

General District Meeting

Agenda 24/01/2025

Venue: The Merebrook

Attendees – See attached sheet.

Apologies	
Minutes/Matters Arising	
Welcome Introductions	
Reports	
Executive Elections	Please see attached Debs Gwyn was invited to come and speak to us.
Local Disputes	
National Campaign	Fund Fair Pay • In 2022/23, NEU teacher members in state schools took 8 days of strike action, resulting in a 6.5% pay rise • In 2023/24, a 5.5% pay rise followed • Both rises were marginally above inflation, beginning the process of a correction to teachers' pay • Both rises were part funded with additional funding • For 2024/25, the offer is a 2.8% pay rise with no additional funding- the money would come from the schools budget already announced.
On going concerns	Office Space 380 + Vat pcm, 30 days cancellation we will need some equipment to meet our requirements on regards to OH, however we have furnished it for now at no cost to members. Cost of equipment can be found in the earlier amount put aside due to underspend for new Ass. Secretary equipment.
Correspondence	Executive elections see attachments
Financial Resources	Update from Treasurer
Conference	Nominate committee

	Syeda Ferdushi Mohshin Steve Adderley Neil Sledge Nichola Murphy Janis Simpson Paul Ronayne Malka Billing Wayne Blessing Lesley Ashcroft Richard MacKenzie Identify motions from 44. Funding and teachers' pay 57. End academisation, bring back local control – COMPOSITE 61. Crisis in SEND 81. Professional unity – moving forward 20. Mandatory adoption of the Burgundy Book for all schools and academies 21. Defend educators' pensions 30. Primary UPS TLR 67. Remembering Srebrenica - a call for educational action 71. Unity is strength 8. Ofsted and attendance 12. Work-related stress 14. Misuse of fixed-term contracts 29. End the freedom of academy trusts to worsen pay and conditions - COMPOSITE 32. Violence in the education sector 59. SEND places and funding
Upcoming events	1st March – Fund Fair Pay Ballot opens. 4th Feb Fund Fair Pay Hoylake Briefing 30th Jan – Online Fund fair pay briefing
AOB	

Appendix

Last Minutes

Next Meeting 6th March 2025

Previous Minutes

Agenda 14 November 2024

Venue: The Acorn, Bebington

Attendees: See attached register

Apologies	Terry Dobbins, Kate Wilson, Jennifer Coles, Mike Studley, David Buckley	
Minutes/Matters Arising		
Welcome Introductions		
Reports		
Local Disputes	Wirral Send Team	Catch up with rep - Holly
On going concerns	Upgrade and update of equipment - £3000	Mike proposed, Nichola seconded No office to work at (Neil) Carried unanimously
Correspondence	Regional Office – Workload, Pay Awards,	£25 voucher created positive response
Financial Resources	Update from Treasurer Increase in hardship fund	£35K in account – Paul May need 2 more computers in future Remittance from HQ each quarter – approx. £3K HQ take about £2K Send 10 delegates – greatest cost Working hard to minimise costs – Paul has sourced hotel at £7K compared to £17K initially – Paul Hardship fund - £150 Proposal to put in £500 and permission for committee to put in another £2K Steve proposed, Katie seconded (Paul abstained) Approved 9 staff – 2 weeks
Upcoming events	Conference Nominations Motions for conference Date of Next Meeting 23 rd Jan 2025	Expression of interest – not enough currently 2 motions on Unity and SEND Steve proposed, Paul seconded approved SEND Nichola proposed, Fedushi seconded unanimous vote Steve

		suggested may be a composite motion Steve fed back re meeting at HQ and there are SEND motions going through to conference Pushing for inclusivity and curriculum pathway offer, funding, assessments, systems, training and expertise 19 for Unity, 5 for SEND
AOB		19 in attendance, closed at 5:45pm

National Executive Elections

NEU National Executive Elections 2025

Vote

Jade Watson

for the NEU Independent Sector National Executive Seat

I am an experienced and passionate school rep, Independent Sector National Council member and NPYW officer for Surrey District.

