice;
3. provide greater support and publicity for disabled teachers through the development of the disabled teachers' network, developing disability champions in each Division and workplace;
4. create a reserved place on the Executive to be elected by disabled members;
5. scrutinise its publications, policies, advice and training programmes so that they are always in accord with the Social Model of Disability;
6. ensure that the union's salaried staff are trained and skilled in handling casework relating to Disabled Teachers, including those suffering from stress and anxiety, to the highest standards of expertise and support;
7. ensure that The Teacher carries regular articles on The Social Model both as a concept and as the way in which the Union addresses disability issues in both policy terms and in practice;
8. campaign for the retention of a strong disability element in any single equality scheme and this to be reported to the 2011 Conference; and
9. promote the setting up of balanced steering groups, in each educational establishment, involving disabled teachers.

Amendment

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

Add after point 9:

"Conference welcomes the fact that the TUC held a seminar on "Sickness Absence and Disability Discrimination" in March 2008, which had been requested by the Union. The outcome of the seminar was the "Negotiator's guide to the law and good practice", for Sickness Absence and Disability Discrimination, which was produced in September 2008.

Conference calls upon the Executive to progress the good practice outlined in the TUC guide and to establish:

- i) a NUT model disability leave policy;
- ii) that the model policy is distributed to all Divisions, with a briefing document, to negotiate disability leave at school and local authority level;

- iii) where Divisions have been successful in negotiating disability leave agreements, an impact assessment by the Local Authority should be completed after 12 months, to ascertain the success and use of the agreement; and
- iv) all Divisions in 2010 should report to Hamilton House through the Wales/Regional Offices, where disability leave agreements have been negotiated, for disabled teachers and members."

Campaign Strategy to Protect Children and Staff by Challenging Homo & Transphobia in our Schools and Colleges

MOTION 39

(LGBT Teachers' Conference) to move,
(LGBT Teachers' Conference) to second:

Conference notes:

1. the endemic levels of homophobia still extant in our workplaces (Stonewall: School Report 2007); that have a profound effect on the health and wellbeing of all students and staff;
2. the serial legislation passed in the last decade that has removed layers of previously unjust laws concerning human differences of sexual orientation and gender identity;
3. the serial advice to schools and colleges from the Westminster Government and Welsh Assembly including:
 - (i) 2004 Stand Up for Us: Challenging Homophobia in Schools;
 - (ii) 2007 Homophobia, Sexual Orientation and Schools: a Review and Implications for Action;
 - (iii) 2007 Homophobic Bullying Safe to Learn: Embedding Anti-Bullying Work in Schools.
4. the excellent work of the voluntary sector, (including Schools Out, LGBT History Month, No Outsiders, The Terrance Higgins Trust and Stonewall) in providing professional support and practical resources for schools and teachers to challenge homophobic attitudes and practices;
5. not least, the OFSTED Inspection framework; from September 2005 the OFSTED self-evaluation form has required schools to provide more information on how they support PSHE, and this is still the case under the new framework. These outcomes will not be deliverable in a culture of homophobia and homophobic bullying.

Conference notes, with sadness, that despite all the new legislation and government guidance, institutional homophobia and transphobia are still prevalent.

Conference is gravely concerned about this, the impact that it has on our members in schools and colleges, and notes the recent evidence:

- a. the 2007 Stonewall "School Report" described the levels of homophobic and transphobic bullying to be at "epidemic" levels;

- b. the 2008 (and current) Prevalence of Homophobia surveys of colleagues in the North West, which confirm the epidemic levels of ignorance and bigotry in our schools and colleges; furthermore, homophobic and transphobic abuse is common and in some authorities a majority of staff have been and are the subject of such bullying;
- c. the Liverpool Metropolitan Borough Council survey of 3,000 young people found homophobic abuse to be the second most common form of bullying in schools;
- d. the Probation Service and the Crown Prosecution Service have to deal with the burden of homophobia and transphobia among their service users because of the failure to eradicate such prejudice and ignorance in our schools. One of the consequences is hate crime;
- e. other public services, such as the NHS, have similar burdens to deal with among their users, because of the failure to eradicate homophobia and transphobia in our schools.

Conference believes that failing to eradicate homophobia and transphobia in our schools and colleges has grave social and economic consequence for society.

Conference further believes that the run up to a general election presents an ideal opportunity to maximise the offers of support being made to the LGBT community by all major political parties.

Conference calls upon the Executive to ensure that a comprehensive strategy is created to promote the most effective means by which:

- (I) all schools adhere to their statutory duties and begin the task of protecting their pupils and staff from the appalling levels of homophobia and transphobia extant in schools and colleges;
- (II) all opportunities are exploited to disseminate the dangers and threats to future generations of failing to address the bigotry and ignorance in our schools and colleges;
- (III) effective and practical resources are readily available;
- (IV) effective and practical training is available to classroom practitioners and those in leadership positions;
- (V) LGBT History Month becomes embedded in school and college curricula;
- (VI) that International Day against Homophobia (IDAHO) is embedded in the school and college calendar.

Conference celebrates the excellent work done in the North West region in fighting homophobia and agrees that this successful work should form the basis of a new training model for local officers.

Conference believes there is an urgent need for more training, both in schools and colleges, and in associations and divisions, to enable members and local

officers to fight homophobia and transphobia more effectively. Conference further believes that officers at all levels of the Union be encouraged to undertake this training to best help them in that challenge.

Conference therefore instructs the Executive to:

- A. urgently, and in association with existing training providers and campaign allies including: Schools Out, LGBT History Month, LGBT Youth et al., develop a schedule of training modules that afford LGBT training to all levels of the Union, with a priority given to division secretaries and equal opportunity officers;
- B. adopt a dynamic agenda for promoting our LGBT campaigning at all levels of the Union. This could be used as a public relations and recruitment tool and remove barriers to such campaigning that clearly do not hinder other unions;
- C. ensure the Union website contains relevant and practical advice for individual members on LGBT issues, and also relevant and practical advice for representatives and local officers. This advice should be easily accessible and provide clear links to: advice and campaign publications, government anti-homophobic bullying strategy documents, and other organisations and networks such as Schools Out, TUC regional networks, LGBT youth networks etc;
- D. urgently prioritise calling on Initial Teacher Training providers to include LGBT equality for pre-qualified teachers, and for schools to build this into their NQT induction programme.

Finally, Conference calls on the Executive to use the Union's LGBT working party to play a central advisory role and to liaise with a constituency of members and supportive organisations to make sure that:

- 1.1 the Union promotes its LGBT strategy and work by having a presence at all Regional and Wales LGBT events;
- 1.2 work with LGBT youth organisations is encouraged and the views of those youth groups are disseminated within the Union to inform activity and advice;
- 1.3 advice regarding inclusive campaigns such as the North West Region's "Challenging Homophobia" and other school and college based gay/straight alliances is widely disseminated by the Union;
- 1.4 the Union seeks to liaise with other unions such as UCU, UNISON, NASUWT, ATL and teachers' organisations in order to organise an annual LGBT education event;
- 1.5 the Union builds concrete solidarity with other groups who are fighting to save jobs and defend conditions of service under threat because of the recession. It is vital that LGBT teachers identify with this struggle and are visible in this fight.

