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# Campaigns Section:

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## School Funding Motion 4

*Devon Association to move*  
*Sheffield Association to second*

Conference notes:

1. The reduction in per pupil spending since 2010 that increased sharply in 2015;
2. The vocal campaigns run by parents' groups and the teacher unions to demand a reverse to school cuts;
3. The concession in July 2017 to increase school funding by £1.3 billion in 2018/19 and 2019/20. The further concession to part fund the teachers' pay award in July 2018 amounting to £500 million;
4. The removal of the ring fence around SEN funding in 2010 and the cut in the number of pupils on the SEN register from 1.5 million in 2010 to 1 million today;
5. The increase in the number of pupils with a statement or EHCP from 240,000 in 2015 to 320,000 today. This increase was not accompanied by a significant rise in funding. The strain resulting strain on the high needs budget which has led to many local authorities running a deficit; money being transferred from the schools' budget to supplement the high needs budget and significant cut backs in provision;
6. The successful court case brought against Bristol Council in July 2017 by parents of children with special needs against cuts in provision;
7. British primary schools have an average class size of 27 compared with 20 for the rest of Europe;
8. That school staffing numbers were cut by 10,800, including 5,400 teachers, in England in 2017 and that the pupil population increased by 66,000; and
9. The scheduled increase in the employers' contributions to the Teachers' Pension Scheme of 7.2% in September 2019. This will cost £1.75 billion for England & Wales per annum.

Conference believes:

- i. School funding will continue to be squeezed as part of the Government's austerity programme; and
- ii. School funding will continue to be an important political issue for teachers, parents and the wider community.

**Conference instructs the Executive to:**

- a. Prioritise our campaign to increase school funding;**
- b. Seek to unite all education unions in a joint campaign to fight for more funds; and**
- c. Consult members on a national campaign up to and including strike action to oppose cuts in educational provision.**

## **End of Privatisation of Education Motion 1**

*Brent Association to move*

*Havant Association to second*

Conference notes and enthusiastically endorses the Labour Party commitment to curtail the academies and free schools' programme and to give the role of providing school places and building new schools back to local authorities.

Conference further notes that hundreds of millions of pounds have been thrown at these programmes with huge sums siphoned from school budgets into paying for the inflated salaries of multi-academy trust chief executives.

Conference congratulates the whistle-blowers of Bright Tribe, Wakefield City Academy Trust (WCAT) and others in exposing corruption and urges the Union to give full support to potential whistle-blowing members to do this.

### **Conference calls on Executive to:**

- 1. Campaign strongly for a policy that explicitly pledges to bring all academies back under local authority oversight by a phased transition within the lifetime of one Parliamentary term;**
- 2. Urge all schools which were either forced academies or were unwillingly academised against the wishes of staff, parents and the community, to start campaigning now to be taken back into LA control in the event of a Labour Government;**
- 3. Ensure that every maintained school which is threatened with academisation, whether forced or not, is strongly supported to remain as a maintained school within its LA. This support should be given through local Officers, Officials and Executive members using materials from the Union;**
- 4. Call on those with legal powers to act, to act in such cases as Bright Tribe and WCAT etc. with the aim of prosecuting those who engaged in corruption and recovering the sums wrongfully taken; and**
- 5. Urge all Union districts and branches to affiliate or re affiliate to the Anti Academies Alliance campaign which has done excellent work in supporting schools in campaigning against academisation and educating staff, parents and the public of the dangers of the privatisation of state education.**

### ***Constitution of the Anti Academies Alliance:***

*The Anti Academies Alliance is a campaign against Academies and Free Schools. It is composed of unions, parents, pupils, teachers, councillors and MPs.*

*The radical education policies rushed through by Michael Gove should be fought as much as the NHS. They are both introducing privatisation and putting our education into the free market. We will not only lose our democratic accountability for schools but we will also lose our family of schools.*

*Academies and Free schools are able to be run not by our democratic local councils but private sponsors running independently. They are able to set their own curriculum and terms and conditions for staff.*

*Join us and continue to keep the state comprehensives we have left.*

# Climate Change

## Motion 2

*Islington Association to move*

*Wandsworth Association to second*

Conference recognises that the latest UN climate report shows that:

1. Without more rapid action, there will be at least a 3 degrees temperature rise by 2100;
2. 1 degree rise above pre-industrial levels has already led to increasing fires, hurricanes, floods and droughts;
3. The transition to a zero-carbon society to keep below a 1.5 degree increase is the most urgent problem facing humanity and is technically feasible; and
4. The obstacles are entirely political.

Conference believes that:

- i. The consequences of a failure to act – or an unjust transition, whereby those with wealth and power dump the costs downwards – will be severe for our members, our communities, the children we teach and - in the worst case – could threaten our survival;
- ii. We have to help lead a Just Transition; shifting energy production, transport, housing and agriculture onto a sustainable basis within the lifetimes of the children currently in our schools; with workers and communities most directly affected not dumped into destitution like the miners, but re-skilled to carry the transition out;
- iii. This needs immediate Government investment for a qualitative shift within 12 years, including a significant shift in the focus and aims of Education;
- v. The current Government's market solutions are failing, leading to the UK missing its targets; and
- vi. The Labour Green Transformation Plan grasps the scale and speed of the transition required but this must be integrated into every level of the proposed National Education Service (NES).

**Conference instructs the Executive to approach NUS, UCU, other education unions and interested parties to:**

- a. **Lobby Government to press them on plans to carry out their obligation under the Paris Agreement to educate the public about the scale of climate change and the measures needed to deal with it – including through school's curricula – and a recognition that for every school to be zero carbon by 2030;**
- b. **Make Just Transition a key narrative in our discussions about the NES; and**
- c. **Hold an Education for a Just Transition conference in the Autumn.**

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## Conditions in Wales Section:

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### Devolution of School Teachers' Pay and Conditions to Wales Motion 9

*North Wales District to move*  
*North Wales District to second*

**Conference instructs the Executive, through the Wales Committee, to take steps to ensure that:**

- 1. Teachers' pay in Wales will be commensurate with that in England;**
- 2. Pay awards are fully funded by the Welsh Government;**
- 3. The principle of portability is embedded; and**
- 4. Pay awards will include an element equal to the mandatory Education Workforce Council (EWC) registration fee.**

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## Conditions of Service Section:

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### Workload and Pedagogy Motion 19

*Ipswich Association to move*  
*Lambeth Association to second*

Conference notes:

1. In a 2018 NEU survey, more than 80% of respondents said that they were thinking about other careers because of the long hours required of classroom teachers;
2. Despite the NEU campaign which led to the Government and Ofsted producing guidance on reducing workload the House of Commons Education Select Committee's 2017 report on recruitment and retention of teachers shows that a key driver for teachers leaving the profession is still unmanageable workload; and
3. The Government 2018 'curriculum fund programme' pilot, whose aim is to reduce teacher workload and improve pupil outcomes, was only open to schools that had developed knowledge-rich curriculum programmes.

Conference believes that:

- a. The Government's use of the curriculum fund to support the development and sharing of curriculum materials that are 'knowledge-rich, and have teacher-led instruction and whole-class teaching at their core', shows a clear bias to a particular style of teaching, which takes away a teacher's professionalism and freedom to use a range of teaching styles and techniques, including creative, enquiry-based instruction;
- b. To solve the workload crisis, schools should not adopt teaching practices which require all teachers in the school to teach in the same way using the same materials; and
- c. The most effective way for teachers to tackle workload is for them to take control of their profession and professionalism and take collective action over practices in a school which are overly burdensome and fail to address their students' needs.

## **Conference instructs the Executive to:**

- i. Campaign to ensure that while measures are taken to tackle workload, as a union we also promote the idea that teachers should maintain autonomy over the way they teach and are free to determine for themselves the best pedagogical methods;**
- ii. Provide a clear list of tasks that teachers shouldn't be expected to carry out, and encourage school groups to take action whenever these tasks are imposed, up to and including strike action; and**
- iii. Support school groups that wish to oppose any attempt to impose a school-wide 'teacher-led instruction' teaching style to take action up to and including strike action.**

## **Tackling Workload Motion 17**

*Sefton Association to move*  
*Sefton Association to second*

Conference believes that although there are laws in place to protect workers from bullying, excessive monitoring, intimidation and excessive working hours, these laws and guidelines have not been sufficiently tested in law, if tested at all. 39,000 working age teachers left state schools in 2015, an increase from 27,900 in 2011. Almost a quarter of the teachers who qualified in 2011 have left the profession. Workload and bullying are the main reasons for teachers leaving the profession.

ACAS guidelines on bullying in the workplace includes these definitions:

1. Excessive or harsh criticism of work or abilities;
2. Ignoring the person;
3. Deliberately withholding productive work opportunities;
4. Undermining work performance;
5. Devaluing work efforts; and
6. Failure to give credit when due.

Fear of failure in tribunal should not be a bar to a proactive strategy.