If elected, I will bring a fresh perspective to issues being faced by Independent Schools today, raising awareness and building power where our members need us most.

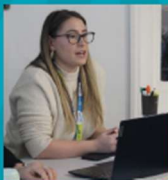
SCAN ME



jade.watson@neu.org.uk

Priorities:

- Fair pay for Independent Sector teachers and support staff – with cost of living increases which match or better inflation.
- To campaign for workload reform in the Independent Sector – particularly on WTR for boarding establishments.
- The robust defense of the TPS and to secure the best outcomes for our members in pension disputes.
- Empowering members and reps to access training and negotiate with their employer.
- Campaigning and raising awareness within the union about issues faced in Independent Sector contexts – especially in specialist SEND provision.
- To promote the submission of a pay claim in every independent school.
- For recognition agreements which give reps the power to negotiate meaningfully on pay, hours, workload and policies in their schools.
- To maintain a close and co-operative working relationship with reps from the state sector, showing solidarity in our shared struggles.

Email:
jade.watson@neu.org.uk

X (Twitter):
@miss_jwatson






NOMINATE
KATHRYN BARNES
LGBT+ EXECUTIVE MEMBER

2025-2027

TEACHER - REP - OFFICER - LGBT+ OF VICE CHAIR

- A COMMITTED ACTIVIST - INVOLVED AT EVERY LEVEL
- AN EXPERIENCED TEACHER - 16 YEARS PRIMARY & SEN
- A DEDICATED SCHOOL REP - 6 YEARS
- AN EXPERIENCED COMMUNITY LEADER - VC LGBT+ OF, PRIDE EVENTS, LGBT+ WOMEN'S NETWORK.
- A LOCAL ORGANISER - BIRMINGHAM EQUALITIES OFFICER

CONTACT: KATHRYN.BARNES@NEU.ORG.UK

KATHRYN BARNES

BIOGRAPHY

- Teacher of sixteen years' experience - 7 - 19 year olds, experienced in primary, middle, mainstream and SEND.
- School rep for six years across three schools.
- Birmingham District Equalities Officer.
- West Mids Regional Council chair 2021 - 2022, vice-chair 2024 - 2025.
- Organised NEU at Birmingham Pride over multiple years, voted 'Best Pride Presence' 2022.
- Organised first and second Midlands Weekenders, including delivering sessions.
- LGBT+ OF member 2019 - 2024, vice chair 2023 - 2024
- Founding member and co-chair of the LGBT+ Women's Network.
- Chaired multiple sections of LGBT+ conference 2024, including motions debate and keynote panel on LGBT+ activism in our union.
- Successfully proposed LGBT+ conference motion at Annual Conference in 2023, enacting rule changes that improved equalities OF procedures for all, and 2024 motion on protecting trans and non-binary young people.



Motions for priority

44 Funding and teachers' pay

Conference notes:

1. Education funding currently constitutes 3.9 per cent of GDP (down from 5.6 per cent in 2010-11)
2. The OECD education funding average is 5 per cent with some countries spending 6-7 per cent
3. An increase of 1 per cent is around £27bn
4. The National Foundation for Education Research (NFER) 2024 report calculates that in 2023-24, despite the 6.5 per cent increase, pay for experienced teachers was 11 per cent lower in real terms than in 2010-11
5. The STRB report 2024 states that "the relative value of teachers' earnings has fallen behind the wider labour market (by 14 percentage points since 2010)"
6. There is a crisis of recruitment and retention in the UK with the OECD reporting that "8.7 per cent of teachers in England resigned in 2021-22, which is almost double the average of 4.6 per cent in 15 other countries. In 2022-23, 9.6 per cent of qualified teachers in England left the state-funded sector".

Conference believes:

- i. The funding crises severely impact our children's education and is a significant driver of workload
- ii. Education funding should be at least 5 per cent of GDP and the government should aim for this by the end of its term in office if not sooner
- ii. Pay restoration relative to both inflation and average earnings is essential if we are to retain teaching staff and should also be a target for the government by the end of its term of office or sooner.

