

**build  
professional  
unity**

The NEU believes that greater unity brings greater strength. Working together is vital and moving towards one union in education would be a great leap forward for our profession.

There are so many forces seeking to drive us apart. The breakup of national pay systems, performance-related pay, cuts aimed at one section of the workforce.

All these sow divisions. Unity could help solve the problems our profession faces.

One union would have proper representation for leadership members and support staff members as well as teachers. And it would have proper regard to different employment relationships that education professionals work in.

To get there, we have to show goodwill and a willingness to work together in the common interest. The NEU is determined to show that goodwill and to work with all others who want to advance education and represent the professionals who work in it.



We invite all those who work in education to come together, to propose joint working and to discuss lasting professional unity.



**The National  
Education Union  
(NEU) believes that  
greater unity brings  
greater strength.**

**build  
professional  
unity**



 @NEUnion  
 /nationaleducationunion

Hamilton House, Mabledon Place, London WC1H 9BD • neu.org.uk • 0345 811 8111

NEU2215/0521

## The NEU seeks to work closely with all education unions representing all education professionals so that, in unity, we can achieve more for our ..... members – all education professionals whose essential contribution to our society remains insufficiently recognised and rewarded by Government.

The acute challenges of the Covid-19 pandemic has strengthened working relations between education unions. The joint NEU, Unison, GMB and Unite guidance on Covid-19 safety measures needed in schools and colleges ensured that millions of education professionals were better protected in their workplaces.

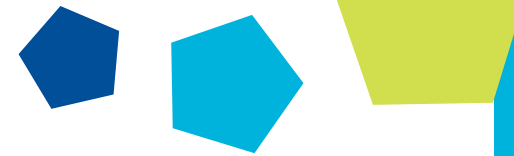
Over the course of the pandemic, joint union working has increased as unions stepped in when Government failed to act. The ASCL, NAHT, NASUWT and NEU statement on a plan B in the event that GCSE and A-level exams could not be taken gave Government a practical way to work with teachers to collate evidence of individual student achievement necessary for grade allocation. If the guidance in this joint union statement had been followed, students and teachers would have been in a much less stressful and pressurised situation.

The joint ASCL, NAHT and NEU advice on pay scales has ensured the vast majority of schools have retained national pay scales and refrained from designing and implementing thousands of different scales in schools – an outcome which would lower teacher pay levels and create confusion.

In Scotland, the NEU has strong relationships with EIS and works well with INTO and UTU in Northern Ireland.

### One union for all education professionals

The pandemic has revealed how essential schools and colleges are, places where children and young people are educated, supported, protected and guided. But education professionals, teachers, leaders and support staff do not get the recognition or the rewards that their professionalism and commitment deserves.



Teachers and leaders work excessive hours – as a profession clocking up more unpaid overtime than any other in working weeks exceeding 50 hours. The key driver of excessive workload – a toxic and invalid accountability regime led by Ofsted – remains in place, despite mounting evidence of teacher and leader flight from the profession.

Support staff are essential, indispensable in our schools and colleges. And yet they suffer from appallingly low rates of pay, term-time only contracts and poor recognition of the very important responsibilities they undertake.

The route to leadership in schools and colleges is drying up as teachers see the pressures and stress put upon leaders and decide they do not want to take on this vital role.

All education professionals would hugely benefit from professional unity. Speaking with one voice and with the industrial strength of one union, education professionals would be empowered to organise and bargain for better terms and conditions. As the profession became more attractive, members would remain in education for longer, resulting in a strong union – more able to retain its members beyond their first few years, stabilising union finances and providing a strong base for members organising, bargaining and representation.

Professional unity would eliminate unnecessary competition between unions for recruitment of members, leaving more resources available for member benefits – for example, union-provided CPD.

Professional unity would support the better use of financial resources by eliminating the duplication of union functions to serve members – for example, one press office dealing with media promoting a strong and consistent message to advance the profession's views, concerns and interests.