EDUCATION: SECONDARY

Sunday, 4 April

Fourth Session

(to be taken at 11.45am – 12.15pm)

The Future of 14-19 Qualifications

MOTION 40

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

Conference expresses its deep concern about the fracturing of the 14-19 qualifications framework and the developing two-tier divide between academic and vocational qualifications.

Conference believes that the development of qualifications such as the International General Certificate of Secondary Education, the University of Cambridge's International Examination (the Pre-U) and the International Baccalaureate are all a direct outcome of government policy failure following its rejection of the Tomlinson Report.

Conference further rejects proposals for Technical Schools which are the direct consequence of the Government's attempts to dismantle a balanced and broadly based entitlement for all secondary school pupils.

Conference instructs the Executive to campaign:

1. for a future government to adopt the principles of the Union's 'Bringing Down the Barriers - 14-19 Education' and the Tomlinson Report on 14-19 qualifications;
2. to seek to develop a broad based alliance with UCU and organisations representing the Education community and the wider world of work, to achieve a unified curriculum and qualification entitlement for all young people;
3. for a joint campaign with other unions such as UCU on issues such as: youth unemployment in a worsening economic situation; a proper entitlement that meets the needs of young people not in education, employment or training, including Education Maintenance Allowances, and the new post-16 planning and funding of education;
4. for a system of vocational education which is integrated with and has equal status to academic qualifications;
5. against any attempts to introduce selection of pupils at 14;
6. for the full involvement of schools and colleges in the development of a reformed and unified 14-19 qualification model.

Amendment

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

In the second paragraph, delete “failure” and replace with “in favour of separate ‘vocational’ and ‘academic’ provision.”

In the third paragraph, after “Technical Schools” insert “or University Technical Colleges (UTCs)”

In the list following “Conference instructs the Executive to campaign:”

Point 4: delete “a system of” and “and has equal status to academic qualifications”, and replace with:

“the whole of the curriculum and qualifications structure”.

Point 5: add at end:

“including selection related to proposed UTCs”.

INTERNATIONAL SECTION

Sunday, 4 April

Fourth Session

(to be taken at 12.15– 1.00pm)

International Work

MOTION 41

(West Sussex) to move,

(West Sussex) to second:

The Union is an internationalist organisation. Trade unionists recognise a common bond and a common purpose regardless of nation, race, creed or colour.

The developing world is subject to the activities of global corporations many of which pay scant regard to the needs of the local population, least of all the children. Whereas the Union sees education as a ladder out of poverty, global corporations customarily see it as a way of making profits.

Conference reaffirms its support for the Global Campaign for Education, and the education related Millennium Development Goals. Conference congratulates the teachers of those developing countries who have, despite great difficulties, made real progress towards achieving those goals, and particularly those – notably Cuba and Venezuela – who have already achieved them.

Conference recognises that international work conducted by the Union is not just a matter of charity or humanitarianism, but is a central part of our Union work, reflecting our principles of internationalism and solidarity. Conference also fully supports the work of the Steve Sinnott Foundation in this important area.

Conference also recognises the many international initiatives taken by classroom teachers and schools such as the Classrooms for Kenya project and the project on Climate Change of Rafi.ki amongst many others

Conference believes that all members who wish to undertake international work should see the Union as their first resource for information and support.

Conference instructs the Executive to:

1. give support and publicity to those developing nations and their teachers who are, through their own efforts, working towards and achieving the education related Millennium Development Goals;
2. showcase the local work of associations and divisions to support the education of children across the world, for example at Conference;
3. assist local associations in furthering their international work, for example by encouraging them to:
 - a. have an officer responsible for international work;
 - b. support the international initiatives of classroom teachers;

- c. set aside an agenda item in appropriate meetings for international work;
 - d. have a budget for international projects to be agreed at their AGMs;
 - e. consider giving appropriate support to other associations which have established international links.
4. support trade unionists overseas who are subject to repression;
 5. promote CPD with an internationalist perspective.

Amendments

41.1 (Montgomery) to move,
(South Nottinghamshire) to second:

In paragraph two add at end of paragraph:

“Moreover these corporations are aided by the activities of the World Bank and the International Monetary Fund which put pressure on governments to cut spending on education, to privatise and to introduce crippling accountability systems.”

In paragraph three add at end of paragraph:

“Conference also notes that many teachers in the Global South are working for less than a dollar a day, are often owed months of back pay and teach in classes of up to 200 pupils in rudimentary facilities and buildings. Conference applauds those many teaching unions who are taking a stand against these conditions by for example taking action such as strike action.”

In paragraph 7, add point 2 and renumber accordingly

“2. Give support, publicity and solidarity to those teaching unions who are taking action across the world to defend their livelihoods and children’s education”

In paragraph 7 add point 7 and 8:

“7. Take a full part in the next congress of Education International, circulating its agenda to local associations, submitting resolutions and amendments where necessary and sending a full delegation chosen both from the Executive and the regions and Wales

8. Regularly invite and fund a teacher trade unionist to Annual Conference from a country in the Global South to describe their union’s struggle”

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

Change the wording of the first sentence of number 3 as follows:

Add the words "and divisions" after the word "associations".

Replace the word "encouraging" with the word "urging".

Delete point 3.d. and replace with the following:

"commit one per cent of their income to international development work in line with the Union"

Add a new number 6:

"ensure that its strategy for the General Election includes a focus on international development issues."

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

Add at the beginning of the second sentence:

"As members of the international working class,"

In second paragraph, delete "a ladder out of poverty" and insert an "inalienable right".

After "Conference instructs the Executive", add a new point 6.:

"6. support trade unions around the world in struggles against the privatisation of education."

41.4 (Southend) to move,
(Newham) to second:

Add new point 3.:

"Continue to work with, and support, the Steve Sinnott Foundation;"

Renumber the rest of the motion.

- **Tribute**

The President to introduce a tribute to members who gave devoted service to the Union and passed away in 2009.

QUESTION AND ANSWER SESSION FOR THE GENERAL SECRETARY

Monday, 5 April

Fifth Session

(to be taken at 9.15 - 9.45am)

EMPLOYMENT CONDITIONS AND RIGHTS SECTION (continued)

Monday, 5 April

Fifth Session

(to be taken at 9.45 - 11.15am)

SALARIES, SUPERANNUATION AND EDUCATION ECONOMICS SECTION

Monday, 5 April

Fifth Session

(to be taken at 11.15am - 12.30 pm)

Defending Our Pensions

MOTION 42 (East London) to move,
ROBERT WILKINSON (Wokingham & District) to
second:

Conference commits the Union to the strongest possible defence of teachers' pensions.

Conference reaffirms its support for good quality, affordable, final salary occupational pensions in both the private and public sectors, and deplores private sector employers using the recession as an excuse to attack occupational pensions.

Conference deplores the resumed attacks on public sector pensions by politicians and the media. Teachers, like other public sector workers, are making a clear, substantial and demonstrable commitment to their pensions. We have already paid for our pensions through our employee contributions and through lower salary levels than for comparable jobs in the private sector.

Conference believes that the real problem in UK pension provision is not that public sector provision is too generous but that private sector provision is inadequate and worsening. "Equality of misery" makes no sense, and will serve only to lead a whole future generation into poverty in old age.