## **Conference instructs the Executive to:**

- i. Include in an annual report to Conference how many tribunal cases, both successful and unsuccessful, have been taken by the NEU;**
- ii. Pro-actively seek out cases that the NEU can take to tribunal in respect of workload breaches or bullying;**
- iii. Set aside a special budget to take cases of workload breaches to tribunal with a view to winning a test case;**
- iv. Set aside a special budget to take cases of bullying to tribunal with a view to winning a test case;**
- v. Annually review the success or failure of this approach;**
- vi. Make the threshold for members' access to legal protection clear to all members and officers;**
- vii. Coordinate with other unions for a concerted national approach to winning tribunals including initiating a national Conference of trade unions on this matter; and**
- viii. Initiate a campaign amongst teachers and employers to make them aware that the NEU will vigorously pursue cases beyond the school gates and into the Courts.**

## Supply Motion 16

*Birmingham Association to move*  
*Lewes Eastbourne and Wealden Association to second*

Conference instructs the Executive to address the grave situation of supply teacher employment and conditions in England and Wales.

Conference applauds the successes achieved by the lay self-organising Supply Teacher Network, officers and activists on behalf of supply colleagues during the past five years but notes that the “agency rip-off” continues to exist, along with concerns regarding umbrella companies.

Conference also applauds the support of sympathetic Union officers and staff during this period.

Conference believes it is incumbent on the Executive of the NEU to demonstrate that they will embrace and retain the established organising structure whilst urgently prioritising action to re-instate the professional status and rights of supply members.

**Conference therefore instructs the Executive to:**

- 1. Continue to raise awareness amongst teaching professionals, public, parents/carers and Government of the continued and unnecessary bleeding of the education budget on punitive fees to supply agencies;**
- 2. Acknowledge that a national supply teacher register model, such as the one that works successfully in Northern Ireland, must be the preferred outcome for teachers, schools and the education budget;**
- 3. Condemn the iniquitous practices that include egregious fees, low daily rates and unfair contracts that many agencies and schools allow to flourish; and**
- 4. Make clear to head teachers and governors the advantages of employing supply teachers directly.**

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## Education Early Years Section:

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### Funding for Nursery Schools (Composite) Motion 24

*South East Essex to move*  
*Warwickshire Association to second*

Conference notes that:

1. Fewer than 400 maintained nursery schools now remain open in England, providing around 30,000 places for children. One in three has closed over the last 30 years due to a long-term failure to address funding issues at national level;
2. The current Government has recognised that the Early Years National Funding Formula introduced in 2017 does not adequately provide for their costs. It has committed supplementary funding of around £60m per year until 2019-20;
3. The supplementary funding provided by Government with the aim of maintaining 2016-17 levels of funding has failed to achieve that, with 67% of nursery schools having a lower budget in 2018-19 than in 2016-17;

4. The introduction of the additional 15 hours entitlement for eligible working parents has created problems for providers and potentially impacted on parents' access to high quality early provision;
5. According to 'Early Education', 3 in 10 Maintained Nursery School (MNS) Headteachers are unsure about their immediate future, due to supplementary funding ending in 2020;
6. By 2019-20, the number of MNS with budget deficits is set to triple and over 60% of heads think their budget will be in deficit by 2020;
7. MNS aren't funded as Schools, they don't receive a 'base' allocation to recognise their costs and structure as Schools, despite sharing the same legal and statutory obligations. They are funded for 38 weeks, not 39 and must pay rates with average costs of at least £10,000 annually, unlike any other School;
8. From 2020 MNS will receive per pupil funding based on the same rate as the early years sector e.g. childminders working from home. The Government has agreed temporary supplementary funding while it completes a future funding 'consultation'. During this consultation, supplementary funding is only being provided for the universal 15 hours, not the 30 hours Government has offered working parents;
9. MNS have a proven record of narrowing the attainment gap between poorer children and their peers and support a far greater number of vulnerable children and those with SEND, than private nurseries;
10. MNS are widely recognised as 'pedagogical leaders';
11. The All-Party Parliamentary group (APPG) on Nursery Schools, Nursery and Reception Classes and Early Education is campaigning for more certainty about the future funding of MNS in England; and
12. According to 'Early Education', 3 in 10 Maintained Nursery School (MNS) Headteachers are unsure about their immediate future, due to supplementary funding ending in 2020.

Conference welcomes:

- i. The dedication and commitment of our union members in maintained nursery settings;
- ii. The continuation of high-quality early education led by Headteachers and fully Qualified teachers, as exemplified in MNS, is essential;
- iii. alongside cuts to children's centres, any closure of MNS will disproportionately disadvantage the most vulnerable children in our communities;
- iv. campaigning for MNS' funding should be an integral part of any future school funding cuts campaign; and
- v. The branch, local district and school led campaigns to highlight the inequalities of the funding system for maintained nursery schools.

Money allocated to the Early Years Block should be used to fund the sector and not used to fund under funding in other areas.

**Conference instructs the Executive to:**

- a. Fully support the national campaigns to save nursery education;**
- b. Call on the Government to hold an inquiry into the impact of the 30 hours provision on nursery settings;**
- c. Distribute materials and disseminate information to our membership about the issues;**
- d. Lobbying our MPs by writing letters to highlight the importance of the nursery school sector and urge them to press the Government for action on this;**
- e. Producing materials to give to parents about the threat to Nursery Schools and ask them to contact their MPs;**

- f. Work with 'School Cuts' to include figures for MNS on their website and in press releases;
- g. Send members to the All Party Parliamentary Group (APPG- Chair Lucy Powell) meetings and feed back to school staff as information becomes available as members of the APPG and campaign alongside 'Early Education';
- h. Call on the Government to guarantee that maintained nursery schools will have viable funding after 2020 which recognises the true costs they face;
- i. Organising our membership within the nursery sector to resist cuts to provision;
- j. Form a NEU Early Years Group to advise the NEU Executive on future national campaigns; and
- k. Organise meetings with NASUWT, UNISON & GMB to coordinate possible joint trade union initiatives; and Consider all strategies to protect members in maintained nursery schools including balloting them for action up to and including strike action.

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## Education General Section:

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### A National Education Service Motion 33

*Southend Association to move  
Lincolnshire Association to second*

Conference notes:

1. Successive Governments have failed children and the education system in this country, leaving it chaotic, under-funded and unaccountable to local communities, including parents, students and school staff;
2. The academies and free schools programme has failed to deliver a genuine improvement in educational outcomes for our students, and is disintegrating as evidenced by the collapse of many free schools, and the withdrawal of academy chains from schools for which they are responsible;
3. There is a growing crisis in teacher recruitment and retention; and
4. The accountability agenda, with its emphasis on data and a narrow range of educational outcomes and testing, has limited students' access to creative and critical approaches to learning and has contributed to the rise in students experiencing issues with mental health.

Conference:

- i. Welcomes plans set out by the Labour Party for a comprehensive National Education Service; and
- ii. **Instructs the NEU Executive to support the development of a National Education Service and to initiate a national roadshow to contribute to the development of a National Education Service, through discussion and consultation with school staff, parents and the wider community.**

Conference believes the following principles are important for a National Education Service:

- a. The restoration of previous funding levels, and their eventual improvement for all schools and sixth form colleges;
- b. The restoration and extension of the 'Sure Start' programme;



- c. The re-establishment of local accountability for education, including oversight of school admissions and funding, including that for students with educational special needs, and the reintegration of free schools and academies into a locally run and democratic system of education;
- d. A return to national pay scales and conditions of employment for all teachers and support staff;
- e. The abolition of Ofsted, and the establishment of an inspectorate that will work cooperatively with schools and local bodies to support students' education;
- f. The abolition of testing in primary schools and of school league tables; and
- g. A review of the secondary curriculum and examination arrangements that limit the curriculum and place an over-emphasis on data.

## **Mental Health in Exam Factories**

### **Motion 27**

*Westminster Association to move*  
*Westminster Association to second*

Conference notes that:

1. Following the Exam Factory Report of 2015, the NUT Conference 2017 passed a motion on mental health and wellbeing of students in exam factories. Conference noted the connection between the welfare of teachers and of students. This connection runs deep; and
2. Education Support Partnership reports a 35% increase in mental health cases in teachers. ONS 2017 report the rate of suicide in girls aged 15-19 hitting a record high. The Guardian reported (4/9/2018) 'Growing numbers of teenagers in England and Wales are killing themselves'.

Conference believes:

- i. That the situation has worsened and too predictably the failure to adequately deal with neurodevelopment and learning needs of students from a few years ago have become the mental health issues of our young adults today;
- ii. Savage cuts to youth and education services are compounded by equally savage cuts in higher education and a frighteningly cavalier attitude of some of our education providers; and
- iii. Many academy chains have a policy of exclusion and many LEAs, who pick up the load, provide no provision whatsoever for our most vulnerable students once they are beyond schooling age.

Given the impact of funding on pay and workload, and cuts to staffing and services, It defies credulity to claim these issues are unconnected.