Conference instructs the executive to:

- a. **Campaign for education funding to be at least 5 per cent of GDP**
- b. **Campaign for pay to be restored to 2010 levels relative to inflation and average earnings**
- c. **Campaign vigorously each year, as well as hold a ballot for action, if necessary, for a pay rise both higher than inflation and higher than the average wage increase, and call upon districts and branches to make this a priority**
- d. **Include in the above campaign a demand that funding is increased each year to bring it up to at least 5 per cent of GDP.**

Hackney, Haringey, Birmingham, Sheffield, Nottingham, Bedford

57 End academisation, bring back local control – COMPOSITE

Conference notes that more than 10,000 schools, half of all of England's state-funded institutions, are now academies, in over 2,400 academy trusts.

Conference believes:

1. The academy programme has failed, resulting in a worsening of school funding, and causing damage to both students' education and staff working conditions
2. Academies do not provide better quality education than LA schools, and there is no evidence that forced academisation guarantees improvement
3. All privatisation in education should be reversed. All schools, colleges and education services should be re-nationalised and returned to LA control
4. LA schools need to be properly funded, with spending on education raised to at least 5 per cent of GDP
5. Funding should be provided to support local authorities to rebuild their education services, following years of underfunding and cuts
6. Education should be locally run and democratically accountable to local communities, to parents and to staff
7. An ideological obsession with academisation has failed a generation of children, and has led to greater inequality, less happiness and a narrowed curriculum and prescriptive pedagogy in many schools
8. The system of school support (or 'middle tier') has almost disintegrated. It is opaque, unaccountable and ineffective and its effects are felt most keenly in the loss of the safety net that supports our most vulnerable children and families
9. The voices of parents and local communities has been restricted, if not silenced, and local planning impeded
10. Obscene CEO pay and top slicing continue to plague the education sector and the threat to teachers' pensions is very real
11. The government has an obligation and an opportunity to begin to tackle the negative impact of academisation, as well as reviewing the curriculum
12. The union should continue to campaign for all schools to be moved under the aegis of their local authority during the term of this government
13. There are interim measures which could be implemented in the short term.

Conference instructs the executive to:

- i. **Continue to campaign for all schools to be run under the remit of the local authority**
- ii. **Work with education partners and campaigns to organise a national roadshow to galvanise public debate around key areas of curriculum and assessment and SEND, but also around accountability, governance and democracy**
- iii. **Support local campaigns to oppose further academisation and privatisation in education, up to and including support for industrial action.**
- iv. **Campaign for there to be a legal route for academised schools/colleges to return to LA control, with adequate funding provided to allow authorities to manage the transition**
- v. **Call for interim measures including:**
 - a. **An immediate halt to forced academisation**
 - b. **Parents and staff to have the right to representation on governing bodies**
 - c. **All teachers' terms and conditions to be governed by the STPCD and the Burgundy Book, and all support staff by the Green Book and the teachers' pension scheme protected**
 - d. **All admissions to be controlled by the local authority, and support given to rebuilding the 'middle tier'.**



National Education Union

Wirral

Lambeth, Warwickshire, Haringey, Halton, Birmingham, Waltham Forest, Sheffield,
Nottingham, Cambridgeshire, Derby City, City of Preston, Hastings, Coventry, Medway,
Newham, Lewisham, Worcestershire, Bristol, West Sussex

61 Crisis in SEND

Conference believes:

1. The SEND system is completely broken and needs systematic widespread reform
2. The delivering better value (DBV) and safety valve schemes imposed by the previous government have failed to deliver and are not fit for purpose
3. In 2023 98.3 per cent of SEND tribunal appeals were lost by local authorities
4. LAs are not able to meet their legal obligations to children and young people (CYP) with SEND due to government funding cuts
5. Years of underfunding mean SEND support is inadequate.

Conference notes there have been several debates about SEND in parliament and thanks those MPs for highlighting the systemic issues this sector faces.

