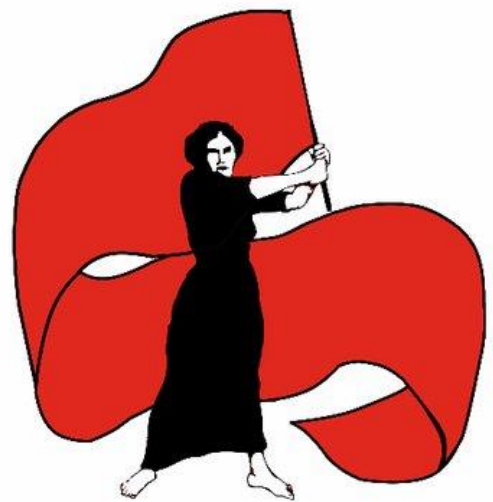


**Workers'
Liberty's
model motions
for NEU
conference 2020
Bournemouth**



Representation for support staff

Conference notes that:

- A significant proportion of the new joiners to the National Education Union since September 1st 2017 have been support staff
- The Union currently does not have recognition and bargaining rights in respect of representing support staff with most employers
- Prior to January 1st 2019 the relevant sections of the NEU and the JEC approved an undertaking not to actively or knowingly recruit support staff
- 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
- 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. Liaise 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
3. Bring to an end the undertaking not to actively or knowingly recruit support staff.

Teachers' Pay

Conference notes that:

- i. The 2018-19 pay award was inadequate and continued the pattern of decline in teachers' pay since 2010
- ii. The pay system is such that there is no guarantee of any cost of living increase for the majority of teachers even where the Secretary of State makes an award
- iii. The government continues to miss its teacher recruitment targets and teachers continue to leave the profession in record numbers
- iv. The government announced its intention to increase starting salaries to £30,000 nationally by September 2022
- v. It is not clear that teachers above the starting salary or in London would benefit from equivalent uplifts

Conference calls for:

- a) A pay increase of at least 7% in the first instance which applies to all pay points and is fully-funded;
- b) The abolition of PRP and 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 negotiating rights and collective bargaining;
- d) the removal of the clause in the School Teachers Pay and Conditions Document which states 'to work such reasonable hours as may be needed to enable him/her to discharge his/her professional duties.' and its replacement with a clear limit on hours teachers can be expected to work in line with existing union policy;

Conference instructs the Executive to:

1. Organise regional briefings in the summer term to promote the case for our pay claim and the need for action to achieve it;
2. Encourage branches to organise reps' briefings to promote this message following the regional briefings;
3. Produce materials for internal polling which argue for a serious campaign of action as the only means likely to win our pay claim;
4. Conduct, following a review of that first stage of the campaign, a ballot of members for industrial action in pursuit of the Union's pay claim;
5. Seek to co-ordinate any action with any other public sector union firmly committed to a campaign of industrial action for fair pay.

Boycott high stakes, summative testing in Primary Schools

Conference notes:

1. The impressive turnout in the 2019 ballot to boycott high-stakes, summative testing, with a 39% turnout and a 59% vote to boycott.
2. This was the highest turnout in a ballot of primary members in the history of the NEU, NUT and ATL.
3. Pledges by the Labour Party and Liberal Democrats to abolish SATs.
4. The detrimental effects of the SATs and high stakes testing on children and our members in primary schools including; narrowing of the curriculum, increased workload and mental health problems for staff and children.

Conference believes:

- i. Were it not for the undemocratic anti-union laws there would be little argument against taking action on the back of such a ballot.
- ii. That the high turnout and high support for a boycott necessitates a further campaign to build a successful ballot against the testing regime.
- iii. Such a campaign must use the results of the 2019 ballot to build on areas of strength and target areas of weakness utilising the full resources of the union to get the vote out.
- iv. Such a campaign has the potential to invigorate our organisation in primary schools, energising existing activists and recruiting new members and reps.
- v. The question of school workers' involvement in the abolition of testing is central. Opposition to SATs by political parties is welcome, but a campaign by education workers would place NEU members in a stronger position to negotiate the form of assessment that would replace the current system.

Conference resolves:

- a) To ballot all Primary members for a boycott of all high stakes, summative testing within Primary Schools for the academic year 2020/2021.

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."

This formation facilitates balloting all our Primary members. It allows us to ballot members in Autumn 1 and build the campaign up to a boycott in Spring 2021.

Scrap the NAHT/NEU Agreement on Avoidance of Disputes

Conference notes

- A. the agreement between the NAHT and the NEU entitled Avoidance of Disputes.
- B. That the agreement includes a commitment that, if it is enacted in any dispute, 'NAHT and NEU paid officials will.... seek to agree status quo ante' and 'a cooling off period' with no clear written requirement to get the agreement of members, workplace reps or lay officers to this course of action.