**Conference instructs the Executive to:**

- a. **Put welfare of students, young adults and teachers at the forefront of all campaigns;**
- b. **Work with other agencies to set up and advertise a co-ordinated advisory service where students, parents and teachers can report, log and action incidences in which they feel personally compromised in their day to day work and activities; and**
- c. **Review national processes for appraisal and examinations systems.**

## **Accountability & Assessment Motion 25**

*Fylde Association to move*

*East London Teachers Association to second*

Conference affirms that:

1. Good assessment practice is vital to successful teaching and learning; and
2. schools, like all educational institutions and agencies, have responsibilities to their learners, parents, and the public interest.

Conference believes that England's current system of accountability and assessment is a barrier to good practice in teaching and learning, and inhibits, a positive relationship between schools and their stakeholders.

In particular Conference believes that the current system:

- i. Lowers the quality of education by narrowing the curriculum – e.g. through Ebacc – and steers schools towards teaching to the test;
- ii. Imposes on primary and secondary schools a deeply flawed system of progress measurement;
- iii. Based on Ofsted acts as a vehicle for Government policies, rather than an agency that supports school improvement;
- iv. Contributes to problems of mental health among learners; and
- v. Increases teacher workload and stress.

Conference notes:

- a. The growing political and public opposition to this system, expressed by leaders of the OECD and CBI, by Labour, Liberal Democrat and Green parties and many parents;
- b. The devastating critiques of key elements in the system, including the response of the British Educational Research Association to Baseline Assessment and of headteachers and researchers to Progress 8;
- c. The rising criticism of Ofsted, including the judgment of the Public Accounts Committee that it is an institution incapable of assuring quality in education;
- d. The warnings by the House of Commons Education Committee (2017) that young children are at risk of developing mental health problems as a result of high-stakes testing, and by school leaders in 2018 that 'reformed 'GCSEs have harmed students' mental health; and
- e. Evidence from teacher surveys, that demonstrates the extent of unnecessary and burdensome demands on teachers, arising from the pressures of accountability.

**Conference instructs the Executive to:**

- i. Call for a comprehensive independent review of curriculum and assessment;**
- ii. Continue to resource and support, with trade union action where necessary, campaigns against features of the assessment system as Baseline, Phonics Check, SATS and Ebacc;**
- iii. Call for the abolition of Ofsted; and**
- iv. Seek support from political parties for these objectives.**

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## Education Post-16 Section:

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### Post 16 Colleges Motion 41

*Brighton and Hove Association to move  
Shropshire Association to second*

Conference notes that:

1. The number of Sixth Form Colleges has fallen following the Area-Based reviews;
2. Teachers employed in Sixth Form Colleges enjoy national pay and conditions, as set-out in the *Red Book*, and national pay bargaining;
3. Teachers employed by general FE colleges have lost such conditions of employment that existed before the *Silver Book* was abolished by the employers;
4. The post-16 sector continues to be underfunded and that colleges won't receive the current pay grant unless they convert to academies; and
5. Colleges' funding has decreased, in real terms, by around 20% under this Government.

This has led to:

- i. Increased class sizes;
- ii. The loss of subjects that recruit low numbers;
- iii. An increase in the use of temporary contracts by colleges; and
- iv. Great reticence by colleges to increase pay in line with that of school teachers.

Conference believes that one result of the area-based reviews and the Government's drive for fewer, larger, colleges has been an increasingly fragmented post-16 sector; which has had an adverse effect on both students attending, and staff employed in, those colleges. For students, provision varies from one geographic area to another. For staff, terms and conditions vary and are continually under threat of being worsened;

Conference is very concerned about the increased casualisation of labour in the post-16 sector for both teaching and support staff roles. There is a worrying rise in the use of agency staff even when a permanent role exists for a qualified member of staff.

**Therefore, Conference instructs the Executive to:**

- a. **Highlight the scandalous loss of post-16 funding as part of the current funding campaign and lobby parliament vigorously to provide the pay grant to all state sector providers of education, i.e. fund post-16 education at the same rate as pre-16;**
- b. **Campaign immediately for national pay bargaining and terms at least as good as *Red Book* for all post-16 college teachers; and**
- c. **Form a working group, to include post-16 teachers, to investigate how best to bring all colleges back into local authority control; its report's recommendations to be considered by next year's Conference.**

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## Education Primary Years Section:

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### Boycott High Stakes Summative Testing in Primary Schools Motion 42

*Lewisham Association to move*

*Nottinghamshire Association to second*

Conference notes:

1. The detrimental effects of the SATs and high stakes testing on children and our members in primary schools;
2. That the NUT conference 2017 agreed to: 'Conduct a ballot of all primary members during the Autumn term to ascertain levels of commitment for members refusing to administer Key Stage 2 SATs'. However, no ballot of primary members was organised;
3. That NUT conference 2018 agreed to: 'conduct an indicative survey of members in all primary and infant schools...as part of the campaign to stop the Baseline pilot going ahead'. However, to this date no indicative survey has been organised;
4. The growth of bought-in, high-stakes, end of topic testing solely to provide data and 'show progress' in Primary schools; and
5. The increased workload and negative educational effects that this system perpetuates, including narrowing of the curriculum, a 'hot-housing' culture and an increase in mental health problems amongst children.

Conference believes that Government policies for assessment in primary education:

- i. Are educationally flawed;
- ii. Are based on a dogmatic rejection of research in learning and child development;
- iii. Deny children the right to an all-round, personally-fulfilling and high-quality education;
- iv. Increase stress for learners and teachers alike; and
- v. Do not provide an adequate basis on which to develop the knowledge and capabilities that a twenty-first century requires.

**Conference instructs the Executive to ballot all Primary members for a boycott of all high stakes, summative testing within Primary Schools for the academic year 2019/2020 thus allowing teachers to make the decision about what testing assists their students, in line with the statement by 'More Than A Score' that "Teachers should be trusted to use their professional expertise in determining the best methods of assessment."**

Teachers may choose to assess pupils through methods such as spelling and end of topic tests which support learning. This formation facilitates balloting all our Primary members rather than just Year 2 and Year 6 teachers. It allows us to ballot members in Autumn 1 and build the campaign up to a boycott in Spring 2020.

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## Education Secondary Section:

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### Valid Assessment for All Motion 44

*Staffordshire Association to move  
Portsmouth Association to second*

Conference is alarmed at the number of terminal exams students now sit at the end of their GCSE studies. This has contributed to an increase in mental health related issues for students. With increasing content in most GCSE courses, it is now very difficult for classes to cover the whole course in any meaningful way.

Conference notes:

1. The huge increase in children and young people suffering from high levels of school-related anxiety, stress, disaffection and mental health issues. This is particularly noticeable amongst students sitting National examinations such as A Levels, GCSEs and SATs;
2. That the introduction of the new GCSE grading system has coincided with the reduction of grade boundaries: in 2018 AQA Physics, Biology and Chemistry a L4 (Grade C equivalent) averaged 52/200 (26%). In AQA Maths a L4 was 47/240 (19.5%). The gap between the skills needed for GCSE (Cramming) and those for A level (independent, inquiry-led), continues to widen;
3. Students in the UK are amongst the most tested in the world. Linking projected outcomes from national test to national test ignores the reality of how children develop and learn. In 2018 some GCSE students sat more than 25 separate exams over three weeks. The amount of stress placed on our young people cannot be sustained;
4. Young people must now remain at school or in training until the age of 18. There are therefore valid questions as to whether exams at 16 are still necessary;
5. The documented increase in “Off-rolling” and Home Education is also a cause of great concern; and
6. The change in the secondary examination system from a mixed exam and coursework approach to one that depends entirely upon high stakes examination. It also notes that children with certain aptitudes and conditions do not perform to the best of their ability under a final exam system.

Conference believes the increasingly prescriptive nature of choices at KS4 means that some students study subjects in which they have little interest or ability. Thousands are prevented from acquiring the skills they will need in adulthood and are not well enough equipped for the needs of today’s society. Students with low attainment, high disadvantage and with SEND are most affected.

Conference reaffirms its objection to Baseline testing and aims to end the misery of SATs in Primary schools.

**Conference calls on the Executive to:**

- i. **Carry out research into the validity of the current GCSE system;**
- ii. **Carry out research into a study into possible links between “Off-rolling” and schools’ position in League tables;**
- iii. **Use any outcomes to persuade the Government to reassess the use of league tables,**
- iv. **Assess the need for exams at 16;**
- v. **Campaign for a national examination for all students at 18 that encompasses academic and vocational education; and**
- vi. **To commission further research into the link between exam pressure and worsening mental health amongst students.**

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## Education SEND Section:

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### Supporting Special Educational Needs and Disabilities Motion 49

*Bedford Association to move*

*North Somerset Association to second*

Conference notes that all students are entitled to a broad and balanced curriculum. Conference is appalled that thousands of students with SEND are currently without any school placement. These extremely vulnerable students are being let down by a system that is characterised by high stakes testing, academisation and chronic underfunding.