Conference further believes:

- i. The DBV and safety valve schemes are failing, not supporting students with SEND
- ii. The DBV and safety valve schemes should be scrapped with immediate effect, as they pit cost-cutting against legal compliance
- iii. All LA high needs debt should be written off
- iv. Outcomes of tribunal cases should be published (as previously) to enable everyone to see and learn from decisions – allowing for better transparency and the holding of LAs to account
- v. A relational approach to education could create school environments where neurodiverse children and those with mental health conditions thrive
- vi. By the time SEND support has been put in place, the CYP's needs have already escalated.

Conference instructs the executive to:

- a. **Call on the Education Secretary to increase funding and make SEND a priority, to ensure that all education provision is inclusive**
- b. **Start a national SEND campaign and call on the government to scrap the DBV and safety valve schemes with immediate effect and to write off LA high needs deficits**
- c. **Encourage districts and branches to lobby MPs and local councillors as part of the national campaign**
- d. **Promote the importance of early intervention and that the right training to be provided to all educators**
- e. **Survey LAs to find out what they need to support statutory services and then publicise the findings.**

Devon, Hackney, Croydon, Oxfordshire, Warwickshire, Haringey, Halton, Birmingham, Luton, Sheffield, Staffordshire, Wandsworth, Camden, Bedford, Cambridgeshire, Redbridge, Wakefield, Ealing

81 Professional unity – moving forward

Conference believes:

1. The union continues to stand for professional unity for education workers and calls for all unions to put aside competitive trade unionism
2. There needs to be an end to divisive competitive recruitment which assists employers and government
3. The creation of our union through amalgamation has greatly increased our strength.

Conference instructs the executive to:

- i. **Continue to organise joint events, to have joint publications and joint actions on issues concerning the profession including the total ending of the Ofsted system and the privatisation of education through academisation**
- ii. **Organise a conference with other unions, before the next annual conference, to seek greater co-operation and to discuss the future of education and education trade unionism**
- ii. **Redouble its efforts to seek further amalgamations with the aim of creating one union for education workers. This to include initiating meetings, on or off the record, with individual education unions**
- iv. **Take a motion, or amendment to another motion, to the TUC Congress in September 2025 that promotes a move to sectoral unions and increases the industrial strength within each sector, by calling for a working party to report on progress by Congress 2026.**

North Yorkshire, Portsmouth, Hammersmith and Fulham, Brent, Buckinghamshire

20 Mandatory adoption of the Burgundy Book for all schools and academies

Conference notes the Burgundy Book sets national standards for teachers' pay and conditions in LA schools, as well as critical employment protections, including sick pay, maternity/paternity leave, and notice periods

Conference believes:

1. Mandating the Burgundy Book across all schools and academies ensures equal employment rights for all teachers
2. Exemptions undermine teachers' job security and contribute to a 'race to the bottom' in pay and conditions
3. Consistent standards support teacher recruitment and retention and create a more equitable education system for staff and students alike.

Conference instructs the executive to:

- i. **Campaign for the mandatory adoption of the Burgundy Book as a minimum in all schools and academies, ensuring national pay and condition standards for all teachers**
- ii. **Collaborate with branches to pressure government, academy trusts, and local authorities to enforce compliance**
- ii. **Challenge negative deviations from the Burgundy Book, ensuring members are informed of their rights and protections**
- v. **Provide resources to reps to help negotiate and advocate for Burgundy Book provisions within schools and academies.**

Southern Derbyshire

21 Defend educators' pensions

Conference believes pensions are deferred salary and any attack on pension provision should be strongly opposed.

Conference further believes the Local Government Pensions Scheme (LGPS), whose membership includes support staff, should base its investments on ethical principles, as adopted by this union, and that the NEU should work with others in the scheme to achieve this goal.