Conference notes that the current economic crisis has been created by unregulated banking practices fuelled by corporate greed and is not the making of public service workers. Consequently, it believes that public sector workers and their families should not be penalised for the manifest failures of the financial institutions and government regulatory bodies.

Conference recognises the very strong danger that, after a General Election, there will be an attempt to further worsen the Teachers' Pension Scheme. Conference further notes that this is likely to form part of an attempt to worsen all public sector pension schemes.

Conference recognises the work of the Union in taking a leading role in co-ordinating opposition by the teaching unions, other public service unions, and the TUC to previous attempts to worsen teachers' and other public sector pensions. To this end Conference instructs the Executive to request the General Secretary to seek an urgent meeting with the General Secretaries of all unions to begin our planning of future resistance.

Conference instructs the Executive to:

1. give the highest priority to co-ordinated efforts to defend members' pensions;
2. seek a co-ordinated negotiation, campaign and action strategy with the other public sector unions;
3. organise co-ordinated ballots for industrial action including discontinuous action should that prove necessary;
4. maintain and build on the effective involvement of division secretaries in the development of the pensions campaign strategy;
5. provide practical support for local associations, divisions and individual members in pressuring MPs and parliamentary candidates, during the run up to the General Election, seeking manifesto commitments to the protection of our pensions;
6. collate existing evidence to inform the production of materials which will support our pensions campaign, including challenges to arguments such as affordability;
7. co-operate with other unions to produce, and distribute common campaign materials (leaflets, petitions);
8. encourage and assist local associations to set up regional and local multi-union campaign groups in alliance with trades councils, the National Pensioners Convention and other relevant organisations.

Conference recognises that the attack on the Teachers' Scheme takes place in a wider context of increasing inadequacy of the basic state pension. Conference instructs the Executive to support the Pension Manifesto, published by the National Pensioners Convention, in particular its call for a basic state pension set above the official poverty level (estimated at £165 a week in 2009), which is linked to the higher of earnings or prices, and paid alongside other existing concessions, to provide some financial security for all. Conference asks the Executive to give the Manifesto the widest circulation.

Conference notes the dramatic decline in the number of successful applications for ill health retirement by teachers from 5,400 in 1996-97, to 1,600 in 2004-05, and around 700 in 2007-08. Thousands of teachers are now forced out of the profession every year through ill-health, but denied a pension. Conference instructs the Executive to take all possible steps to reverse this process, not allow it to escalate.

Amendments

42.1 (Bristol) to move,
(Leeds) to second:

Insert after fourth paragraph ending '...into poverty in old age.':

"Conference recognises that the current inadequate state pension results in poverty for the majority of pensioners, particularly women."

Add new 5 and renumber:

"campaign alongside the TUC and the National Pensioners Convention for an increase in the state pension to £165 per week and thereafter for it to be linked to earnings or prices, whichever is the higher."

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

Insert new fourth paragraph:

"We have also agreed with the Government and local authority employers to higher pension contribution rates for all teachers, a higher retirement age for new joiners and a cost-sharing agreement in respect of future cost increases."

In current seventh paragraph, delete final sentence... 'To this end' and replace with:

"To this end Conference instructs the Executive to ensure the TUC convenes urgent discussions involving all the public sector unions to begin to plan our campaign."

Delete last paragraph and replace with:

"Conference notes the dramatic decline in the number of successful applications for ill health retirement by teachers and the particular difficulties in meeting the criteria for teachers suffering from mental ill-health even though they may have been forced to leave teaching. Conference welcomes the joint report on ill health retirement by Government, local authority employers and unions which emphasises the importance of good occupational health services in ensuring the system is applied fairly and teachers receive support at the earliest possible stage. Conference instructs the Executive to continue the Union's work in seeking better occupational health provision and to take appropriate steps to secure fairer treatment for all teachers in relation to ill health retirement, especially those with mental ill health."

42.3 (Somerset) to move,
(Newham) to second:

At the end of the first sentence add:

"In so doing Conference reminds delegates of the successful joint union campaign with threatened joint union industrial action in 2005 that led to a significant victory in protecting our members' pensions currently employed at that time."

Protecting our Pensions

MOTION 43

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

Conference deplores the renewed attacks on public sector pensions by politicians and the media and recognises the very strong danger that attempts will be made following the next General Election to further worsen the Teachers' Pension Scheme as part of an attack on pension provision across the public sector.

Conference agrees that this attack would be politically driven rather than justified economically. The recent changes to the Teachers' Pension Scheme agreed by Government, the local authority employers and the unions have required higher employee contribution rates, cost-sharing and a higher retirement age for new joiners. Teachers are making a substantial and demonstrable commitment to their pensions which are an essential part of the teachers' remuneration package as deferred pay.

Conference recognises the Union's previous success in taking a leading role in the co-ordinated campaign by the teaching unions, other public service unions and the TUC against previous attempts to worsen teachers' and other public sector pensions.

Conference believes that the real problem in UK pension provision is that private sector provision is inadequate and getting worse as private sector employers use the recession as cover to cut their employees' pension entitlements. Cuts in public and private sector pensions alike have a disproportionate effect on women who have lower state and occupational pension provision and live longer in retirement. Conference reaffirms the vital role of good quality, affordable occupational pensions in both the private and public sectors and of an adequate basic state pension as the foundation of retirement income.

Conference therefore instructs the Executive to:

1. give the highest priority to defending members' pensions;
2. continue to work in partnership with the TUC, other public service unions, the Public Services Pensioners' Council (PSPC) and other relevant bodies to counteract the myths surrounding public sector pensions;
3. seek through the TUC a coordinated negotiation, campaign and action strategy bringing together all the public sector unions to protect public sector pensions, in accordance with the 2009 TUC Congress resolution Public sector pensions in the UK, moved by the Union;
4. organise in any case the fullest possible campaign of opposition by the Union, conducted jointly where possible with the other teacher unions, against any proposals to further reduce teachers' pensions entitlements, including public demonstrations and action up to and including strike action;
5. use all available means of building awareness among the membership of the importance of the issue and provide practical advice and campaign materials for associations and individual members for use in

seeking support from politicians, governors, parents and the public for teachers' pensions; and

6. support the National Pensioners' Convention Pension Manifesto campaign for a higher basic state pension linked to the higher of earnings or prices and the TUC's ongoing campaign for mandatory and better occupational pension provision.

STRATEGY, FINANCE AND COMMUNICATIONS SECTION

Monday, 5 April

Sixth Session

(to be taken at 2.00 – 3.30pm)

MOTION 44 MR JERRY GLAZIER (for the Executive) to move,
MR GORONWY JONES (for the Executive) to second:

That the Strategy, Finance and Communications Section of the Annual Report of the Executive be adopted (Annual Report of the Executive pages 1-46).

Amendment

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

"Gifts", paragraph 2.9 (page 4)

Reference back

"The reason we are seeking to refer back this section of the Annual Report is that we believe that it is incomplete and does not fully represent the totality of emoluments received by Executive Members in 2009. Also that we believe that the heading 'Gifts' is inadequate to convey the array of benefits/emoluments received by Executive members in 2009."