Conference further notes that students with SEND make up nearly half of all permanent exclusions, but less than 15% of the school population. These students are being disproportionately failed by a curriculum that does not meet their needs and Conference condemns the practice of removing students with SEND from roll in an effort to improve exams results.

Conference is concerned that education funding cuts are forcing local authorities either to raid the schools budgets to fund the higher needs budgets or to raid the higher needs budgets to fund the schools budgets, which, in addition to academisation, is compounding their ability to effectively plan for SEND provision. This cannot be allowed to continue, and Conference congratulates the 39 local councils who wrote to the Government last year to urge them to increase funding for students with SEND.

Conference is further alarmed that support staff who work with students with SEND are often the first to lose their jobs when schools and colleges are forced to make cuts due to falling budget. Conference notes that a petition with 34,000 signatures was presented to Government last year condemning the cuts to SEND funding and Conference congratulates the parent/carer-led campaign groups who are fighting back against these cuts.

#### **Conference instructs the Executive to:**

- 1. Support action up to and including strike action to defend members' jobs and conditions of service;**
- 2. Lobby the Government to increase spending on SEND provision;**
- 3. Seek to ensure that all students with SEND needs have their entitlements met;**
- 4. Work with all interested groups, including, but not limited to, parents, local authorities, trade unions and other professional groups to highlight and publicise the crisis in SEND funding;**
- 5. Publicise any incidents of schools "off-rolling" students with SEND; and**
- 6. Work with teachers and support staff to design and inclusive model curriculum, which allows all students to enjoy and achieve.**

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## Equality Section:

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### Anti-Racism Motion 52

*Croydon Association to move  
Oxfordshire Association to second*

Conference notes with concern:

1. The growth of racism internationally as seen, for example, in the United States and Europe;
2. The growth in this country of extremist far right organisations and campaigns, such as The Democratic Football Lads Alliance, the Free Tommy Robinson campaign, Generation Identity and others;
3. The continuing rise in racist hate crime including the increase in Islamophobic and anti-Semitic abuse and attacks;
4. The impact of the so-called 'hostile environment' on our communities, most notably those of the Windrush generation and their families, including the children we teach; and
5. The continuing failure of the Government to implement the 'Dubs amendment', thus leaving vulnerable children who are entitled to a welcome in this country in a desperate situation.

Conference affirms its commitment to building a society in which every child is valued, whatever their background, religion or culture.

**Conference instructs the Executive to:**

- i. **Affiliate to Stand Up to Racism, Love Music Hate Racism and Hope not Hate, and to publicise activities organised to combat the rise in racism in our society;**
- ii. **Support and publicise the activities of Show Racism the Red Card; and**
- iii. **Continue to work with the TUC to promote joint work by trade unions to combat racism.**

***Constitution of Stand Up to Racism:***

- a. *The name of this organisation be called Stand Up to Racism (“(SUTR)”*
- b. *The overarching function of the organisation shall be to campaign against racism, Islamophobia, anti-Semitism and other forms of discrimination.*
- c. *To carry out all appropriate activities campaigning and educating to positively encourage antiracism, diversity and tolerance of minority communities.*
- d. *Meetings will be held when necessary in order to conduct its business and to agree any policy changes*
- e. *Voting in meetings will be by show of hands of the majority*
- f. *SUTR activities will be overseen by a committee elected by its members which will include a Chairman, Secretary, Treasurer and such other officers as the committee decides are necessary*
- g. *Membership application will be open to anyone who agrees with the policies of SUTR and if there is any dispute over membership the decision of the committee will be final.*

- h. Affiliation will be encouraged from any organisation which agrees with the aims and objectives of SUTR, subject to the agreement of the committee to that affiliation.*
- i. The committee may decide whether a membership or affiliation subscription is required and may set the subscription level at their discretion*
- j. The committee shall decide how to conduct its affairs and will if minded to do so co-opt further members to the committee*
- k. Funds shall be raised by seeking donations, affiliations, membership fees, and also through other fundraising activities in order to contribute to any expenses of SUTR.*
- l. To make payments for the expenses of any activity which is in accord with the aims and objectives of SUTR.*
- m. A bank account / bank accounts / will be opened, and one or more accounts will be opened in order to facilitate the receipt of donations by standing order, cheque or reimbursements and payment of expenses – the bank account to be named Stand Up to Racism (SUTR)*
- n. The committee will decide at their discretion if the organisation is to be disbanded, and if at that time there are any funds left after payment of all outstanding expenses the committee shall be authorised to make a donation of those funds to any organisation that is in accord with, has related and similar aims to those of SUTR, or is a successor organisation to SUTR and if appropriate shall decide whether to close any bank account or funds receiving accounts.*

***Stand Up to Racism — Refugees Welcome Here: No To Racism, Islamophobia and anti-Semitism – Statement, aims and objectives:***

*There is a racist offensive being pushed against refugees, migrants and Muslims by some politicians and right-wing press. They are using these groups as scapegoats for the effects of the economic crisis and austerity.*

*Stand Up to Racism seeks to oppose all forms of racism and scapegoating, Islamophobia and anti-Semitism and campaign to welcome refugee.*

*We are deeply concerned by the rising level of Islamophobia fuelled by negative reporting of Muslims in sections of the media and scapegoating from some politicians. This has led to a huge spike in anti-Muslim hate crimes.*

*Stand Up to Racism has run a number of delegations to Calais in Northern France to offer solidarity to refugees living in appalling conditions in camps and to challenge the dehumanising language of some politicians and the media.*

*Stand Up to Racism will run a range of activities including antiracist workshops to campaign, educate and positively promote antiracism, diversity and tolerance of minority communities.*

*Stand Up To Racism believe in challenging racism by promoting antiracism and celebrating diversity. A crucial component of this is organising an annual national demonstration to mark UN Anti-Racism Day in the month of March.*

*We call on all those who reject racism, scapegoating, Islamophobia and anti-Semitism and want to welcome refugees to join Stand Up to Racism. Let's say no to racism and stand up for diversity.*



## **Constitution of Love Music Hate Racism:**

*Love Music Hate Racism (LMHR) was born in the tradition of the Rock Against Racism (RAR) movement of the late 1970s, which sought to use music to unite people and promote antiracism. LMHR uses the energy of the music scene to celebrate diversity and involve people in anti-racist activity. Since it was founded in 2002 there have been many hundreds of LMHR events, from large outdoor festivals to local gigs and club nights.*

*At its pinnacle LMHR ran festivals in Victoria Park, London and Stoke City's Britannia football stadium which tens of thousands of people attended with international artists performing. The campaign was instrumental in discouraging support for far-right groups such as the British National Party (BNP) and so called English Defense League (EDL). The LMHR campaign has a renewed importance in today's atmosphere of racism, distrust of migrants and islamophobia. We want people from across the country to know that Love Music Hate Racism is back and inspire them to get involved by putting on local gigs and publicising the campaign in schools, colleges and workplaces.*

## **Constitution of Hope Not Hate:**

*HNH uses research, education and public engagement to challenge mistrust and racism, and helps to build communities that are inclusive, celebrate shared identities and are resilient to hate.*

*Core Areas:*

- Robust research into hate groups*
- Engagement with those who are attracted by fear and hate*
- Through our political arm, challenge political parties which promote racism and intolerance, as well as engaging with other political parties to help them actively stand up to hate*
- Public education about hate groups and constructive ways to challenge those groups*
- Working with groups and communities that seek to proactively challenge hate*
- Increasing awareness of, and encouraging engagement in, civic matters and the democratic process*

*HOPE not hate's Structure:*

*HOPE not hate seeks to challenge and defeat the politics of hate and extremism within local communities, building resilience against the politics of hate and fear, at a national and grassroots level. In order to maximise our contribution to the debate and comply with all UK legislation, HOPE not hate operates via two separate and distinct legal entities, through which we deliver a range of activities and services.*

*You are currently on the website of HOPE not hate Ltd. HOPE not hate Ltd (HNH Ltd) was originally established as Searchlight Information Services in 1986. HNH Ltd's main role is to investigate, expose and campaign against the activities of the far right and other promoters of hate in Britain and Internationally. HNH Ltd is also the delivery vehicle of the award winning HOPE not hate campaign which has been the driving force in defeating the BNP in communities up and down the country. HNH is a registered third party for the purposes of election campaigning and is not aligned to any political party.*

*HOPE not hate Charitable Trust (HNH Charitable) is our charitable wing, which is the main vehicle for the development and execution of our community action & engagement plans, training and educational services. HNH Charitable seeks to equip local communities and groups to defeat hate at a grassroots level. We also seek to influence the national debate by providing briefings and training to public policy figures as well as statutory and non-statutory bodies.*

*HNH Charitable enables us to make direct interventions during and after challenging events. HNH Charitable also publishes regular pamphlets, toolkits, informational literature and analysis about extremists and the politics of hate both in the UK and abroad. Hope not hate Charitable Trust was founded in 1992. The HNH Charitable website can be accessed [here](#).*

## **Challenging Stereotypes and Empowering Young People**

### **Motion 53**

*Hackney Association to move  
Croydon Association to second*

Conference notes:

1. The increase in gender stereotyping in society and its pernicious effects on the wellbeing of all our young people and their ambitions;
2. The gendered nature of apprenticeships and A Levels including low numbers of both girls pursuing STEM qualifications and boys in non-traditional fields;
3. The high levels of anxiety, self-harm, poor body image and sexual harassment suffered by girls;
4. The high levels of male suicide in society; and
5. The high number of women in the UK killed by their partner or male family member.