Conference instructs the executive to:

- 1. Defend the TPS in all educational establishments and oppose any attempts by bodies such as United Learning Trust to leave the scheme**
- 2. Encourage all those becoming teachers to join and retain membership of the TPS**
- 3. Encourage independent sector members in the TPS to remain in the scheme**
- 4. Campaign for independent members not in the scheme to be entitled to join the TPS without detriment to existing salaries and entitlements**
- 5. Campaign against any attempt to introduce fire and rehire or other measures to deny access to the scheme**
- 6. Campaign for the triple lock for the state pension to be maintained**
- 7. Support the WASPI campaign to gain justice for women whose retirement age was changed by government without consultation**
- 8. Campaign for the restoration of the winter fuel allowance**
- 9. Seek union representation on all appropriate national bodies and on local council pension boards and take any action necessary to defend the pensions of members in the LGPS**
- 10. Reaffirm its commitment to encourage all members who retire to retain their membership of the union and be recognised as 'members who have retired', rather than 'retired members'.**

Birmingham, Nottinghamshire, Luton, Nottingham, Hammersmith and Fulham, Wandsworth, Northern Derbyshire, Bedford, Kirklees, Cambridgeshire, Northumberland, Redbridge, West Sussex

30 Primary UPS TLR

Conference believes:

1. Non-payment of TLRs for many subject leaders in primary schools remains a major problem. This issue is made worse by the misuse of UPS
2. Primary subject leaders are frequently given little release time to undertake their roles, exacerbating already unacceptable workloads
3. Confusion and misinformation about TLR roles in many primary schools is enabling both the exploitation of teachers and, in some schools, a culture of accepting significant subject leadership with no pay or time given
4. Pay policies in many primary schools are not transparent, giving little information about how TLRs are given, how UPS is agreed and how subject leadership is organised
5. Clear and realistic guidance detailing acceptable practice would help reps negotiate and challenge poor practice effectively.

Conference instructs the executive to

- i. **Write to every head teacher reminding them of both the STPCD requirements and the union's policy that substantial responsibilities should attract a TLR payment**
- ii. **Extend the survey of primary members committed to in motion 13 of conference 2024 to uncover how subjects are led and managed in individual schools**
- iii. **Campaign for the removal of UPS, to be replaced by one nine point pay scale**
- iv. **As part of the union's bargaining support, provide improved resources to primary reps including:**
 - a. **Case studies of good and unacceptable practice in subject leadership, pay and release time given**
 - b. **Making clear the distinctions between the roles of supporting development of a curriculum area as part of any teacher's professional duties, and accountability for subject standards and data for monitoring and inspection purposes**
 - c. **While the abolition of UPS remains a goal, provide members with clear examples of what constitutes acceptable 'substantial and sustained' evidence for UPS applications**
- v. **Demand transparency in school pay policies by campaigning for a requirement for schools to detail the value and responsibilities of TLRs, and UPS processes**
- vi. **Support school groups and branches who use industrial action to win improvements in the use of TLRs in primary schools and disseminate good practice across the union.**

Devon, Lambeth, Croydon, Oxfordshire, Waltham Forest, Nottingham, Staffordshire, Lewes, Eastbourne and Wealden, Northumberland, Derby City, Redbridge, Bradford, Tower Hamlets and the City, West Sussex

67 Remembering Srebrenica - a call for educational action

Conference notes:

1. 2025 marks the 30th anniversary of the genocide in Srebrenica when, in July 1995, in the first ever United Nations declared safe area, thousands of Bosnian Muslim men and boys were systematically murdered and buried in mass graves. This was the worst atrocity on European soil since the Second World War
2. The massacre followed a four-year-long campaign of terror and persecution across Bosnia against Bosnian Muslims after Bosnian Serb forces seized the city of Sarajevo
3. From May 1992, Bosnian Serb forces under the command of General Ratko Mladić, used shelling and sniping to target key institutions, as well as civilian areas of the city, killing, wounding, and inflicting terror upon the civilian population. During this time, almost all of Sarajevo's cultural, religious, and residential buildings were either partially or completely destroyed. This was replicated across Bosnia, particularly in Eastern Bosnia and around Srebrenica.