The Economic Crisis

MOTION 45 (Redbridge) to move,
(Nottinghamshire) to second:

Conference believes:

1. the continuing and worldwide economic crisis has already devastated millions of people lives, through unemployment, housing repossessions, increased poverty and, in some countries, growing hunger. All these impacts will worsen as the crisis continues;
2. that this crisis is not in any way the responsibility of working people, but is rather the direct product of the competitive chase for profit that lies at the heart of the global capitalist system;
3. the world over it is working people and the poor who are now being made to pay for the crisis;
4. in Britain unemployment has already soared and is widely expected to hit 3 and perhaps 4 million in the next year;

5. all major political parties have made clear they will push through savage public spending cuts, amounting to tens of billions of pounds, after the general election;
6. such cuts will devastate public services, cause more unemployment, worse pay and conditions for those in work, and are likely to threaten public sector pensions;
7. trade unions cannot and must not allow this assault to be carried through;
8. that struggles such as Visteon, Vestas and Tower Hamlets College show that resistance is possible, and can sometimes be successful.

Conference therefore resolves, and also instructs the Executive, to implement these points as a framework for campaigning:

- a. to reaffirm our commitment to campaign around the demands “no to unemployment, no cuts in pay, pensions or public services”;
- b. to seek to build the widest possible campaign across the trade union movement for real protests and action, including coordinated industrial action where possible and appropriate, around these themes;
- c. to work with parents and carers against attempts to cut school budgets;
- d. in particular, to reaffirm our commitment to take industrial action wherever compulsory redundancies may be threatened in schools, and also against cuts in school budgets;
- e. to reaffirm our commitment to take national industrial action, alongside other unions if possible, if there is any attempt to attack public sector pensions;
- f. to further commit ourselves to working with other unions and campaigning organisations to build support for, and protests to demand, a real programme to deal with the effects of the crisis. Such measures could include:
 - (i) nationalising firms which threaten major job cuts;
 - (ii) rejecting any public spending cuts, pay freezes or cuts;
 - (iii) programmes of public works such as building one million new council homes;
 - (iv) investing in clean energy projects and jobs on a massive scale;
 - (v) expanding public transport on a huge scale;
 - (vi) public control of those banks in which the government is the largest shareholder.

- g. such measures could be paid for by:
- (I) closing tax loopholes which lose tens of billions a year to the public purse;
 - (II) heavily taxing the banks, big business and the richest in society;
 - (III) slashing military spending and ending expensive, and disastrous overseas military occupations;
 - (IV) ending the waste of billions on nuclear weapons systems like Trident.

Amendments

45.1 (Lewisham) to move,
(Bristol) to second:

Reword point 5 to read:

"5. The main political parties may be arguing over the exact timescale for cuts to begin, but this should not conceal the reality that, whoever forms the next Government, they will, sooner or just a little later, seek to inflict a savage programme of public spending cuts on a scale not seen for decades. Indeed, in some Local Authorities major cuts have already been announced."

Add new h, i and j. to read:

- "h. to encourage associations to approach trades councils and other local trade union branches to host joint public meetings in order to help prepare united campaigns and action to defend public services;
- i. to approach the TUC and other national trade unions to propose the calling of a national demonstration to warn the incoming Government of our determination to act to defend jobs, pay, pensions and services.
- j. to call on the TUC and other national trade unions to join with us in organising a co-ordinated ballot for a 24 hour public sector national strike as a swift response to any attempt by an incoming Government to impose a programme of public spending cuts."

45.2 (South East Essex) to move,
(Southend) to second:

Add new 1:

"Conference reaffirms the 2009 Conference motion on the Economy."

New 2:

"Conference notes that the Walker Review, current Financial Services Authority (FSA) and Organisation for Economic Cooperation and Development (OECD) moves to introduce some greater regulatory control and improved governance in Banks and other financial industry entities are in part recognition of the role many of these institutions played in the global economic meltdown in the Autumn of 2008."

Renumber existing 1 to 6 after 'Conference believes'.

Delete all after new 8.

New 9:

"Conference notes, with alarm, that at a time when the excessive bonus culture is returning, in the banks and financial institutions, employment prospects among the 18 -25 age group is looking particularly bleak. This has been exacerbated by the announcement of new cuts in further and higher education provision blighting further and higher education opportunities"

New 10:

"Conference believes that solutions to the current growing levels of national debt and continuing economic crisis must not be found in public sector cuts that damage provision, especially for the young, old and vulnerable, and a freeze on public sector pay and cuts to pension provision"

New 11:

"Conference agrees that it is of crucial importance that the public sector unites around a common campaigning determination to protect services, pay, pensions and conditions and provide mutual support"

Add:

"Conference therefore instructs the Executive to:

- a. call on the TUC to organise a major and sustained campaign including a series of activities that unites the public sector unions in the common goal against privatisation and aims to protect services, pay, pensions and conditions;
- b. seek that the TUC supports and coordinates, where appropriate, across the public sector unions industrial action to oppose privatisation and to defend services, pay, pensions and conditions;
- c. support the work of the Tax Justice Network;
- d. work at all levels to develop the Peoples Charter for change;

- e. develop and extend the Unions work on an Education Charter with the broadest possible coalition of other unions, education and parent organisations;
- f. ensure the promotion for the case for education is given the highest priority in the run up to the General Election anticipated in May."

45.3 (South Nottinghamshire) to move,
(Lewisham) to second:

Insert new 5. in first paragraph and renumber

"The present level of unemployment among young people is utterly unacceptable, and threatens to damage the economy and society for a generation to come. Half of the jobs lost over the past year were those of young people, pushing up the UK's youth joblessness rate to the highest in Europe. The unemployment rate for 16- 24-year-olds is four times the rate for older workers."

Insert new e. and f. in second paragraph and reletter accordingly:

- "e. To work with the TUC and other unions to develop campaigns against youth unemployment that involve young people;
- f. To extend the £1 NUT membership offer to teachers who cannot find employment and continue it until they have completed their first year and a term in employment; to work with them individually to help them find employment; and to involve them in our campaigns to retain and create employment in teaching"

In original f. in second paragraph, insert new (vii)

"Guaranteeing a job or high quality further education or training to all young people leaving full time education"

45.4 (Islington) to move,
(East London) to second:

Add at end:

"Conference notes that recent court rulings against UNITE in the BA cabin dispute, and the RMT in a dispute with London Underground, have highlighted the restrictive nature of the anti-trade union laws first brought in by the Tory government led by Margaret Thatcher.

"Conference instructs the Executive to:

- A. reaffirm the Union's opposition to the anti-trade union laws;
- B. reaffirm the Union's affiliation to the United Campaign for the Repeal of the Trade Union Laws;

- C. work with other unions in developing publicity highlighting the restrictive nature of these laws and to consider submitting a motion to the TUC Congress on this subject."

45.5 (Kirklees) to move,
(Kirklees) to second:

Add new point 9:

"poverty predicts educational outcomes in the UK more strongly than in any other OECD country and notes with alarm that the Government are in real danger of missing their target to halve child poverty by 2010. Conference is dismayed that in the 2009 Budget statement, the money targeted at helping children struggling most in the economic crisis amounted to less each week per child than the cost of a pint of milk."

Add new points (vii) and (viii):

"(vii) strengthening the Child Poverty Bill to ensure that fiscal and economic circumstances cannot be used as excuses for inaction on ending child poverty";

"(viii) adopting a clear programme for redistributing wealth focusing on ending child poverty."