Conference believes we must urgently address the prevalence of stereotypes which are trapping our young people into restrictive roles and damaging behaviours.

We believe all young people should be free to express themselves without discrimination and that they should be supported to positively explore their interests and ideas.

**Conference instructs the Executive to:**

- i. **Expand the ‘Stereotypes Stop You Doing Stuff’ resources for secondary schools to promote more diversity, inclusion and representation across all subjects and professions;**
- ii. **Lobby the Government to make sure that mandatory Relationships and Sex Education is inclusive and fully funded, staffed by trained specialists using high quality resources with dedicated time on the curriculum;**
- iii. **Campaign for the proper provision of mental health support services, funded nationally to ensure universal access for all young people;**
- iv. **Create resources to promote positive role-models of diverse people in different fields and roles to challenge negative or limiting stereotypes to include posters for use in schools and other teaching ideas; and**
- v. **Work to build a holistic curriculum which gives all students a breadth of knowledge and skills and supports their personal development as healthy, contented adults.**

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## Equality Conferences Section:

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### Change Needs to Come from Within Motion 63

*BTC to move*

*BTC to second*

Conference welcomes the TUC publication 'Is Racism Real' (2016), a report compiled by polling Black workers about their experiences.

Conference, therefore, instructs the Executive to campaign for all employers to:

1. Have structures that work towards achieving the checklist within our anti-racism charter;
2. Have strong equality and dignity policies that explicitly include zero tolerance of racism;
3. Support staff who raise concerns and protect those subject to racial abuse and violence;
4. Publish data on BME recruitment, promotion, pay, progression, dismissal;
5. Set aspirational targets for diversity, measure progress annually, and work with trade unions to establish such targets;
6. Develop measures that address racial inequalities in the workplace; and
7. Establish a simple protocol for workers to report racism at work and ensure that workers feel confident that complaints will be taken seriously, acted on promptly and dealt with satisfactorily so that staff know workers who raise concerns will not face victimisation.

**Conference further instructs the Executive to lobby the Government to:**

- i. **Work with unions towards achieving the checklist within our Charter;**
- ii. **Ensure that all schools including academies and MATs employing more than 10 people publish a yearly breakdown of employees by ethnicity and pay band;**
- iii. **Ensure relevant bodies have adequate funding to promote workplace anti-racist policies and practice and seek legal redress when appropriate;**
- iv. **Reform rules on employment status to ensure that all workers benefit from the same rights, including statutory redundancy pay, protection from unfair dismissal, family-friendly rights; and**
- v. **Reform the law to make employers responsible for protecting their workers against racism by third parties that are linked with the school.**

Conference Believes that all NEU members are equal.

We demand any barriers to engagement are minimised and, wherever possible, removed.

We believe that this will aid member recruitment and retention and help to bring about a more representative workforce.

However, we believe provisions set out in Rule 14.2.3 will not enhance the engagement of black members and might actually prove to be detrimental to this aim.

**Conference therefore instructs the Executive to delete reference to black members and rewrite the rule accordingly.**

## **Disability Discrimination Motion 64**

*DTC to move*

*DTC to second*

Conference believes that:

Many different groups of members are prevented from considering Executive roles within the Union due to the time commitment and workload involved with these positions.

The Union's current position of not allowing Executive roles to be considered for role sharing could be discriminating against disabled members, carers and parents. Whilst not all positions may be suitable for job sharing, those roles that are should be available to job share on request.

The Union already employs a number of staff members on a job-sharing basis and therefore it seems a natural progression that this should be extended to lay members wishing to take on Executive roles.

Further, Conference is acutely aware of the discrimination and unequal treatment that disabled members face on a daily basis. This unequal treatment often results in many disabled education workers leaving the profession. Conference believes that the only way to counteract this discrimination is to:

1. Represent disabled members better and fight for their rights more effectively;
2. Involve disabled members more fully in the decision-making processes of the Union; and
3. Publicise to all members information about disabled education workers' rights and what guidance on effective and reasonable adjustments.

**Conference calls upon the Executive of the NEU to:**

- i. Produce a printed publication which explains and demonstrates disability discrimination and what has been and should be done about it;**
- ii. Distribute this publication to all schools and publish it on-line;**
- iii. Develop better training for caseworkers that focuses solely on disability related issues/knowledge, including yearly regional and national courses; and**
- iv. Accept role sharing, when requested, as meeting the requirements under the Equalities Act and/or a reasonable adjustment for the role of Executive seats and the Executive seat holder for disabled members.**

## **Rule Change to Disciplinary and Appeals Procedures: Supporting LGBT+, Black and Disabled Members Against Discrimination and Harassment Motion 65**

*LGBT+TC to move*

*LGBT+TC to second*

Conference notes that members who are subject to discrimination or harassment relating to their LGBT+ identity, their ethnicity or their disability may face difficulties with the current NEU disciplinary procedures. Current processes which require members to come face to face with people that have allegedly harassed or discriminated against them, undermine members' rights to feel safe.

Conference notes that definitions relating to discrimination or harassment based on LGBT+ identities, ethnicities or disabilities can differ, leading to difficulties in conducting disciplinary proceedings in relation to these matters.

Conference notes that organisations such as Stonewall, The Institute for Race Relations, the TUC and the LGBT+ National organising forum have working definitions of homophobia, biphobia and transphobia, racism, disability related discrimination and disability related harassment.

The Union recognises the increased risk of discrimination and harassment faced by LGBT+, black and disabled members.

**Conference instructs the Executive to:**

- 1. Amend Section 1 of Appendix A: National Disciplinary Committee and National Appeals Committee by adding:**

**“1.2. Direct the National Disciplinary Committee and National Appeals Committee to apply definitions of the following as defined by Stonewall, The Institute for Race Relations, the TUC and the LGBT+ National organising forum:**

- a) Homophobia**
- b) Biphobia**
- c) Transphobia**
- d) Racism**
- e) Disability discrimination**
- f) Disability related harassment”**

- 2. Amend Section 3.4 of Appendix A: National Disciplinary Committee and National Appeals Committee as follows:**

**“The conduct of National Disciplinary Committee proceedings shall be in accordance with the rules of natural justice. The member making the complaint and the member being complained about have the right to a fair hearing, without bias, conducted with reasonable promptness consistent with fair opportunity to present their respective cases. In the case of complaints relating to harassment or discrimination relating to a member’s LGBT+ identity, ethnicity or disability, steps shall be taken to minimise distress to witnesses. These shall include giving the member making the complaint the option of giving and responding to evidence separately to the member being complained about. Before a National Disciplinary Committee, the parties may call witnesses of relevance to the matters in dispute.”**

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## International Section:

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### Palestine Motion 68

*Camden Association to move  
Redbridge Association to second*

Conference notes

1. The ongoing illegal occupation of the West Bank and siege of Gaza which are subjecting the Palestinian people to human rights violations, such as the maltreatment of Palestinian children in the Israeli military court system, injury and death;
2. The plight of millions of Palestinian refugees, many of whom are stateless, who are refused a right of return to their homeland; and
3. The status of Palestinian citizens of Israel who are subject to different treatment by over 20 laws including the recent Nation State Law which excludes them from self-determination and relegates Arabic to a lower status in law.

Conference congratulates all those members who have been active over many years in challenging the unjust treatment of the Palestinian people and in demanding a just and peaceful resolution.

We affirm our ongoing commitment to solidarity with the Palestinian people and pledge to continue our work to build understanding of the situation they face.

