

DECISIONS: UCAC'S ANNUAL CONFERENCE 2015:

1.	National Executive	
	Title:	Lesson observation
	Wording:	The Conference calls on the Consortia, Local Authorities and Estyn to fully implement the Welsh Government's protocol on lesson observation in order to ensure constructive feedback, consistency and fairness.
2.	Salaries, Pensions and Conditions of Employment Department	
	Title:	Lesson observation for every subject
	Wording:	The Conference opposes the practice of observing teachers, who teach a number of subjects, each term in relation to each individual subject and calls on schools to implement the directed practice of limiting lesson observation to a maximum of three sessions per year.
3.	School Leaders' Department + Education, Curriculum and Assessment Department	
	Title:	Introduction of an external assessment for the Reading and Numeracy Tests
	Wording:	The Conference calls on the Welsh Government to introduce an external assessment for the Reading and Numeracy Tests, which will enable valid moderation and consistency across Wales. The results should be made available to schools in good time for the preparation of reports before the summer holidays. This would enhance the credibility of the Tests in the long term and would increase confidence in the system.
4.	Education, Curriculum and Assessment Department	
	Title:	Standardised score
	Wording:	The Conference calls on the Welsh Government to ensure that standardised scores of standardised tests are consistent.
5.	Education, Curriculum and Assessment Department	
	Title:	A Welsh language service by Qualifications Wales
	Wording:	The Conference calls on the Welsh Government to ensure that Qualifications Wales and all awarding organisations provide a comprehensive Welsh language service in accordance with promises made in the Qualifications Wales Bill.
6.	Education, Curriculum and Assessment Department	
	Title:	The independent status of Qualifications Wales
	Wording:	The Conference calls on the National Assembly for Wales to ensure the credibility of Qualifications Wales by ensuring that it is a truly independent regulatory body and that the Welsh Government and its relationship with the new organisation are subject to robust scrutiny.
7.	Neath Port Talbot and Swansea County Society	
	Title:	WJEC learning support resources
	Wording:	The Conference calls on the WJEC to ensure consistency and equality in its provision of learning support resources for teachers in Wales, compared to teachers outside Wales, and to strive to ensure that resources are available before the beginning of the academic year.
8.	Monmouthshire, Torfaen and Newport County Society	
	Title:	Adult education
	Wording:	The Conference believes that a comprehensive and extensive adult education plan is vital in a civilised society. The Conference calls on UCAC to support campaigns against cuts in adult education.

9.	National Executive	
	Title:	A review of the funding arrangements of schools and Further Education Colleges
	Wording:	The Conference calls on the Welsh Government to review the funding arrangements of schools and Further Education Colleges in order to ensure that organisations are able to continue to deliver the curriculum.

10.	Monmouthshire, Torfaen and Newport County Society	
	Title:	Education Workforce Council membership for tutors
	Wording:	The Conference believes that it is unfair to require tutors to become members of the Education Workforce Council. The Conference calls on UCAC to write to the Minister for Education and Skills to request that tutors should be exempted from mandatory membership.

11.	Monmouthshire, Torfaen and Newport County Society	
	Title:	The use of new technology to learn Welsh
	Wording:	The Conference acknowledges that effective use of mobile phone applications can reinforce the teaching of Welsh for adults and the teaching of Welsh as a second language in schools and that there needs to be space for Welsh on the 'Duolingo' system. The Conference calls on UCAC to support campaigns to ensure space for Welsh on the 'Duolingo' system.

12.	Powys County Society	
	Title:	A national moderation system
	Wording:	The Conference calls on the Welsh Government to ensure that the Consortia implement a single national moderation system that is less burdensome and that places greater trust in the teachers' ability to make decisions with regard to pupils' achievements.

13.	Conwy County Society	
	Title:	Implementation of new subject specifications
	Wording:	<p>The Conference calls on the WJEC/Awarding Bodies and the Welsh Government, when new subject specifications are being implemented, to ensure that:</p> <ul style="list-style-type: none"> • clear and sufficient guidance and training is provided, with full funding; • the work of providing resources is co-ordinated to avoid the situation of every teacher preparing the same sort of resources thus duplicating work unnecessarily • the preparation time for new courses is sufficient.

14.	Rhondda Cynon Taff and Merthyr Tydfil County Society	
	Title:	Teaching assistants
	Wording:	The Conference notes that nursery classes are being taught by teaching assistants in some schools. This practice could increase significantly across all counties with the present lack of funding and could lead to a drop in standards in schools. UCAC believes that the main role of a teaching assistant is to assist and that they should not be used as substitute teachers. The Conference calls on the Welsh Government and the Local Authorities to provide adequate funding in order to abolish this practice.

15.	Urgent motion	
	Title:	Publicity
	Wording:	The Conference calls on the Education Workforce Council to ensure that every hearing avoids publicity

16.	Salaries, Pensions and Conditions of Employment Department	
	Title:	The shortening of full-time contracts to create part-time contracts
	Wording:	The Conference calls on UCAC to condemn Local Authorities and school leaders who consider that it is acceptable to necessitate the cutting of full time jobs to part time jobs.

17.	Wrexham County Society	
	Title:	Adequate funding
	Wording:	The Conference calls on the Welsh Government and Local Authorities to provide adequate funding to ensure that changes to staffing and numbers in classrooms due to insufficient funding do not have an adverse effect on standards.