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

In first paragraph, amend point 4 to read:

"In Britain, unemployment has soared, with almost one in five of those aged 18-24 now unemployed and over a million people working part-time because they cannot find a full-time job, while millions of other workers have suffered pay cuts and pay freezes."

Insert new paragraph between first and second paragraphs:

"Conference deplores the economic illiteracy that calls for cuts in public sector pay and pensions which would serve only to depress demand in the economy and prolong the economic crisis."

In second paragraph, delete (f) and (g) and replace with:

"to commit the Union to working with the TUC, other unions and campaigning organisations to build support for a real programme to deal with the effects of the crisis, including measures such as mobilising mass opposition to public spending cuts or cuts in pay or pensions, seeking public investment in social housing, clean energy projects and public transport. In pursuit of this the Union will

- (i) Work with the Tax Justice Network to campaign for progressive taxation policies at individual and institutional level.

- (ii) Support the TUC's call for a Robin Hood Tax and encourage members to sign the TUC petition.
- (iii) Campaign for significant reductions on military spending in particular, but not exclusively, on Trident.
- (iv) Campaign on the six points of the People's Charter for Change.

45.7 (Birmingham) to move,
(Islington) to second:

Replace existing point 4 with:

"In Britain, unemployment continues to remain at 2.5 million with a further 1 million unable to find full-time work. Despite being the most well educated generation ever, employment prospects for young people continue to decline, with 1 million 16-24 year olds now categorised as NEET and many more graduates unable to find employment commensurate with their qualifications, or being forced to take unpaid 'internships'."

In point f, add new iv. and re-number:

"Extending job creation schemes for unemployed young people so as to provide permanent opportunities with training for all those who want them. Ensuring there are enough university places for all those who apply."

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

In 6. after "public services" add "including education"

in 8. after "Tower Hamlets College" add "and in our anti academies and trust battles". After "can" delete "sometimes be successful".

add new b and renumber accordingly

"b. To also reaffirm our commitment to a comprehensive state education system and our fundamental opposition to the privatisation and fragmentation of the state education system."

At the end of d. add:

"further attempts at privatisation of schools and local authority education services"

45.9 (Newham) to move,
(Newham) to second:

Change "Conference believes:" to "Conference understands":

1. delete “and” to read “the continuing world wide”, delete “housing reposessions,” delete “All these impacts will worsen as the crisis continues”.
2. delete “in any way”, delete “rather”, delete “that lies at the heart of the global capitalist system”
3. insert “cost of the” between “the” and “crisis”
5. replace wording with “for the first time we enter a General Election where all three major political parties [Conservative, Liberal Democratic & Labour] are agreed that significant cuts need to be made on public sector spending.
7. replace wording with “the research carried out by the TUC clearly demonstrates that such significant cuts in public sector spending are not required”
8. delete wording

Change “Conference therefore resolves, and also instructs the Executive, to implement these points as a framework for campaigning” to “Conference calls upon the new Executive to work within the TUC to”

- a. delete “to reaffirm our commitment”
- b. replace wording with “disseminate the TUC research down to every member in the public sector unions affiliated to the TUC so that they can campaign collectively, in the areas where they reside, against cuts in public sector spending during the coming General Election”
- c. delete “work” and insert “campaign together”, delete “attempts to cut” and insert “threatened cuts to”, after “budgets” insert “and potential reductions to local authority support for schools resulting from public sector spending cuts”
- d. replace wording with “co-ordinate joint union public sector industrial action at the local level for those unions where compulsory redundancies are a common feature without compromising current Union policy on compulsory redundancies”
- e. replace wording with “to call on the TUC to organise a co-ordinated ballot for a 24 hour public sector workers national strike as a swift response to any attempt by an incoming Government to impose a programme of public sector cuts.”.
- f. and g. delete

Insert final paragraph.

"This Conference calls upon all delegates present to go back to their divisions and associations that they represent to work for the biggest

attendance possible at the 10th April 2010 National Pensioners Convention MARCH & RALLY "DEFEND THE WELFARE STATE AND PUBLIC SERVICES" to demonstrate their support for this motion."

Tackling Climate Change

MOTION 46

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

Conference congratulates the work done by Union officials on the basis of existing policy by, amongst other things, supporting protests called by the Campaign Against Climate Change (CaCC), securing a joint-union fund from the Department for Environment, Food and Rural Affairs (DEFRA) to train workplace 'green reps' and organising NUT training days. We also recognise the many steps being taken by members in schools to both educate young people about the causes of and threats from catastrophic climate change, as well as taking practical steps to lessen our carbon footprint.

Conference welcomes the Save Vestas campaign during the summer of 2009 which saw the environmental and trade union movements working closely together for the first time, as a model of unity in action that we want to encourage and see more of in the future. In particular, the Save Vestas campaign has brought onto the wider agenda the need for collective, class-conscious solutions to the issues. It has also exposed the shallowness of governmental commitment to both renewable energy alternatives, such as wind power, and green job creation, despite the targets set in its Climate Bill.

However, Conference also believes that the Union has to intensify its own work against climate change, in terms of both policy and action, as part of the wider workers' movement.

For example, we need to thoroughly scrutinise the energy solutions being promoted by government such as the switch to bio-fuel production, the reliance on untested Carbon Capture and Storage coal plants, renewed investment in nuclear power and carbon trading. We also need to challenge any reliance on the private sector to create green jobs and develop sufficient energy provision from renewable and carbon-negative means.

Conference further believes that action on these issues requires the maximum of unity across the trade union and environmental movement, such as at Copenhagen in December 2009.

Conference therefore instructs the Executive to:

1. affiliate to the Campaign against Climate Change, and the wider Stop Climate Chaos umbrella organisation;
2. develop with such campaigning groups educational materials for schools that teachers can use to teach about the issues underpinning climate change and how to tackle it;
3. continue to develop green representatives in associations and schools and CPD events that address the full range of issues related to climate change;
4. support the call by CaCC for a million new green jobs and 10% carbon emission reduction by the end of 2010.

Amendments

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

In first paragraph, after "(DEFRA)" replace end of sentence with "for the Climate Solidarity project which aims to support Union members in promoting sustainable living and working".

Delete fourth paragraph and replace with

"Conference believes that the transition to a low carbon future should be based on Just Transition principles, with urgent action to develop investment in low carbon technologies and green skills, green and decent jobs, and social justice. "

Amend the sixth paragraph to read

1. Work with the TUC, the Campaign against Climate Change, the Stop Climate Chaos umbrella organisation, and other like-minded organisations on these issues;
2. Develop with such groups educational materials for schools that teachers can use to teach about the issues underpinning climate change and how to tackle it;
3. Continue to develop the Climate Solidarity project and to develop green representatives in associations and schools;
4. Continue to develop and promote CPD events that address the full range of issues related to climate change;
5. Support calls for investment in green jobs and 10% carbon emission reduction by the end of 2010."

- 46.2** (Bristol) to move,
(Birmingham) to second:

Add as new opening paragraphs:

"Conference views with alarm the failure of UN talks in Copenhagen last December to draw up an international, legally binding agreement on carbon emissions reduction targets. We note that only five nations signed the concluding accord, with each one – USA, Brazil, South Africa, India and China - being significant for its high reliance on coal. We also note that in late January 2010 the UN announced that it was not even possible to expect all 192 nations to adhere to the accord's invitation for each one to set its own targets.

