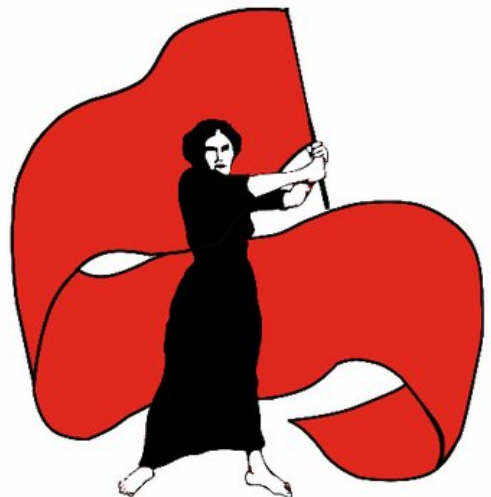


**Workers'
Liberty's
model motions
for NEU
conference 2022**



Representation for support staff

Conference notes that:

- The support staff membership of the NEU has grown substantially over the last two years and is now at around 50,000 members, more than 10% of our membership
- The Union currently does not have recognition and bargaining rights in respect of representing support staff with most employers
- In 2017 the relevant sections of the NEU and the Joint Executive Council approved an undertaking that, with regard to publicly funded schools, the Union will not actively or knowingly recruit support staff, and will not seek recognition and negotiating rights for 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, and in particular by the Union's active and high-profile campaigning on COVID safety for schools, colleges and other education settings
- 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. End the undertaking not to actively or knowingly recruit support staff.

Stop toxic testing: we need collective action!

Conference reiterates its support for:

- i. the abolition of Baseline and all high-stakes summative testing in primary schools.
- ii. the replacement of GCSEs and A Levels with wider ranging, more flexible curricula
- iii. the radical transformation of A Levels and post-16 qualifications
- iv. Nationalisation, amalgamation, and rationalisation of the work of the exam boards

Conference notes:

- a) Our union's role in establishing the Independent Assessment Commission alongside academics, parents, students, the CBI and others and the work and their Interim report.
- b) The report by researchers at UCL which claimed no link between SATs and poor wellbeing in children. The report was deeply flawed, as our union pointed out, because it used data from 2012 and the context has changed since then. It was also deeply flawed because it tried to isolate the tests themselves from the role they play in shaping the curriculum, teaching and learning.
- c) The imposition of Baseline testing in all Primary schools from September 2021. This means there are now statutory tests in Reception, Year 1, Year 2, Year 4 and Year 6 of primary school.
- d) Reports in October 2021 that DFE is considering reintroducing KS3 SATs.
- e) The ongoing and escalating mental health crisis in our children and young people.

Conference believes:

1. Despite strong policy and lobbying by our union the burden of toxic testing is increasing year on year.
2. That the only way to stop this is effective collective action.

Conference instructs the Executive to:

- A. To continue and intensify our campaigning around the issues above, alongside 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 2022/23. 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.
- C. To follow the approach in point B for our members in KS3, should DFE attempt to reimpose KS3 SATs.

Representing school leaders, allowing school groups to function

Conference notes:

- 1) Headteacher 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 headteacher members do just this.
- 4) Some headteacher 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.

Conference believes:

- I. That school groups cannot function effectively where headteachers 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 vast majority of our leadership members are in the union for the right reasons. However, there is a small minority that join to hinder the collective functioning of their school groups.

Conference instructs the Executive to:

- A. Urgently investigate, and return to the next conference with proposals, about how to ensure that leadership members cannot hinder the collective functioning of school groups, whilst safeguarding leadership members rights to participation and representation.

Workers' Representatives on a Workers' Wage

Conference Notes

1. That the starting salary for a teacher on the main pay range is £32,157 in inner London, £29,915 in outer London, £26,948 in fringe areas and £25,714 in the rest of England and £27,491 in Wales.
2. The salary for teachers rises, on the upper pay range, to £50,935 in inner London, £45,766 in outer London, £42,780 in fringe areas and £41,603 in the rest of England and £42,333 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 2020 annual return as £117,130 and £102,449.
5. Both of these salaries are significantly higher than those of the membership of the union and more than four-times the salary of a teaching assistant.

Conference Believes

- I. It is impossible to represent workers effectively when you earn two-to-four times more than what many of those workers earn.
- II. That the pay of our general secretaries is wildly out of step with that of the overwhelming majority of school workers the union represents.
- III. That paid union officials should receive a workers' wage.
- IV. 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.
- V. The pay of union officials should rise in line with the pay of workers the union represents.

Conference Resolves

- A. 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.

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

China, Hong Kong and the Uyghurs: solidarity, peace, democracy, liberation

Conference Notes:

1. Uyghurs and other majority-Muslim peoples in the Uyghur Region suffer genocidal persecution by the Chinese state including racist surveillance; political, cultural and religious repression; forced contraception and sterilisation; forced labour in factories supplying global corporations like Nike, Apple & Zara; children removed from families; and concentration camps.
2. In Tibet and Southern Mongolia too, China is consolidating control via oppression & forcible assimilation of indigenous peoples.
3. With UK corporate support including HSBC & Standard Chartered, and using British colonial-era anti-union & anti-democratic laws, the state has brutally repressed Hong Kong's movement demanding universal suffrage and political freedom. It has imprisoned trade union leaders and forced both the largest school workers' union, and the HKCTU confederation of independent trade unions, to disband.
4. In mainland China, worker exploitation is rampant and wealth inequality approaches US levels. Independent trade unions are banned and protests are suppressed, while corporations and state bureaucrats profit. But workers, women, LGBT, minorities and dissidents continue to resist.

Conference believes:

- I. We stand in solidarity with Uyghurs, Tibetans, Hongkongers and other oppressed peoples demanding freedom and the democratic right to determine their own futures.
- II. Workers everywhere must have the right to form unions independent from their employers and the state.
- III. Nationalist and militarist politicians in the West, from Trump to IDS, co-opt these issues to incite anti-Chinese racism and justify a new arms race. These hawks only undermine the causes of democracy and human rights. We cannot ally with them - trade unionists and progressive movements must speak up independently.

Conference instructs the Executive to:

- A. Make links and campaign in solidarity with workers battling exploitation, and oppressed people fighting for freedom and against discrimination, across China.
- B. Support and promote protests and worker action against corporations complicit in the abuses.
- C. Campaign against militarisation.
- D. Campaign for the UK to open its doors to refugees fleeing persecution.
- E. Collaborate with Labour Movement Solidarity with Hong Kong, the Uyghur Solidarity Campaign, and other unions backing these campaigns (UCU, PCS, RMT).