Conference believes:

- i. By marking Remembering Srebrenica and using educational resources, schools can help students:
 - a. Understand the devastating consequences of genocide and the importance of preventing such atrocities in the future
 - b. That negative responses to difference can lead to the escalation of hate
 - c. Develop empathy and compassion for victims of genocide and human rights abuses
 - d. Learn about the role of education in promoting peace, respect and human rights
- ii. That the union is central to efforts to promote education about genocide and human rights, and to support schools in their efforts to create a more just and peaceful society.

Conference instructs the executive to:

- I. **Encourage all schools to mark the 30th anniversary of the Srebrenica Massacre and utilise the educational resources available from the Remembering Srebrenica website**
- II. **Promote the importance of teaching about the Srebrenica genocide and other acts of genocide to raise awareness and understanding of the dangers of hatred, intolerance, and discrimination**
- III. **Support the development of high-quality educational resources on genocide and human rights for use in schools.**

Oxfordshire

8 Ofsted and attendance

Conference notes:

1. School attendance has declined in recent years, with many contributing factors including Covid, and other pressures such as poverty and mental health concerns
2. The DfE reported that during the 2022-23 school year, more than 21 per cent of pupils missed at least one day of school each fortnight, meaning they were 'persistently absent'
3. School leaders are under increasing pressure from the government to raise attendance figures
4. Attendance has now been given more prominence in the revised Ofsted framework, with attendance data being used to form a judgement on school performance.

Conference believes:

- i. A range of factors contribute to attendance issues, many of them are outside of the control of schools and educators
- ii. Attendance should not be used as an indicator of performance in schools and will only increase pressure and add to already unmanageable workloads
- iii. Ofsted demands will not alleviate the problem. They will push schools to increase the use of attendance awards and other strategies even more. These have a punishing effect on students and families
- iv. Attendance challenges should be met with support, not damaging inspection grades
- v. A one size fits all approach to reporting attendance is unhelpful and unfair
- vi. Schools can develop personalised strategies to improve attendance but require adequate staffing, support and funding to do this.

Conference instructs the executive to:

- a. **Lobby the government for better attendance funding for schools and other services to support disadvantaged and higher risk students and their families**
- b. **Continue to push for universal free school meals to improve attendance**
- c. **Develop more appropriate resources for educators when promoting school attendance and encourage districts to support schools to work with students and families in a positive and enduring way**
- d. **Demand that data driven attendance judgements are removed from Ofsted inspections.**

Coventry

12 Work-related stress

Conference notes:

1. There is an increasing number of members absent from the workplace because of work-related stress
2. According to the Health and Safety Executive (HSE) publication 'Education Statistics in Great Britain, 2024, work-related stress, depression or anxiety amounts to 53 per cent of all ill health in education
3. Workplace stressors include workload, working patterns, demands, lack of control, poor communications, lack of transparency, employer and employee relations, bullying, isolation, and the working environment.

Conference believes:

- i. That workplace stress has a profound impact on the long-term mental and physical health of all educational professionals
- ii. Work-related stress has a detrimental effect on recruitment and the retention of educationalists in our schools and colleges
- ii. All ill health but specifically anxiety and depression caused by work-related stress impacts negatively on all teaching and learning in our workplaces
- v. All work-related stress should be reportable to the HSE in the same way as work related injuries.

Conference instructs the executive to:

- a. **Launch a campaign to raise awareness of the legal duty of employers to prevent stress and that the management of stress should be included as part of health and safety risk assessments**
- b. **Raise the profile of the six HSE management standards (demands, control, support, roles, change and relationships) and challenge employers that do not have in place measures to address them**
- c. **Produce a model policy to manage stress in the workplace**
- d. **Implement a new workload survey including questions on the impact of workload, working patterns, working environment and subsequent work-related stress**
- e. **Promote the union's stress survey**
- f. **Approach other unions and the Trade Union Congress (TUC) to request that they join us in negotiating with the HSE to make changes within the Reporting of Injuries, Diseases, and Dangerous Occurrences Regulations (RIDDOR) guidance to have all work-related stress reported, investigated and measures recommended as good practice.**

West Sussex

14 Misuse of fixed-term contracts

Conference believes fixed-term contracts are being used by some schools to act as a de facto probationary period for teachers.