18.	Salaries, Pensions and Conditions of Employment Department	
	Title:	Redundancy criteria
	Wording:	This Conference condemns any Local Authority or school that approves the use of information regarding sick leave, capability procedures or disciplinary measures as some of the criteria for compulsory redundancies. The Conference calls on Local Authorities to ensure that redundancy procedures are based on objective criteria.

19.	Wrexham County Society	
	Title:	Supply teachers' pension
	Wording:	The Conference calls on the Westminster Government to ensure that supply agencies are required to contribute to the Pension Scheme as an employer, without further affecting the low pay received by supply teachers.

20.	Salaries, Pensions and Conditions of Employment Department	
	Title:	Head of Department responsibilities
	Wording:	It is unacceptable to expect anyone to fulfil Head of Department responsibilities without remuneration. This Conference believes that appropriate and fair remuneration is required in each case, and we call on school governors and headteachers to ensure that appropriate and fair remuneration is provided.

21.	School Leaders' Department	
	Title:	The creation of a system to support schools with regard to Health and Safety issues
	Wording:	The Conference calls on Local Authorities to create a system to support schools with regard to Health and Safety issues, which would be delivered as part of a Service Level Agreement. This would enable schools to receive specialist advice and support in order to fulfil statutory duties and safeguard pupils, workers and school visitors. It would also allow school leaders to concentrate on their main responsibility, which is to lead teaching at the school and raise standards.

22.	School Leaders' Department	
	Title:	Guidelines on administering medicine to pupils
	Wording:	We need to recognise that an increasing number of pupils (of all ages) have complex or challenging personal and medical needs. The Conference calls on the Welsh Government to amend the ' <i>Access to Education and Support for Children and Young People with Medical Needs</i> ' guidance in order to improve clarity and ensure appropriate care for pupils whilst safeguarding members of staff. Appropriate indemnity, relevant training and recognition in terms of time and pay should be ensured where appropriate.

23.	School Leaders' Department	
	Title:	School leaders' workload
	Wording:	The Conference calls on the Welsh Government to recognise the challenging workload of school leaders and calls on the Government to introduce only those changes which are necessary, in full consultation with the profession. A realistic and adequately funded timetable should be planned for initiatives which are ready to be implemented.

24.	Powys County Society	
	Title:	The workload issues of teachers in Wales
	Wording:	The Westminster Government has commissioned research for schools in England specifically and has carried out a ' <i>Workload Challenge</i> ' campaign for teachers in England only. The Conference calls on the Welsh Government to carry out similar and appropriate exercises with regard to the workload issues of teachers in Wales and to carry out a workload impact assessment as an integral part of every new initiative.

25.	Education, Curriculum and Assessment Department	
	Title:	Standardisation of teachers' working arrangements and conditions and terms of employment
	Wording:	The Conference calls on the Welsh Government to ensure that teachers' working arrangements and conditions and terms of employment are standardised across the country. Furthermore, we call on the Government to recognise that it is unacceptable for practitioners of professional organisations to be engulfed by a meaningless local corporate entity.

26.	Wrexham County Society	
	Title:	Supply procedures
	Wording:	The Conference calls on Local Authorities that are looking to change or that have already changed their supply procedures to ensure that they do not discriminate on the basis of language and that the education of pupils in Welsh-medium schools is not harmed in any way as a result of receiving the service of an agency.

27.	National Executive	
	Title:	The cutting of jobs
	Wording:	The Conference calls on Local Authorities, schools and Further Education Colleges to make every possible saving before looking to cut jobs.

28.	Salaries, Pensions and Conditions of Employment Department	
	Title:	Access to the Teachers' Pension Scheme
	Wording:	The Conference: 1. Condemns the fact that teachers and lecturers are able to be employed without being given an opportunity to contribute to the Teachers' Pension Scheme. 2. Calls on the Westminster Government to take urgent steps to change the regulations and remove the loophole which means that teachers and lecturers wishing to contribute to the Teachers' Pension Scheme are prevented from doing so.

29.	Equality Department	
	Title:	Parents' rights
	Wording:	The Conference calls on Local Authorities to prepare information and training that is relevant to school leaders and governors on changes to the law in relation to parental rights.

30.	Equality Department	
	Title:	Access to Work
	Wording:	The Conference calls on Local Authorities to pay the employer's contribution towards the costs of provisions proposed by the 'Access to Work' scheme (Department for Work and Pensions) in all circumstances.

31.	Conwy County Society	
	Title:	Funding for Welsh teachers (<i>Athrawon Bro</i>)
	Wording:	The Conference calls on GwE, following the restructuring of the funding for Welsh teachers (Athrawon Bro), to ensure that the service provided to Local Authorities will be of the same standard and that GwE will continue to promote Welsh and ensure a high standard of provision for late-comers in the Local Authorities in north Wales.

32.	Carmarthenshire County Society	
	Title:	Additional fees relating to teachers' employment
	Wording:	The Conference calls on Wales' Local Authorities to ensure that it is the responsibility of the employer, and not individual teachers, to pay any additional fees relating to the employment of teachers, e.g. DBS fees.

33.	Monmouthshire, Torfaen and Newport County Society	
	Title:	Pay rise
	Wording:	The Conference believes that teachers need a significant pay rise. The Conference calls on UCAC to do everything in its power to achieve this.