Conference believes that this agreement

- I. is of much more benefit to the NAHT than to members of the NEU. In practice it can make it even more difficult for our members, even where their support for collective action is overwhelming, to effectively challenge unreasonable practices by a head teacher
- II. is not consistent with our commitment to be a lay-led Union.

Conference instructs the Executive to write to the NAHT to inform them that, on the basis of a Conference decision, the NEU is withdrawing from the agreement with immediate effect

Workers' Representatives on a Workers' Wage

Conference Notes

1. That the starting salary for a teacher on the main pay range is £30,480 in inner London, £28,355 in outer London, £25,543 in fringe areas, £24,373 in the rest of England and £24,906 in Wales.
2. The salary for teachers rises, on the upper pay range, to £49,571 in inner London, £44,541 in outer London, £41,635 in fringe areas and £40,490 in the rest of England and Wales.
3. The salary for a teaching assistant ranges between £17,364 to a maximum of £23,211 in inner London, though many will earn less than this because of pro rata contracts.
4. The gross salaries of the joint general secretaries were listed in the 2018 annual return as £170,269 and £134,224.
 1. Both of these salaries exceed the statutory maximum pay for a headteacher in inner London of £121,749.

Conference Believes

1. It is impossible to represent workers effectively when you earn more than three times what many of those workers earn.
2. That the pay of our general secretaries is wildly out of step with that of the overwhelming majority of school workers the union represents.
3. That paid union officials should receive a workers' wage.
4. When our union officials are paid more than the school workers they represent they are distanced from the lived experience of those workers. That distance can lead to a lack of understanding of the plight of school workers on the part of our union officials. That lack of understanding holds back the fight to improve school workers' pay and conditions.
5. The pay of union officials should rise in line with the pay of workers the union represents.

Conference Resolves

1. To set the pay of union officials at the level of a skilled school worker, around the top of the main pay scale, or bottom of the upper pay scale, using the relevant scale for where that official is employed in the country.

No child should go hungry in our schools

Conference notes:

1. Children in years 3 and above cannot receive free school meals (FSMs) if their parents are migrants with leave to remain subject to a “no recourse to public fund” (NRPF) condition, or are undocumented.
2. These are often some of the poorest and most vulnerable children in our schools. Many report going hungry; where meals are provided, parents receive bills they cannot afford to pay.
3. A few schools and local authorities use their discretion to provide them FSMs, but have to find extra funds to do so.
4. North East London Migrant Action (NELMA), with the support in the labour and trade union movements of Labour Campaign for Free Movement (LCFM), are campaigning for all children who need them to receive FSMs and to end NRPF policies, and until this is secured, for local authorities to supply FSMs unilaterally.
5. The Labour Party has committed to end NRPF status.
6. That on 2nd October 2019, Lewisham Council influenced by this campaign, supported by Lewisham District NEU, has committed to free school meals for all who need them, regardless of immigration status.

Conference believes:

1. No child should go hungry in our schools because of who their parents are.
2. We oppose the inhumanity and racism of such “hostile environment” policies.
3. Denial of FSMs stops children reaching their potential – malnourished children cannot learn to the best of their abilities.
4. NRPF policies undermine all workers: when migrant workers are afraid that losing their job means their children will go hungry they are more vulnerable to mistreatment by exploitative employers, undermining pay and conditions for all of us.

Conference instructs the Executive to:

1. Send our support to NELMA and LCFM for the campaign to repeal all the discriminatory NRPF-related policies, and for local authorities to meet the need for FSMs in the interim.
2. Lobby government and political parties to this end.
3. Send briefing information and campaign materials to branches and encourage our members to join in campaigning activities with local families, communities and migrant support groups.

Academies: organise workers within them, fight to get them returned to local democratic control

Conference welcomes:

- 1) The efforts the new union is making to adapt its structures to organise across MATs
- 2) The policy passed at Labour Party conference which stated: *'that in government, the Labour Party will bring all schools back under local democratic control including academy and Multi Academy Trusts. Therefore proposals to wind up MATs and turn over control and management of schools to local democratically controlled structures should be developed urgently'*.
- 3) The continued campaigning by our union and parents' groups to stop further academisations.

Conference believes:

- 1) That organising workers in academies is not counter-posed to fighting to get them returned to local democratic control.
- 2) That organising workers in academies is best done by lay-reps, ideally with facility time, in those academies
- 3) That there is an opportunity raised by Labour's discussion on a National Education Service to end the fragmentation and privatisation of education.

