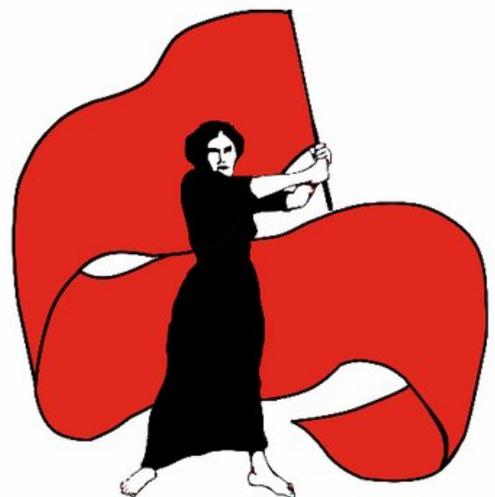


**Workers'
Liberty's
model motions
for NEU
conference 2021**



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, this accelerated during the Covid crisis in 2020
- 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.

Stop toxic testing: abolish statutory testing in Primary and GCSEs; radically transform A-Levels

Conference believes

1. That most progressive educationalists support the abolition of GCSEs. Even Kenneth Baker, who introduced them, now supports their abolition, backed by a number of Tory MPs. The CBI also supports the abolition of GCSEs.
2. Given the additional stress placed on children, families and school staff by the Covid crisis, and the disrupted education students have suffered; year 11 students are unlikely to benefit from sitting GCSE exams in May-June 2021. GCSEs are pointless, expensive, wasteful and damage children.
3. All qualifications sat in schools and Sixth Form colleges at the end of the academic year 20-21 should be cancelled.

Conference supports:

- i. The abolition of GCSEs, without replacement, removing the restrictions GCSEs place on subsequent learning options, and enabling teaching and learning in secondary schools to be more appropriate to the needs of students.
- ii. The radical transformation of A Levels and other post-16 qualifications, in particular to broaden the education available to students between the ages of 16 and 18, allowing them to study what they choose, post-16.
- iii. Nationalisation, amalgamation and rationalisation of the work of the exam boards.
- iv. The abolition of UCAS, allowing students to proceed to any university whose grade offer a student meets.
- v. The guarantee of a place at a local university to all those wanting to attend university, the abolition of student fees and provision of adequate maintenance grants for college students. The guarantee of useful work, on union rates of pay, integrated with continuing education, for those wishing to do so, post-16.
- vi. The abolition of all high-stakes summative testing in Primary schools.

Conference instructs the Executive to:

- A. Mount a vigorous campaign around the issues above, approaching other education unions and politicians.
- B. To ballot all primary school members to boycott statutory high stakes testing in their schools for the school year 2021/22. The ballot should allow for disaggregation of regions and districts on the basis of the results of the indicative ballot, in consultation with the appropriate lay bodies in the area.

Representing school leaders, allowing school groups to function

Conference notes:

- 1) Leadership members are able to attend school group meetings.
- 2) That they are advised to not attend the entire meeting and that reps are advised to ask them to absent themselves from part of the meeting.
- 3) Many good school leadership members do just this.
- 4) Some school leadership members refuse to absent themselves from any of the meeting.
- 5) That, as it is advice, there is little the union can do if they refuse to leave.
- 6) The Rail, Maritime and Transport Union (RMT) has a structure where leadership members meet with each other but they are not in the same meeting as members they are the bosses of.

Conference believes:

- i. That school groups cannot function effectively where leadership members are present throughout the meeting.
- ii. That the current guidance offered to leadership members and reps is not sufficient, we need clear protocols to cover this.
- iii. The RMT model offers our union a way to ensure that our school groups can function and our leadership members get representation.

Conference instructs the Executive to:

- A) Draw up rule changes to allow leadership members to have their own local forums to meet.
- B) To draw up rule changes that mean that leadership members should only attend sections of school group meetings at the invitation of the school group.

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

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:

- i. That organising workers in academies is not counter-posed to fighting to get them returned to local democratic control.
- ii. That organising workers in academies is best done by lay-reps, ideally with facility time, in those academies
- iii. 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:

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

Solidarity with Uyghurs, Hong Kong and Chinese workers

Conference Notes:

1. The Uyghurs and other majority-Muslim peoples in East Turkestan (officially called “Xinjiang Uyghur Autonomous Region”) face persecution by the Chinese state, including: intense surveillance from public spaces to the home; curbs on political, cultural and religious freedoms; approximately 1 million people in concentration camps; forced labour supplying western corporations like Nike, Apple & Zara; forced contraception and sterilisation – meeting the UN definition of genocide.
2. In East Turkestan, Tibet and Southern Mongolia, China is consolidating control via forcible assimilation of indigenous peoples.
3. Hong Kong is seeing escalating state repression (including the “National Security Law”) against a movement demanding universal suffrage and political freedom and democracy.
4. Across China, the so-called “Communist” party-state facilitates rampant exploitation and near-USA levels of wealth inequality.
5. Workers, women, minorities and dissidents still resist despite constant repression and a mainland ban on independent trade unions.

Conference Believes:

- i. We must support Uyghurs, Tibetans, Hong-Kongers and other oppressed peoples demanding democracy and freedom, including supporting their rights to democratic self-determination.
- ii. Workers everywhere must have the right to form unions independent from their employers and the state.
- iii. That ratcheting up Cold-War confrontation will not help those oppressed by the Chinese state. Western hawkish leaders are not reliable democrats or human-rights defenders.
- iv. In building practical and political solidarity, supporting protests and workers’ action in workplaces and retailers connected to e.g. Uyghur forced labour, Xinjiang surveillance operations, or corporate complicity in the Hong Kong crackdown.

Conference instructs the Executive:

- A. To send solidarity greetings to the UK Uyghur Community and World Uyghur Congress.
- B. To campaign against China’s oppression and persecution of the Uyghurs, and the attacks on democracy in Hong Kong, while actively opposing all nationalism and xenophobia.
- C. To build links and solidarity with workers battling exploitation, and oppressed people fighting for freedom, across China & its occupied territories - including Uyghurs, Tibetans, and Hong Kong’s independent workers’ unions.
- D. To support and promote the activities of Labour Movement Solidarity with Hong Kong (UK) and the Uyghur Solidarity Campaign UK.