**Conference instructs the Executive to:**

- i. **Develop resources and CPD through our International section and International Solidarity Officer fora to ensure our members are fully informed and supported in their work;**
- ii. **Continue facilitating delegations to visit Israel and Palestine as long as there is interest from members in taking part;**
- iii. **Make challenging the detention, arrest and conviction of Palestinian children in Israeli military courts a key campaigning priority in the coming year; and**
- iv. **Affiliate to the Palestine Solidarity Campaign and encourage affiliation by districts/branches and individual members of the Union.**

***Constitution of the Palestinian Solidarity Campaign:***

1. ***Name of Organisation.*** *The name of the organisation shall be 'Palestine Solidarity Campaign'.*
2. ***Office location.*** *The organisation, however registered, shall be in England.*
3. ***Aims and Objectives.***  
*The aims and objectives of the Palestine Solidarity Campaign shall be shall be identical with those expressed in the Memorandum of Association of which this constitution is an integral part:*
  - a) *for the right of self-determination for the Palestinian people;*
  - b) *for the right of return of the Palestinian people;*
  - c) *for the immediate withdrawal of the Israeli state from the occupied territories.*
  - d) *against the oppression and dispossession suffered by the Palestinian people*

- e) *in support of the rights of the Palestinian people and their struggle to achieve these rights*
- f) *to promote Palestinian civil society in the interests of democratic rights and social justice*
- g) *to oppose Israel's occupation and its aggression against neighbouring states*
- h) *in opposition to racism, including anti-Jewish prejudice and the apartheid and Zionist nature of the Israeli state.*
- i) *in opposition to Islamophobia.*

#### **4. Membership.**

- 4.1 *Full Membership of the PSC shall be open to all those who agree with the aims and objectives of the Campaign and who pay the necessary annual subscription.*
- 4.2 *Paid up national members will be entitled to be members of their local branch and their details will be made available to bona fide (ie members of national PSC) branch officers for the purposes of PSC business only.*
- 4.3 *A member whose annual subscription is not renewed within six months of the renewal date shall be deemed to have lapsed their membership.*
- 4.4 *An honorary member is any person the AGM wishes to honour for services to the PSC or Palestine.*
- 4.5 *Admission to, and where necessary termination of, membership - along with the issuing of invitations to sponsors - shall be the responsibility of the Executive Committee, to be ratified at the following AGM.*
- 4.6 *The Executive Committee may, by a two-thirds majority, terminate or suspend the membership of an individual member, local branch, or affiliated organisation found to have breached the constitution, subject to appeal at the following AGM or EGM.*
- 4.7 *A member may resign from the organisation in writing posted to, or left at, the registered office of the company.*

#### **5. Branches.**

- 5.1 *The Executive Committee shall have the power to grant permission for the formation of local branches.*
- 5.2 *All branches shall adopt the PSC name except where there are historical reasons for another name. In these cases the branch constitution should state that the branch is a branch of PSC.*
- 5.3 *All branches should adopt a constitution, which must contain:*
  - a) *The PSC aims and objectives.*
  - b) *A requirement for elected officers to be members of PSC.*
  - c) *A requirement to hold an Annual General Meeting.*
  - d) *Procedures for electing officers.*
  - e) *The requirement to properly account for money received and expended.*

#### **6. Regions.**

- 6.1 *The Executive Committee shall have the power to grant permission for the formation of groupings of branches into regional structures.*
- 6.2 *Branches are encouraged to organise regional events and, where it does not detract from local activities, create a regional structure.*
- 6.3 *In consultation with the Executive Committee, regional structures should be created at the request of at least two branches, within a region and after adequate discussion by branches of its usefulness and sustainability. The creation of such regional structures should be ratified at the following AGM.*
- 6.4 *Once a regional structure is created and sustained, its main purpose should be as contained within points (3 and 6.2). At least one regional meeting per year should be*

*organised to consider how to co-ordinate the implementation of PSC policies and initiatives within the region.*

- 6.5 *Where a duly-constituted Region exists, the EC member for that region shall be elected by a regional meeting before the AGM. In the absence of such a regional meeting, regional members for the EC shall be elected at the AGM. Voting for such regional representation shall only be undertaken by those members who are from the appropriate region.*
- 6.6 *Where a formal regional structure exists and has sufficient strength it should, where appropriate and in consultation with the Executive Committee, consider the creation and development of new branches within its region.*

## **7. Affiliations.**

- 7.1 *Affiliated groups or bodies must accept the aims and objectives of PSC.*
- 7.2 *Affiliated groups or bodies must pay the appropriate affiliation fee but for all other purposes are autonomous and solely responsible for their conduct.*
- 7.3 *Such groups must apply for affiliation to the PSC AGM or (in between AGM's) to the Executive Committee.*
- 7.4 *Affiliated bodies may send an observer to National PSC Forum Meetings and AGM's in accordance with point 8.3.*
- 7.5 *PSC reserves the right to refuse affiliation or to revoke affiliation of any group or organisation whose aims, objectives or practices conflict in whole or in part with the aims, objectives and practices of PSC. Such a decision must be carried by a 2/3 majority of the AGM or Executive Committee.*

## **Governance.**

### **8.1. Annual General Meetings.**

- a) *Annual General Meeting (AGM) shall be open to all national members and shall be the policy making body of the PSC.*
- b) *PSC shall hold an Annual General Meeting once in each calendar year. Not more than 15 months shall elapse between the date of one Annual General Meeting and the next.*
- c) *The Agenda of the AGM shall include:*
  - i) *The presentation of an Annual Plan for the coming year;*
  - ii) *Report of the work of the EC since the last AGM;*
  - iii) *The presentation of accounts;*
  - iv) *Membership and affiliation report;*
  - v) *Motions submitted by members, branches affiliates, the EC and any other committees.*
  - vi) *The election of Chairperson, Vice Chairperson, Secretary, Treasurer, Trade Union Liaison Officer, the Campaign Officer, the Publications Officer, ordinary members of the Executive Committee and any other posts which are approved by the AGM.*
  - vii) *The Executive Committee may on behalf of the membership invite speakers to attend and address the Annual General Meeting.*
- d) *The EC shall begin preparing for the AGM at least three months in advance of the scheduled date by inviting resolutions and nominations from branches and affiliates.*
- e) *Resolutions and nominations for the AGM must be submitted in writing to PSC office at least eight weeks before the scheduled AGM. Amendments to the resolutions must be received in the PSC office at least seven days before the AGM.*
- f) *Resolutions, the Annual Plan and nominations shall be circulated to branches and affiliated organisations at least six weeks before the scheduled date of the AGM.*
- g) *All persons voting must be individual members of national PSC*
- h) *Delegates from national organisations affiliated to PSC will have 3 votes (if they have over 100,000 members) or one vote if fewer.*



- i) *All other affiliated organisations including PSC branches will have one vote.*
- j) *All delegates, whether individual members or those duly nominated by their branch or affiliated organisation, must be registered with the PSC national office at least two clear days before the AGM.*

## **8.2. Notice of General Meetings.**

- a) *An Extraordinary General Meeting or a Special General Meeting may be authorised by the National Executive Committee or an Annual General Meeting, whenever either body considers sufficient reason exists. Notice of why such a meeting is deemed necessary together with the resolution or resolutions to be considered must be given. Such Meetings can be called with no less than 21 days notice given to all members and affiliates. The EC shall convene an Extraordinary General Meeting on receiving a request to that effect signed by at least 5% of the full members having the right to attend and vote at General Meetings. In default those members requesting the Extraordinary meeting may convene one using the facilities and resources of the PSC.*
- b) *Notice shall be inclusive of the day on which it is served and the day of the meeting.*
- c) *A notice in writing may be made by email or post.*

## **8.3. Proceedings at Annual General Meetings and Extraordinary General Meetings.**

- a) *The Chairperson shall preside at every General Meeting. If there is no Chair or Vice Chair or if he or she is not present within 15 minutes of the time appointed or is unwilling to preside, the members present shall elect either a member of the EC, or one of their number, to preside.*
- b) *No business shall be transacted at any General Meeting unless a quorum of members is present when the meeting is due to commence. A quorum shall consist of 100 members or 10% of the membership having a right to attend and vote at that meeting, whichever is the lowest.*
- c) *If a quorum is not present within 30 minutes of the time appointed for holding the General Meeting, it shall be dissolved if it was convened on the request of members, or adjourned to such a day, time and place as the EC shall think fit.*
- d) *The proceedings at properly convened General Meetings will be conducted as laid down in the Standing Orders of the PSC.*
- e) *Each fully paid up member who has been a member of national PSC for three months before the AGM shall have one vote.*
- f) *Delegates from national organisations affiliated to PSC will have 3 votes (if they have over 100,000 members) or one vote if fewer.'*
- g) *All other affiliated organisations including PSC branches will have one vote.*

## **9. Executive Committee**

- 9.1 *The Executive Committee shall be accountable to the membership for the implementation of the affairs of the PSC.*
- 9.2 *The EC shall be responsible to the membership for the proper management of the affairs of the PSC.*
- 9.3 *The EC shall be responsible for decisions made between AGM's. It shall be responsible for strategic decisions which need to be made between AGM's.*
- 9.4 *The EC shall consist of the Chair, the Vice-Chair, the Secretary, Treasurer, the Trade Union Liaison Officer, 1 representative of the Student and Youth Committee, the Campaign Officer, the Publications Officer, 5 Regional members, 2 representatives of the Trade Union Advisory Committee and 8 other members.*
- 9.5. *The EC shall have the power to co-opt a further six persons if this is felt necessary to aid its work and deliberations.*
- 9.6 *The EC shall constitute the Board of Directors.*
- 9.7 *The EC shall meet not less than 6 times per year.*