"Conference believes, therefore, that such failure at the global political level makes it even more urgent that the international trade union movement tackles the issues threatening the sustainable future of our planet."

Delete fifth paragraph.

Add as new action point:

- "5. Respond positively to the invitations from Bolivian President Evo Morales for a People's World Conference on Climate Change in Cochabamba on 21 April by sending a message of support."

ORGANISING AND MEMBERSHIP SECTION

Monday, 5 April

Sixth Session

(to be taken at 3.30 – 4.45pm)

MOTION 47 MR DAVE HARVEY (for the Executive) to move,
MR ROGER KING (for the Executive) to second:

That the Organising and Membership Section of the Annual Report of the Executive be adopted (Annual Report of the Executive pages 47-59).

Young Teachers

MOTION 48 DAVID MINGAY (Luton) to move,
(Haverling) to move:

Conference congratulates the Executive on the establishment and development of the Young Teachers section, the Young Teachers Advisory Committee and the annual Young Teachers Conference.

The Young Teachers Conference is growing year on year, with last year's conference attracting approximately 140 members.

Conference believes that the recruitment of new young teachers is crucial for the future of our Union and that the Young Teachers Conference is an effective means of doing this.

Conference notes that last year's Young Teachers Conference rightly placed heavy emphasis on developing new activists to take a lead in the Union's campaigns and allowed them to plan campaigns for their region.

Conference notes that the Young Teachers Conference focuses on getting Young Teachers involved in the Union, yet does not allow them to have a "voice" on policy issues affecting Young Teachers.

Conference notes that the Equalities Conferences for Black, LGBT and Disabled teachers are able to submit motions to Annual Conference. Yet this avenue is not open to young teachers, who are part of the voice of the Union.

Conference notes that Young Teachers are facing financial hardship due to low pay, the burden of student debt and the ending of the Key Worker Living scheme in London.

Conference believes that new teachers, who are predominantly young teachers, require extra professional support and training in their first few years of teaching.

Conference congratulates the Executive on the success of the Young Teachers conferences. This year's conference was well attended with around 140 young

teachers attending. The Union must build on these successes and continue to develop the young teachers section of the Union.

Conference believes that the Young Teachers section should play three main roles within the Union.

Firstly, the section should be a place where a Union pedagogy with alternative visions of education can be developed and discussed with newer teachers. The Young Teachers Conference could provide a training for young teachers in this area.

Secondly, the Young Teachers section should play a part in developing the general campaigns of the Union, ensuring that younger teachers are actively involved in those campaigns.

Thirdly, Conference believes that the Young Teachers section should be a place where campaigns specifically related to issues affecting Young Teachers can be created and developed, helping young teachers develop as trade unionists.

In order for the Young Teachers section to grow further and for young members to be able to make a bigger impact on the policy decisions of the Union Conference resolves to allow the Young Teachers' Conference to submit one motion each year to Annual Conference, that motion to be debated in a section created for the purpose. Conference therefore agrees that a new sentence be added to Rule 30(c) after the first sentence, to read "This arrangement will also be applied to the Young Teachers' Conference."

Furthermore Conference instructs the Executive to:

1. campaign for teachers in their first five years of teaching to receive an additional five days training per year;
2. campaign for the government to write off the student loans of all teachers;
3. campaign for the reestablishment of the Key Worker living scheme;
4. carry out a review of the Young Teachers conference in collaboration with the Young Teachers advisory committee and local associations, with a view to placing as much of the decision making in the hands of the elected advisory body as possible;
5. allow the Young Teachers Conference to put a motion to Conference.

Amendments

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

Insert new second paragraph:

"Conference believes that all young teacher activity should be rooted in local associations and divisions. Conference welcomes the activities that many local associations and divisions are undertaking in recruiting

Young Teachers Officers and organising young teachers' events. Conference recognises that this is helping young teachers to become actively engaged in the Union."

In second paragraph (new third paragraph) add at the end:

"Conference welcomes the recent establishment of the Young Teachers Conference Steering Group which will ensure that young teachers are more involved in the detailed planning of the Conference."

In fourth paragraph (new fifth paragraph) add at the end:

"and in Wales. Conference welcomes this and supports the continuation of this development."

In fifth paragraph (new sixth paragraph) delete all after "involved in the Union," and insert:

"and gives young members a forum to discuss issues affecting young teachers and to draw matters of concern to the Union at national level."

Delete sixth paragraph.

In seventh paragraph delete "the ending of the Key Worker Living Scheme in London" and replace with:

"unaffordable housing."

Insert new eighth paragraph:

"Conference calls for the restoration of a scheme for repayment of student loans, available to all those who enter and remain in teaching, and for properly funded and better quality housing assistance schemes for teachers."

Add at the end of eighth paragraph (new ninth paragraph):

"Conference believes that funded professional development available in school time should be an entitlement for all young teachers."

Insert new tenth paragraph:

"Retention of young teachers in the profession is a key problem. A significant proportion of those leaving the profession are younger teachers. Conference notes in this context the closing of the repayment of teachers' student loans scheme to new applicants since 2005. Under this scheme eligibility was limited to teachers of a small number of shortage subjects, but Conference believes that retention of younger teachers would be improved by the introduction of a new repayment of student loans scheme for teachers without such limits on eligibility."

In eleventh paragraph (new thirteenth paragraph) add new second sentence:

"Young Teachers should be encouraged by local associations and divisions to participate fully in such discussions locally and be assisted in taking a full and active part in the democratic decision making processes within the Union."

In eleventh paragraph (new thirteenth paragraph) in final sentence after "provide" delete "a".

In eleventh paragraph (new thirteenth paragraph) at the end of the final sentence insert:

"and feed into wider discussions about pedagogy within the Union, for example at the National Education Conference (NEC). Arrangements to encourage young teachers to attend the NEC should be continued."

Delete fourteenth paragraph (new sixteenth paragraph) and replace with:

"In order for the Young Teachers section to grow further and to further develop the voice of young members within the Union, Conference agrees that the Young Teachers Conference should include a session to discuss two motions that have been submitted by local associations. Two motions if carried would then be submitted for consideration by the Executive via the Young Teachers Advisory Committee."

In final paragraph, delete point 3 and replace with:

"3. campaign for a key worker housing assistance programme available to all young teachers;"

Delete points 4 and 5.

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

In paragraph 13 (beginning "Thirdly") insert new sentence after "trade unionists":

"The Union should give full support to campaigns aimed at overcoming financial hardships experienced by young teachers and guaranteeing job security."

In numbered point 1, after "first five years of teaching to" delete "receive" and replace with "be released from their teaching commitments for", and insert "of" between "days" and "training".

In point 2, delete all after "government" and replace with:

"to guarantee all newly-qualified teachers a teaching post with a permanent contract and to write off the student loans of all who remain in a teaching post for at least three years after qualification."

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

Delete fifth and sixth paragraph.

After paragraph thirteen insert:

“The London We “Want to Stay campaign”, backed by several London Associations, which aims to campaign around the high cost of living in London for Young Teachers in that city, is a good example of such campaigns”

After "Conference instructs the Executive to", in 3. insert the word “first” after "campaign for the re-establishment". New point to read, “campaign for the re-establishment of the first Key worker living scheme”.