Conference further believes fixed-term contracts should only be used to cover for known time-limited absences such as maternity leave or secondments.

Conferences instructs the executive to:

- 1. Survey members to discover the extent to which fixed-term contracts are being misused**
- 2. Produce materials for local officers to help them oppose the misuse of fixed-term contracts by schools**
- 3. Produce a model policy on the use of fixed-term contracts for local officers to encourage local authorities and MATs to adopt.**

Liverpool

29 End the freedom of academy trusts to worsen pay and conditions - COMPOSITE

Conference recognises academy trusts have the power to employ staff on terms less favourable than those set out in the Green Book, the Burgundy Book and the STPCD, which apply to staff who are employed by LA schools.

Conference understands most trusts recognise that it is not in their own interests to seek to worsen the pay or conditions of their staff, but a lot of the work the union undertakes is a result of the minority who do try to make detrimental changes. Worsening school funding and the lack of a national framework runs the risk of this number growing.

The union has had to fight battles to protect staff from excessive working time arising from departures from the 1265 hours, worsened sick leave and sick pay, failure to recognise continuous service to qualify for maternity leave and other abuses.

Conference believes these abuses could effectively be ended by a simple decision by the government to compel academies to follow the same practices as those of maintained schools.

Conference instructs the executive to:

- 1. Approach the government, with our sister unions where possible, to seek that regulations be made requiring academy trusts and all publicly funded education providers to employ staff on terms no less favourable than those in the STPCD and Green and Burgundy Books**
- 2. Call for the Education and Skills Funding Agency to make it a condition of a funding agreement that any maintained school observes STPCD and the Green and Burgundy Books**
- 3. Press the need for a forum for the negotiation and consultation of any changes to these conditions**
- 4. Build a campaign to support these approaches including balloting members in schools which are affected by detrimental terms and conditions.**

Rochdale, Hammersmith and Fulham, Kirklees, Bradford, Devon

32 Violence in the education sector

Conference believes:

1. Now is the time to address urgently the growing issue of violence within our educational institutions, which is impacting the safety, wellbeing, and effectiveness of our teaching and support staff, as well as student welfare
2. Violence in schools is not limited to physical assault. Increasingly, staff face verbal threats, harassment, and abuse, including misogynistic, racist, and otherwise discriminatory behaviour
3. Violence can come from multiple sources, including pupils, parents, and the community, leading to an environment of fear and stress that affects everyone involved.

Conference further believes there are several underlying factors contributing to this issue:

- i. Lack of additional learning needs (ALN) provision: Insufficient ALN support is failing our most vulnerable students, leading to unmanaged behavioural challenges. Without adequate resources and training to address diverse learning needs, staff are ill-equipped to handle escalating situations, putting both themselves and students at risk
- i. Funding cuts: continued budget reductions severely impact schools' ability to provide essential mental health support, sufficient staffing, and training in conflict de-escalation and trauma-informed approaches
- i. Increased workload: logging incidents and dealing with unruly pupils increases an already large workload
- r. Ineffective communication between schools and local authorities: this results in delayed responses to incidents and inadequate support systems.

Conference instructs the executive to:

- a. **Survey members to explore how extreme behaviour is impacting staff wellbeing, time-off, workload and the quality of teaching and learning**
- b. **Campaign to highlight the intolerable working conditions that extreme behaviour is causing**
- c. **Equip branch secretaries with the knowledge they need to challenge LAs over unsafe education establishments. There should be a clear break down of violent incidents recorded by health and safety officers and an urgent action plan to reduce or eliminate them**
- d. **Provide CPD opportunities to develop skills in mentoring, being an emotionally available adult, mental health first aid and using student voice to review existing provision, with the aim of improving student engagement and reducing aggressive outbursts.**

Torfaen