- 9.8 *The EC shall publish the minutes of its meetings and make available on request to all duly constituted PSC branches. In doing so it will ensure that confidentiality will be respected.*
- 9.9 *Every duly constituted branch of PSC has the right to place an item on the EC agenda and to send an observer to the EC meeting at which it is discussed.*
- 9.9 *Members attending the EC meetings shall withdraw from any agenda item which causes or may cause a conflict of interest.*

**10. Officers Group.**

- 10.1 *The Officers Group shall be a sub-committee of the EC.*
- 10.2 *The Officers Group shall consist of the Chair, Secretary, Treasurer, Office Manager and up to two others to be elected by the EC.*
- 10.3 *The Officers Group shall be responsible for ensuring the implementation and decisions between Executive meetings.*
- 10.4 *The Officers Group shall be accountable to the EC.*
- 10.5 *The Officers Group must report its decisions to the EC at every EC meeting.*

**11. PSC Branch Forum.**

- 11.1 *The PSC Branch Forum shall be a meeting for the interchange of information, discussion and training.*
- 11.2 *The PSC Branch Forum shall be open to branches, affiliates and individual members.*
- 11.3 *The PSC Branch Forum shall meet at least 2 times per year, at least once outside London.*
- 11.4 *The PSC Branch Forum may make recommendations to the NEC, which must be considered and given due weight.*

**12. Elections.**

- a) *The EC shall elect a Returning Officer who will supervise the conduct of elections and who will not be a member of the EC*
- b) *Each fully paid up member who has been a member of national PSC for three months before the AGM shall have one vote.*
- c) *Delegates from national organisations affiliated to PSC will have 3 votes (if they have over 100,000 members) or one vote if fewer.*
- d) *All other affiliated organisations including PSC branches will have one vote.*
- e) *Nominations shall be open at least three months before the date of the AGM and any member who has been a member for at least six months before nominations open is eligible to stand.*
- f) *Nominations must have the name of the proposer, seconder and candidate's agreement.*
- g) *Nominations shall close eight weeks before the date of the AGM.*
- h) *All candidates may submit a statement of 100 words with their nomination.*
- i) *The Election regulations shall be made by the EC and shall include advertisement of elections, receipt of nominations, confirmation of eligibility of candidature, candidature publicity, the election and counting of votes; procedure in the event of a disputed election; procedure for electing candidates to posts for which no nominations have been received.*
- j) *EC members shall serve until the end of the AGM following their election. Retiring EC members are eligible for re-election.*

**13. Finance.**

- a) *The PSC is responsible for ensuring that funds provided to it are used only for those activities which are in accordance with its aims and objectives.*
- b) *The EC is required to:*

- (i) *Ensure that accounts and accounting records are kept, and that accounting information, in accordance with normal professional accounting principles is prepared.*
- (ii) *Ensure the preparation of annual accounts.*
- (iii) *Ensure that a normal system of internal financial management and control is maintained.*
- (iv) *Plan and conduct its financial affairs so as to ensure that its total income is at least sufficient, taking one year with another, to meet its total expenditure and that its financial solvency is maintained.*
- (vi) *Take responsibility for the determination of the pay, terms and conditions of service of any staff employed by PSC.*
- (vii) *Independent examiners or auditors may be appointed by the AGM.*

#### **14. Regulations**

- a) *The EC shall make provision for regulations governing the following PSC activities:*
  - (i) *Terms of reference and Job descriptions for EC members, Disciplinary Procedure and codes of practice for EC members and paid staff.*
  - (ii) *Openness and accountability of the Executive Committees proceedings.*
  - (iii) *Standing Orders for Executive Committee meetings.*
  - (iv) *Procedures for compliance with EU and UK legislation.*

*Nothing in the regulations shall be contradictory to the meaning and interpretation of the Constitution.*

#### **15. Amendments.**

- a) *This constitution may be amended by resolution of the AGM passed by a two thirds majority of those present and voting in favour.*
- b) *The regulations may be amended by the EC with a majority present voting in favour.*

#### **16. Interpretation.**

*In the event of any unresolved dispute arising over the interpretation of the Constitution the matter shall be referred to the EC who shall make a ruling, which in turn should be ratified by the following AGM.*

#### **17. Winding Up.**

*Clause 10 of the Memorandum of Association relating to the winding up and dissolution of the PSC shall have effect as if its provisions were repeated in this constitution.*

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## **Organising and Membership Section:**

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### **Building the NEU at the Workplace Motion 73**

*East London Association to move  
Ealing Association to second*

Conference notes that the continuing fragmentation of education provision, means that there are now over 6,000 employers, many of whom operate beyond the boundaries of individual Local Authorities.

Conference also notes that, as a result of successive education policies, more and more decisions are being made or implemented at individual school level.

Conference further notes:

1. The vital work carried out by NEU representatives in workplaces across our Union, sometimes in increasingly hostile and intimidating school environments;
2. That Union-commissioned research, and internal analysis, show a clear link between the presence of an NEU workplace representative and member engagement, including participation in industrial action; and
3. The vital role local association officers play in recruiting, mentoring, supporting reps, building rep networks and directly supporting members especially when there is no trained rep.

Conference believes that:

- i. Workplace Reps fulfil a unique role in the Union, as they share the lived experience of members on a day to day basis;
- ii. Successful workplace organising, where members and reps participate in negotiations on their conditions of employment, is an effective way to challenge fragmentation and build the Union on a participatory basis;
- iii. The future success of Union membership recruitment, wider campaigns and any associated action ballots all depend on us enhancing our work with workplace reps;
- iv. It has been established that with the right training and support, workplace reps can play an important role in taking on some school-based casework thereby reducing the burden of casework on local secretaries; and
- v. Recruiting, supporting and developing a representative in every workplace must be a key Union priority.

**Conference instructs the NEU Executive to:**

- a. **Commit to building an active Union presence in as many workplaces as possible;**
- b. **Prioritise the recruitment, training and organising of workplace representatives;**
- c. **Launch a serious campaign to recruit a rep in every college, secondary and larger primary and special school and as many reps as possible in smaller schools; and**
- d. **Develop a “Workplace Representation Strategy”, which should include training and support for local officers in recruiting and supporting school and college Reps.**

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## **Salaries Section:**

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### **Fair Pay for Teachers (Composite) Motion 84**

*Kirklees Association to move  
Waltham Forest Association to second*

Conference notes that:

1. Successive years of below-inflation pay deals has seen teachers' pay fall in real terms by over 15% since 2010;
2. The Government has missed their teacher recruitment target for six successive years;

3. Teachers continue to leave the profession in record numbers;
4. The teacher vacancy rate continues to increase;
5. The NEU submitted a pay claim for the restoration of teachers' pay to at least 2010 levels, beginning with an immediate pay increase of 5%, in line with trade unions in the local Government and health sectors; and
6. The relative decline in teachers' pay is a major factor in the recruitment and retention problems facing schools.

Conference is appalled that Damian Hinds refused to implement the STRB recommendations in full for the 2018 pay award, becoming the first Secretary of State to do so.

Conference welcomes:

- i. The work done by the NEU, in conjunction with NAHT and ASCL to campaign against this injustice, as part of the campaign on funding; and
- ii. The decision to conduct an indicative ballot of members.

Conference believes that the Union must continue to campaign for:

- a. A commitment from Government to restore the real value of all teachers' salaries to what it was in 2010;
- b. The restoration of mandatory pay scales and responsibility payments for all teachers whose employment is publicly funded, including those in academies, free schools and sixth form colleges;
- c. The restoration of national pay bargaining; and
- d. An end to the current system of so-called "performance related pay" that has been so arbitrary and so destructive of teacher morale.

**Conference instructs the Executive to:**

- I. Work with other teacher unions with a view to submitting a joint pay claim of at least 5%;**
- II. Ensure that a key demand in such a pay claim is that it is fully funded by the Government;**
- III. Develop campaign materials, that link our pay claim to the need for increased school funding;**
- IV. Plan regional rallies and other events, in conjunction with local districts, working with other unions campaigning on pay and funding;**
- V. Work with local associations and regional offices to monitor LA and MAT pay policies to ensure that joint union guidance on the 2018 increase is being implemented and support action where this is not happening;**
- VI. Support the claim by unions representing school support staff and include the need for school support staff to have a pay increase in our publicity and materials;**
- VII. Continue to develop the campaign for Greater London Pay; and**
- VIII. Commit to further action, including strike action, if our demands are not met.**

## **Fair Pay and Conditions for Supply Teachers Motion 83**

*Denbighshire Association to move*  
*Denbighshire Association to second*

Conference notes with concern that:

1. The pay and conditions of supply teachers in England and Wales has continued to deteriorate;
2. Supply teachers are unable to access the Teachers' Pension Scheme;
3. Massive hurdles are placed in front of Supply teachers to prevent them accessing professional development; and
4. Some supply teachers are encouraged to sign away their rights under EU Agency Worker regulations to the same pay as contracted workers after 12 weeks in the same job.