Add new 6:

"Support and publicise the London “We Want to Stay” campaign"

48.4 (South East Essex) to move,
(Southend) to second:

Replace point 5. with

"5. encourage Divisions to involve young teachers to be integral to the work of the Union."

48.5 (South Nottinghamshire) to move,
(South Nottinghamshire) to second:

In paragraph 13 (beginning “Thirdly”) insert new sentence after “trade unionists”:

“The Union should give full support to campaigns aimed at overcoming financial hardships experienced by young teachers and guaranteeing job security.”

In numbered point 1, after “first five years of teaching to” delete “receive” and replace with “be released from their teaching commitments for”, and insert “of” between “days” and “training”.

In point 2, delete all after “government” and replace with:

“to write off the student loans of all who remain in a teaching post for at least three years after qualification.”

48.6

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

In paragraph 13 (beginning "Thirdly") insert new sentence after "trade unionists":

"The Union should give full support to campaigns aimed at overcoming financial hardships experienced by young teachers and guaranteeing job security."

In numbered point 1, after "first five years of teaching to" delete "receive" and replace with "be released from their teaching commitments for", and insert "of" between "days" and "training".

In point 2, delete all after "government" and replace with:

"to guarantee all newly-qualified teachers a teaching post with a permanent contract and to write off the student loans of all teachers."

Aspiring Teachers

MOTION 49

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

Conference notes that those intending to apply for places on PGCE courses are increasingly required to have experience of working in schools before being admitted to the course. This often takes the form of working for up to a year as a Teaching Assistant. Such aspiring teachers often want to join the Union but are precluded from becoming even student members by our rules; they are however being recruited by other Teacher Unions.

Conference therefore instructs the Executive as a matter of urgency to investigate ways in which such prospective teachers can be admitted into the Union and to, if necessary, bring an appropriate motion to Conference in 2011.

Amendments

49.1

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

In the first paragraph, after "Teaching Assistant" add "Cover Supervisor or similar role".

Add a new second paragraph:

"In the forthcoming attacks on the public sector it will be necessary for education workers to organise together where possible, in order to struggle together effectively."

Delete existing second paragraph and replace with:

"Conference therefore instructs the Executive as a matter of urgency to investigate ways in which prospective teachers, already working in

schools, can be admitted into the Union and, if necessary bring a motion with the appropriate rule changes to Conference in 2011."

49.2 (Executive) to move,
(Executive) to second

Add after first paragraph new second paragraph:

"Conference reaffirms its determination to avoid competitive recruitment with public sector unions recognized to negotiate on behalf of education sector employees other than teachers and to retain teacher qualification requirements for full membership."

In second paragraph (new third paragraph) delete all after "urgency" and insert

"to explore the establishment of a category of membership to include teaching assistants planning to undertake a course leading to qualified teacher status in consultation with appropriate public sector unions recognized to negotiate on their behalf."

RESOURCE MANAGEMENT SECTION

Monday, 5 April

Sixth Session

(to be taken at 4.45 – 5.30pm)

MOTION 50 MR MICK LERRY (for the Executive) to move,
MR KEITH GARDINER (for the Executive) to
second:

That the Resource Management Section of the Annual Report of the Executive be adopted (Annual Report of the Executive pages 106-110).

Conference

MOTION 51 (North Yorkshire) to move,
JIM THOMSON (Somerset) to second:

Conference procedure has not been reviewed for many years and therefore the Executive should carry out a review of Conference and produce a Memorandum with recommendations for Conference 2011.

The Executive should consider the following points when reviewing Conference procedure:

1. a word count for motions and amendments;
2. for Conference Business Committee to use its power to composite more motions and amendments;
3. a change in standing orders to give a priority to delegates from associations/divisions to be able to speak first on composite motions from their association/division, after it has been moved and seconded.
4. the reduction of Executive motions and amendments in line with associations and divisions.
5. greater participation and involvement of members and delegates at Conference, as part of the Union's organising strategy.

Amendments

51.1 (East London) to move,
(Croydon) to second:

Add new points at the end:

- "6. a change in the date of submission of original motions to 31 January;
7. the abandonment of fixed date deadlines for prioritisation and amendments so that deadlines relate to the date of Conference;

8. for representatives at Conference to be on the basis of 250 members or part thereof with no maximum size of delegation;
9. the use of electronic voting for decisions at Conference."

51.2 (Hammersmith and Fulham) to move,
(Hammersmith and Fulham) to second:

Delete all after "2011" and continue sentence by adding:

"to encourage greater participation and involvement of members and delegates at Conference, as part of the Union's organising strategy."

EQUALITY SECTION

Tuesday, 6 April

Seventh Session

(to be taken at 9.15 – 10.15am)

Fighting Racism and Fascism

MOTION 52 (Central Nottinghamshire) to move,
(Kirklees) to second:

Conference expresses its concern over:

1. the election of two BNP members to the European parliament;
2. the activities of organisations such as the English Defence League, who openly seek to stir up racial hatred through activities such as marches in areas with high ethnic minority populations, or demonstrations outside mosques;
3. the continuing rise in racial tension and attacks, especially in areas where the BNP has elected members;
4. the possibility that the BNP could capitalise on widespread anger and disillusionment with mainstream politicians in the forthcoming general election.

Conference reaffirms its beliefs that the BNP, and other organisations with similar views, are fascist organisations and can play no role in a democratic society, and that membership of such organisations is incompatible with the role of a teacher, or other member of a school staff in a democratic and multi-racial society.

Conference notes the threat that the BNP and other far right extremist groups pose to community cohesion, particularly in areas that have often been neglected by mainstream parties.

Further, Conference believes that membership of the BNP and similar organisations is incompatible with the duty of care owed to all students, by staff, governors and others. We therefore congratulate those members who have campaigned against BNP members who work in, or are involved in their schools in other ways, such as membership of the governing body.

The Union further congratulates the numbers of associations and divisions who made use of the union's newly established political fund in order to campaign against the BNP and other similar organisations during the Euro-elections in 2009

Conference instructs the Executive to:

- (i) encourage all associations and divisions to campaign against the BNP and similar organisations during the forthcoming general election campaign, and to circulate ideas for campaigning activities;

- (ii) publicise the Union's political fund, and give guidance as to how and in what circumstances it can be accessed by local associations and divisions;
- (iii) continue to encourage associations and divisions to work with anti-racist and fascist organisations both nationally and locally, including Unite Against Fascism, Love Music Hate Racism and Hope Not Hate, and to publicise initiatives launched by such organisations;
- (iv) publicise educational material in all schools and sixth form colleges promoting anti-racist and anti-fascist education;
- (v) publicise educational material in all schools and sixth form colleges promoting community cohesion;
- (vi) campaign in the forthcoming general election showing the link between issues over jobs, housing and public services and how fascist and racist organisations use these issues to scapegoat and divide people.

Amendments

52.1 (Leeds) to move,
(Islington) to second:

Add to point 2 after "English Defence League":

"and Welsh Defence League"

Add at end of point 3:

"The attacks on local shops, cars and mosques in areas where the EDL and/or the WDL are active"

Insert new paragraphs 6 and 7:

"Conference notes with concern the increased levels of hostility and hysteria towards immigrants, asylum seekers and travellers in our society, as reflected within both mainstream politics and in the mass media, and which feeds the racism on which organisations such as the BNP thrive.