Conference instructs the Executive to:

- 1) Ensure that the union gives maximum support to set up lay-led structures within MATs and academies
- 2) That the union continues to prioritise the fight against further academisations
- 3) That the union campaigns and lobbies for the end of academisation and the return of all schools to local democratic control

Exclusions

Conference:

Notes that the Timpson Review of school exclusions highlighted that:

1. Students with Educational Special Needs, Black and Gypsy/Roma and Traveller children and those eligible for free school meals are disproportionately excluded from school and from education, whether through short term or long term formal exclusion or the illegal off-rolling of students
2. There are huge discrepancies between schools that seek to include and those where there is a high rate of exclusion
3. Exclusion can leave children socially isolated and educationally disadvantaged, and puts them at risk of becoming involved in crime and the 'school to prison' pipeline
4. Parents of children excluded feel alienated and unsupported by the education system and the Independent Review System

Conference further notes the Review:

- (a) did not address fragmentation of the education system through academisation and the introduction of free schools and the lack of local democratic control, which has allowed schools to exclude without consequences
- (b) failed to address how the stereotyping of black children and institutional racism underlies racial disparities in rates of exclusion
- (c) that so called 'zero tolerance' approaches to behaviour do not support the needs underlying challenging behaviour
- (d) proposes to expand Alternative Provision

Conference instructs the NEU Executive to:

1. Campaign for a fully inclusive, properly funded education service where exclusion is reduced and ultimately ended
2. Continue to campaign for all schools to be subject to local democratic scrutiny
3. Campaign for schools to publish data on exclusions and the destinations of students no longer attending, and to be accountable for these students and the funding of their education
4. Campaign to ensure that managed moves only take place when properly resourced alternative provision is in place
5. Campaign against the expansion of Alternative Provision and for better funding for inclusive education within schools
6. Challenge the failure of government to address the racial and class inequalities in rates of exclusion, and to work with educators and parents of students affected
7. Call for the reform of Independent Review Panels, including returning their power to compel schools to accept back a student

Motion drafted by No More Exclusions

Oppose Brexit, Defend and Extend Free Movement

Conference notes:

1. An estimated 2.37 million EU nationals and an estimated 1.29 million non-EU nationals work in the UK.
2. EU and non-EU workers work in schools and are members of the NEU. School workers teach their children.
3. The government's settled status scheme is a marked failure. By July 2019 42% of applicants were denied settled status and many stories have emerged of shortcomings in the application process.
4. Some non-EU nationals living and working in the UK rely on leave to remain gained in other EU countries. There is currently no plan to secure the rights of these people.
5. As a result of the 2016 Brexit referendum migrant workers and European workers have faced increasing levels of xenophobia, racism and bigotry.
6. Many rights workers rely in on the UK derive from EU law, including protections under the Working Time Regulations, health and safety legislation and TUPE regulations.
7. The decision of Labour Party conference 2019 to "campaign for free movement, equality and rights for migrants."
8. The work of the Labour Campaign for Free Movement, Labour for a Socialist Europe and Another Europe is Possible in fighting, as labour movement campaigns, against Brexit and for free movement and a remain and reform position on Europe.

Conference believes:

- i. Brexit is a far-right policy which seeks to attack workers' and migrants' rights and turn native-born workers against migrant workers.
- ii. Brexit will erect serious barriers between the labour movement in the UK and the rest of Europe.
- iii. A system of free movement for all will best serve the working class internationally and will be harder to win if the already existing system of free movement in Europe is broken up.

Conference resolves:

- a) To oppose Brexit.
- b) To campaign to remain and reform in any future referendum.
- c) To defend the rights of our members and students who are EU and non-EU nationals.
- d) To affiliate to Another Europe is Possible.

Motion on Labour Party Affiliation

This Conference recognises that Labour Party education policy now increasingly supportive of the aims of the NEU

In particular we welcome Labour's commitment to a National Education Service, the scrapping of Ofsted and SATs, the reversal of funding cuts imposed by the Coalition and Conservative Governments, and the move to taking back free schools and academies back into local education authority control.

This Conference believes that the National Education Union needs to strengthen our voice in Parliament and that the best way to do this is through closer ties with the Labour Party, in line with other school based trades unions, such as Unison, the GMB and Unite. The Labour Party is unique in British politics in that it has, throughout its history, had organic links with the trade union movement, through which it was founded.

Conference therefore resolves to organise a ballot of NEU members on the question of affiliation to the Labour Party, with a recommendation from the NEU National Executive for members to vote yes in the ballot.