Conference reaffirms its' commitment to an "in-house" system of democratically accountable, properly rewarded employment for all of our supply teacher members. Conference does not accept that taxpayers' money should be syphoned off by supply agencies into private shareholder dividends.

Conference believes that to achieve the aim of restoring a publicly run supply pool system; pressure will need to be maintained on the UK Government and Welsh Assembly.

**Conference congratulates the Supply Teacher Network and supply teachers across the UK for the work they have undertaken and instructs the Executive to:**

- i. **Work with other teacher unions to campaign for fair pay and conditions for all supply teachers, such a campaign to specifically include:**
  - a. **Ensuring a minimum pay threshold and experience are reflected in pay;**
  - b. **Access to the teachers' pension scheme;**
  - c. **Access to free CPD;**
- ii. **Recognise the role that supply teachers play within the Union by encouraging every district to have a Supply Representative, funded to attend events; and**
- iii. **Actively campaign to re-introduce public supply pools on a local and national level by providing information to District Secretaries to mobilise the membership to end the current injustices suffered by supply teachers.**

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## **Sector Conferences Section:**

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### **Non-Pensionable Allowances Motion 86**

*Independent Schools Sector to move*  
*Independent Schools Sector to second*

Conference notes that some schools in the independent sector use non-pensionable allowances (NPA's) to remunerate staff for duties such as boarding, sporting and library. This practice also seems to be spreading into the maintained sector.

Given the change in pensions to a career average scheme, this now has a detrimental effect on future pensions.

**Conference therefore instructs the Executive to:**

- 1. Raise members' awareness of the issue of non-pensionable allowances; and**
- 2. Lobby the National Association of Independent Schools Governors, the TPA, ISC, HMC and other appropriate bodies to make all allowances pensionable.**

## **T-Levels Motion 87**

*Post 16 Sector to move*

*Post 16 Sector to second*

Conference notes that constant changes in curriculum across all education sectors impact on post-16 education. Recent changes to the school curriculum have resulted in a more academic approach side-lining vocational education.

However, the introduction of T-Levels will force young people at 16 to choose either an A-Level route for university admission or a technical route - for which they are unprepared - to learn job-based skills.

Conference believes that:

1. Most post-16 learners are participating in levels 1 and 2 courses of study, yet there is no indication that T-Levels will complement or support that cohort on the currently existing plans; and
2. Post-16 members are deeply concerned that the Government has failed to seriously consult with trade unions and the wider educational community and is heading toward another Diploma disaster. This is something the sector can ill- afford.

**Conference instructs the Executive to lobby Government to:**

- i. Carry out detailed research in countries where technical education is successful;**
- ii. Ensure equivalent resources are made available to deliver T-Levels in this country;**
- iii. Offer appropriate subjects in schools which prepare students for T-Level study post-16;**
- iv. Ensure an appropriate, meaningful transition year pre-Level 3 is available;**
- v. Properly fund careers advice for students under 16.;**
- vi. Allow "real work" (i.e. paid jobs) and college-based work environments to be used as industry experience if they fulfil relevant criteria;**
- vii. Ensure high standards of assessment (underpinned by Ofqual regulation).**
- viii. Ensure that all summative assessors are appropriately qualified;**
- ix. Consider and act upon equality implications for students where local workplaces are limited and not diverse leading to a limited T-level offer or where the time and cost of travelling to a Further Education college will be too great for students;**
- x. Ensure appropriate support for SEND learners;**
- xi. Consider potential safeguarding issues which may be created due to the increased duration of work experience required in the T-Levels;**
- xii. Ensure continued provision of a variety of applied general qualifications; and**
- xiii. Commit to ensuring the Education Unions' involvement in all T-Level development and implementation.**

## **Support Staff Within the NEU and Beyond Motion 88**

*Support Staff Sector to move  
Support Staff Sector to second*

Conference recognises Support Staff are a valuable body of professional people working hard each day in every nursery, school, sixth form and college. It is welcome that the NEU notes it is not just a teachers' union but an education union. The largest education union in Europe. One union. Representing one diverse professional workforce.

Conference acknowledges that although in recent years there have been some gains made in certain areas there continues to be a wide spread and sustained use of term-time support staff contracts in our schools Eroding the pay and conditions of our membership.

Conference notes with concern the sustained and disproportionate impact that school cuts have had and are having on Support Staff, leading to mass redundancies, erosion of pay and conditions, a recruitment and retention crisis, leading to increased workload for all Educational Professionals. These devastating cuts impact on heavily on all children's ability to be safe and learn, though have an inordinate impact on children and young people with SEND.

Though the NEU does not actively recruit Support Staff the membership of this section within the NEU continues to increase and now stands at in-excess of 25,000 members. It is vital that this committed, essential and professional workforce is fully represented within the structures and campaigns of the NEU.

- 1. The NEU continues to fully represent our increasing support staff members;**
- 2. Conference asks the Executive Committee to campaign and lobby for the restoration of the SSSNB;**
- 3. Conference instructs the Executive Committee to set up a campaign with the aim to move all support staff back to 52-week contracts; and**
- 4. To lobby Government to recognise support staff's vital role and professional status, to devise and adopt professional standards and fair treatment; and for them to be afforded the professional status they deserve within the National Education Union and the wider education sector ecology.**

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## **Strategy Section:**

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### **Representation for Support Staff Motion 93**

*Northampton Association to move  
Nottinghamshire Association to second*

Conference notes that:

1. A significant proportion of the new joiners to the National Education Union since September 1st, 2017 have been support staff;
2. The Union currently does not have recognition and bargaining rights in respect of representing support staff with most employers;
3. Prior to January 1st, 2019 the relevant sections of the Union and the JEC approved an undertaking not to actively or knowingly recruit support staff; and
4. Union density for support staff is substantially lower than for teachers.



Conference believes that:

- i. There can be no second-class citizens or categories of membership in our Union;
- ii. The significant numbers of new support staff members since the creation of the NEU have been attracted by the prospect of education workers organising and campaigning together in the fourth largest union in the UK; and
- iii. We cannot deliver properly on the potential of the NEU as long as we refuse to fully represent a significant section of our membership.

**Conference instructs the Executive to:**

1. **Seek, at the earliest opportunity, recognition and negotiating rights in respect of our support staff members;**
2. **Liase with the existing unions representing support staff to make clear our desire to work with them, to strengthen union density and effectiveness among support staff; and**
3. **Bring to an end the undertaking not to actively or knowingly recruit support staff.**

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## **Structure Section:**

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### **Retired Members – An Entitlement to Vote in NEU Elections Motion 102**

*North Yorkshire Association to move  
NEU JEC to second*

Conference recognises the valuable work retired members do in supporting the work of the Union and especially at Branch and Local District level.

Many retired members maintain retired union membership after a long period of union activism.

Conference recognises that retired members have a legitimate interest in voting in NEU elections and resolves to amend NEU Rule in order to achieve this.

**To this end, Conference instructs the Executive to amend Rule 11.16.1 (a) by the deletion of ‘retired’.**

### **Quorum for District/Branch Meetings Motion 99**

*Somerset Association to move  
Somerset Association to second*

Conference notes that the quorum set for local district/branch meetings is impractical, particularly in rural areas, where members need to travel some distance to attend meetings.

**Conference instructs the Executive to give autonomy for setting the quorum back to local districts/branches.**

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## Union Strategy Section:

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### Abolish the Anti-Union Laws Motion 104

*Leeds Association to move*  
*Leeds Association to second*

Conference notes:

1. The large raft of legislation passed by Conservative Governments between 1980 (FC) and 2016 aimed at restricting legitimate trade union action;
2. The Conservative laws have made solidarity strikes illegal and prevent unions taking political strike action. These laws prevent us striking to defend the NHS and prevent stronger groups of workers helping less well-organised workers.
3. The anti-union laws prevent effective picketing;
4. The Conservative laws prevent unions taking prompt action involving us in long-Drawn out, cumbersome balloting procedures;
5. The 2016 Trade Union Act stipulates high thresholds for turn-outs and 'Yes' votes in strike ballots and gives the state new powers to interfere in internal union affairs; and
6. Unions which breach these laws can be liable to massive fines.

Conference further notes:

- i. Tony Blair's New Labour Government was proud to retain the anti-union laws;
- ii. Labour's 2018 conference once again passed policy to abolish the anti-union laws: "Labour will form a radical Government; taxing the rich to fund better public services, expanding common ownership, abolishing anti-union laws and engaging in massive public investment"; and
- iii. The Union membership has an immediate, pressing interest in seeing all the Conservative anti-union laws abolished and replaced with a positive set of rights for workers: the right to join an effective trade union, the rights to picket and strike.

**Conference instructs the Executive to:**

- a. **Work closely with the Labour leadership to see that Labour abolishes all the Conservative anti-union laws; and**
- b. **Organise and lead vocal and active campaigning on this issue, explaining to our members, the wider movement and all workers why this is such a crucial demand; and encouraging our local organisations to campaign with other unions and local Labour Parties.**