Conference notes the huge contribution immigrants have made to our society, and to our schools."

Add new points after Conference instructs the Executive:

- "(vii) Continue to support teachers and other members of school communities who are threatened under immigration law – for example by threat of deportation;
- (viii) Encourage divisions and associations to oppose stereotyping of immigrants and asylum seekers, and to promote balanced discussion of such issues;

- (ix) Work with relevant organisations to produce an education pack on immigration and asylum which promotes an informed debate and can be used in Citizenship and other lessons;
- (x) Encourage associations and divisions to encourage members to oppose marches and other activities organized by the EDL and/or the WDL."

52.2 (Stoke on Trent) to move,
(Stoke on Trent) to second:

Insert after point 4:

"5. The increasing presence of BNP members on school governing bodies and BNP councillors on Children and Young Persons' Services committees in local authorities such as Stoke-on-Trent."

At the end of the 4th paragraph, insert after "membership of the governing body" the words:

"We also congratulate those who have campaigned against BNP councillors who chair or sit on Children and Young Persons' Services Committees."

Add at end:

- "(vii) lobby Government to enact legislation to ban members of the BNP and other fascist organisations from working in education, serving on governing bodies, and serving on Local Authority Children and Young Persons committees;
- (viii) approach other TUC-affiliated unions representing teachers and other education workers with a view to developing a joint campaign against the BNP and similar organisations."

52.3 (Amersham, Chesham and District) to move,
(Amersham, Chesham and District) to second:

Change title to "Fighting Racism, Homophobia and Fascism"

Insert a new point 4. and renumber:

"The attacks on the LGBT community by fascists;"

In paragraph beginning "Conference reaffirms its belief", delete "and" after "democratic".

Insert comma after "democratic".

Insert after "multi-racial" the words "multi-cultural".

To read "democratic, multi-racial and multi-cultural society."

In point (iii), insert ", Love Music Hate Homophobia" after "Love Music Hate Racism".

EDUCATION: SPECIAL EDUCATIONAL NEEDS SECTION

Tuesday, 6 April

Seventh Session

(to be taken at 10.15 – 11.00am)

Special Schools

MOTION 53

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

Conference notes that in previous years, motions have been amended in order to include special schools in proposed policy for primary and secondary schools and sixth forms. Valuable conference debate time has been spent on justifying why special schools should be included in a motion. Quite often, it has been the case that special schools were not deliberately missed out and the writer of the original motion is more than happy to include them, but hadn't thought to at the time.

Conference values its members who teach in special schools and believes that they should be protected by the same policies which apply to members in mainstream schools, for example, policies relating to workload, health and safety and cover by qualified teachers. It is protection by these policies which helps to recruit membership in these schools.

Conference would now like to see a blanket policy adopted whereby any motion mentioning "primary schools", "secondary schools", "sixth forms" or the teachers within those establishments, would from now on be automatically considered to also include special schools and their teachers, unless the motion states otherwise.

Conference therefore instructs the Executive to:

1. ensure that special schools are included in the implementation of all policy relating to schools;
2. where appropriate, include mention of special schools in posters and campaign documents sent to reps, so that members in special schools can be sure that policy also applies to them.

Amendments

53.1

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

Delete first paragraph.

Delete the text in the second paragraph after the end of the word 'special schools' in the first line and replace with:

“Conference notes that there are some specific issues which impact on teachers working in special schools, in short stay schools (formerly known as pupil referral units) and in other alternative provision which are different from the issues which impact on mainstream school teachers, although Conference notes that there are also conditions of service, education policy and other campaigning priorities which are shared by Union members in all settings. However, Conference also recognises that there are issues increasingly impacting on mainstream teachers.

Conference believes that in order to meet pupils’ needs in the most appropriate setting, resources, assessment and accountability measures in mainstream, short stay and special schools must support and value all children and young people in their learning and achievements.

Conference notes that certain Union policies, developed at Annual Conference, such as policies relating to pupil behaviour, physical restraint and the recording of incidents of physical restraint have particular relevance for Union members in special and short stay schools but also have increasing relevance to those members in mainstream settings.

Conference notes that the Executive is advised about the issues relating to members in special schools by the Advisory Committee for SEN and by the special school teachers attending the special section at the National Education Conference each year. The Executive commits to continue with this. Conference re-iterates its commitment to an entitlement for every child, including every child with special educational needs, to be taught by a qualified teacher.”

Delete existing third paragraph.

Add new points 3, 4, 5, 6 and 7 as follows:

- "3. Re-issue and update Union guidance for divisions and associations in relation to LA reorganisations of special educational needs provision, highlighting the vital contribution of qualified teachers in every setting, and opposing privatisation and outsourcing of provision.
4. Conduct a survey of members in short stay schools to investigate the extent of privatisation by Local Authorities of alternative provision.
5. Issue Union guidance to members in short stay schools about the forthcoming changes triggered by the ‘Back on Track’ White Paper.
6. Develop targeted Union strategies to recruit and retain members in special schools and short stay schools.
7. Convene a conference for Union members in special schools during the spring term of 2011 and produce a report to be disseminated to all members in special schools about the priority concerns for members in these settings."

UNFINISHED BUSINESS

Seventh Session

(to be taken at 11.00am – 12.00 noon)

- **Adoption of Annual Report of Executive**

MOTION 54

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

MS NINA FRANKLIN (for the Executive) to move,
MR MICK LERRY (for the Executive) to second:

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

General Secretary's Address

(To be taken at 12.15pm)

MS C BLOWER will deliver her address to Conference.

- **Vote of Thanks**

The Chairperson to move:

MOTION 55

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

MOTION 56

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

- **Thanks to the Chair**

MOTION 57 MS SYLVIA JEWELL to move:

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

GLOSSARY

AAA	Anti Academies Alliance
ATL	Association of Teachers and Lecturers
APP	Assessing Pupils' Progress
BA	British Airways
BNP	British National Party
BSF	Buildings Schools for the Future
CaCC	Campaign Against Climate Change
CPD	Continuing Professional Development
DCSF	Department for Children, Schools and Families
DEFRA	Department for Environment, Food and Rural Affairs
ECHR	European Convention on Human Rights
EYFS	Early Years Foundations Stage
GTC	General Teaching Council for England
HSE	Health and Safety Executive
ISA	Independent Safeguarding Authority
KS	Key Stage
LA	Local Authority
LGBT	Lesbian, Gay, Bisexual and Transgender
NAHT	National Association of Head Teachers
NCSL	National College for School Leadership
NEET	Not in Education, Employment or Training
NPQH	National Professional Qualification for Headship
NQT	Newly Qualified Teacher

OECD	Organisation for Economic Co-operation and Development
OFSTED	Office for Standards in Education
PPA	Planning, Preparation and Assessment Time
SATS	Standard Assessment Tests
STRB	School Teachers' Review Body
STPCD	School Teachers' Pay and Conditions
TSN	Teacher Support Network
TPS	Teachers' Pension Scheme
TUC	Trades Union Congress
UCU	University and College Union
UK	United Kingdom of Great Britain and Northern Ireland
UN	United Nations
UTC	University Technical College