For a Socialist Green New Deal

Conference notes:

1. The inspiring struggle of students in the UK and internationally through the global climate strike movement.
2. The outrageous disciplinary procedures taken by some schools against the student climate strikers, including detentions, isolation and the case of three students at Albany Academy in Chorley who were banned from attending an end-of-year prom
3. To prevent the worst effects of climate change, we must keep the global temperature increase below 1.5°C.
4. Over 1°C has already occurred, causing floods, droughts, heatwaves, pollution, and hundreds of thousands of deaths. Tackling climate change is indivisible from social, racial and economic justice.
5. 100 corporations are responsible for the majority of carbon emissions. The Tories are deregulating fossil-fuel industry while cutting support for renewables.
6. The Labour Party's Green New Deal policy, which pledges "net zero carbon emissions by 2030", "a complete ban on fracking" and "a just transition, increasing the number of well-paid, unionised green jobs in the UK".

Conference believes:

- i. The NEU should continue to support the student climate strikes and the UK Student Climate Network and vocally oppose disciplinary action taken against climate strikers.
- ii. A worker-led just transition can take on the corporations which profit from ecologically dangerous technology.

Conference resolves:

- a) To echo the demands of the student climate strikers for:
 1. A government commissioned review into how the whole of the English formal education system is preparing students for the climate emergency and ecological crisis.
 2. Inclusion of the climate emergency and ecological crisis in English teacher standards
 3. An English Climate Emergency Education Act
 4. A national climate emergency youth voice grant fund
 5. A national Youth Climate Endowment Fund
 6. All new state-funded educational buildings should be net-zero; all existing state-funded educational buildings net-zero by 2030.
- b) To aim for a green rep in every school.
- c) To demand and campaign for powers for green reps to call industrial action over environmental concerns.

Uyghur people

Conference notes that the Chinese state has been systematically denying the rights of the Uyghur people – a nation of Muslim and Turkic heritage – in “Xinjiang Uyghur Autonomous Region”, northwest China (known to the Uyghurs as East Turkestan) for decades and that the level of repression has increased substantially since 2016.

Conference condemns the litany of human rights abuses perpetrated by China on the Uyghur people and other Muslim/Turkic heritage minorities including:

1. mass internment of more than a million people in concentration camps, including the use of torture, coercion and forced labour
2. the regime of extreme, intrusive, suffocating surveillance in operation in East Turkestan / Xinjiang, including the enforced imposition of Han Chinese state agents as house guests in Uyghur households
3. draconian restrictions on linguistic, religious and cultural freedom
4. the systematic separation of Uyghur children from their families, constituting abuse against thousands of children
5. the specific targeting of leading Uyghur academic, cultural and entertainment figures

Conference believes that:

1. For economic and strategic reasons of wanting to control East Turkestan / Xinjiang, China is engaged in a long-term campaign to forcibly eliminate Uyghur cultural, religious and linguistic heritage and expression – including removing, institutionalising and indoctrinating a generation of Uyghur children and denying them knowledge of their heritage and cultural identity – a process described as “cultural genocide” by Uyghur activists and academics.
2. Such a policy of cultural genocide is reprehensible and its relentless pursuit can only lead to even greater horrors.

Conference instructs the Executive to:

1. Call publicly for the Chinese government to allow unfettered access for foreign journalists and international human rights organisations to East Turkestan and allow properly independent investigation of the internment camps.
2. Work with other supportive trade unions, human rights campaigns and Uyghur organisations to campaign for the human rights of the Uyghurs.
3. Support and mobilise for protests and demonstrations in support of the human rights of the Uyghurs and other minority peoples in East Turkestan, including the protests on the 5th of every month opposite the Chinese Embassy, London.
4. Publicise this issue to NEU members.

Antisemitism

Conference notes that the NEU deploras all forms of racism including antisemitism (anti-Jewish racism) and Islamophobia.

Conference notes with concern the rise in antisemitism in recent years across the UK. This includes incidents when criticism of Israel has been expressed using antisemitic tropes. Criticism of Israel can be legitimate, but not if it employs the tropes and imagery of antisemitism.

Conference notes its commitment to ensure the wellbeing of all its members creating a safe and equal space for all.

Conference welcomes the government, European Commission and the Labour Party amongst other institutions, signing up to adopt the internationally recognised International Holocaust Remembrance Alliance (IHRA) guidelines on antisemitism which define antisemitism thus:

“Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.”

Conference commits to (instructs the Executive to) follow the example of the Government and Labour party by adopting the IHRA definition of antisemitism (in its entirety including the working definition, the 11 examples and the rest of the wording around and between these sections which provides introduction, context and summary).

Conference instructs the Executive to ensure and make clear that the purpose of adopting this definition is to promote awareness and understanding of, and education about, antisemitism and the forms it can take in our society and in our movement, and not to police or restrict critical discussion and debate among our membership, however harsh, on Israel and Palestine, provided this is not expressed in antisemitic language and/or imagery.