

NASUWT Leeds

The Teachers' Union

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@NASUWT_Leeds15



Leeds Nasuwt Office

NASUWT
The Teachers' Union

Be Involved

Teachers being involved in the NASUWT, The Teachers' Union, is what makes your Union thrive.

Whether you are a **School Rep**, or want to become one, or you'd like to enrol on one of our **health and safety or equalities courses**, the Union has resources and training that can help you, as well as events for under-represented groups, new teachers, supply teachers, leaders.

Report Highlights Toll on Teachers' Mental Health

Education Support's Teacher Wellbeing Index 2024 provides an insight into the mental health and wellbeing of teachers and education staff working in the UK. It shows new insights on the impact of pupil and parent behaviour on staff morale and wellbeing.

82%

of the workforce who told us that challenging behaviour by pupils and students had increased said this negatively affected their mental health and wellbeing

70%

who report a similar increase in challenging interactions by parents also said it had the same effect

84%

of staff who told us that that verbal or physical abuse by pupils or students has increased believe it is due to the lack of provision for students' physical, emotional, and mental health needs

Dr Patrick Roach, **NASUWT** General Secretary, said, "These findings are a reflection of the years of failure to address excessive and unnecessary workloads in the teaching profession and the deliberate removal of investment in the wider network of support for children, young people and families under the previous Government.

The health and welfare of our teachers and school leaders was the victim of choices made by the previous government which served to drive skilled and committed teachers out of the profession at a time when global events such as the pandemic and cost of living crisis meant that teachers were more needed than ever.

We welcome the initial steps taken so far by the Labour Government to begin to right these wrongs and to rebuild the profession.

We now need to see a teachers' contract that protects teachers from the excessive workload and working hours which have proved to be so damaging to teachers' health and wellbeing.

Investment in trained in-school counsellors and in services beyond the school gates is also needed to make a real difference in improving children's lives and educational outcomes.

The Government's pledge to recruit more teachers is welcome, but it must be accompanied by a commitment to a national workforce plan that will recruit and retain teachers, restore teacher wellbeing and morale, and build strong teams that are capable of meeting the needs of every child and young person throughout their lives."

Important Changes in the Updated STPCD 2024-25

NASUWT has welcomed four important changes in the updated STPCD 2024-25.

A pay uplift of 5.5% to all pay values and allowances – full details and updated salary values can be found at [Pay Award 2024-25 \(England\)](#).

The removal of performance-related pay (PRP). Our clear expectation is that schools must now withdraw PRP and, where PRP has been in place, they must amend their pay and performance management policies to remove all references to PRP for the 2024/25 pay year.

Clarification that 'where reasonably appropriate and agreed by both the individual teacher and the relevant body, PPA can be taken in one weekly unit and it can be taken away from the school site'.

Administrative tasks (Annex 5) have been moved from the guidance section to the pay and conditions section. Further details can be found at [NASUWT – Administrative and Clerical Tasks](#).

Further information and support.

We have produced a [practical guide](#) for members on navigating the performance management process, including preparing for appraisal reviews and tests for assessing the suitability of performance management objectives.

Social Media and Online Abuse of Teachers

Dealing with online abuse of teachers.

Online abuse or cyber harassment is the use of information and communications technologies by an individual or group to cause harm to another person. Such behaviour often involves uninvited, intimidating, offensive comments or replies, images or other content used to attack, intimidate, threaten or upset an individual personally.

Such harassment of teachers may constitute a criminal offence. It must be taken extremely seriously by school and college employers who have a duty to protect the health, safety and wellbeing of staff.

What can you do if you are subjected to online abuse by pupils or students?

If you are subjected to online abuse by pupils or students, you should contact the **NASUWT** and take the following action:

1. Do not respond directly to your abuser(s) online.
2. If possible, capture evidence of the abuse.
3. Report the abuse to your employer.
4. Insist that your school or college policies and procedures are followed.

This is only a small section of advice regarding online abuse. See full advice on the **NASUWT** website [here](#).

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