

SAMINA RANDALL ELECTIONS STATEMENT: MEMBERSHIP & EQUALITIES OFFICER 2023
I AM A PRIMARY SCHOOL TEACHER, CASEWORKER SUPPORTING & REPRESENTING
MEMBERS IN THE WORKPLACE, ASSISTANT SECRETARY FOR CITY OF LEICESTER & SUPPLY
TEACHER OFFICER.

As a caseworker & educator fighting for equality, I know the challenges our members consistently face. we need a union that protects all its members in the workplace:

- against excessive observations & scrutiny, along with the inappropriate use of capability procedures
 - to challenge all forms of discrimination firmly and consistently, escalating to legal action, such as members facing age and/or sex discrimination
 - to secure fair pay, including pay progression & parity pay for supply teachers & support staff
 - fight funding cuts, including in Sixth Form Colleges, FE, Nurseries and Special Schools
- I have the experience and commitment to represent all members at a local and national level.

Please vote Samina RANDALL 1

Our members are at the heart of everything we do. It's essential we support local offices and school reps, to make a difference for members.

I am proud to be part of the union that has a long history of campaigning against all forms of discrimination. If elected, I will:

- work with equality seat holders to monitor and evaluate equality issues for Black, LGBT+ and Disabled members; oppose all forms of prejudice and discrimination.
- Continue to develop equality casework, and collect data that Non-Disclosure Agreements are resisted
- build on the work we are doing to address sexism
- promote, monitor & evaluate the participation of women, Black LGBT+ and Disabled members at every level of the union

Please vote Samina RANDALL 1





Tashan Charles Membership number: N0823042

School: Handsworth Primary School Address: Handsworth Avenue Highams Park London E4 9PJ

District: Waltham Forest Region: London Email address: tashan.charles@neu.org.uk

National Executive Membership & Equalities Officer Election 2024

I am writing to ask you to consider nominating me, Tashan Charles, for election to the post of Membership & Equalities Officer in the forthcoming National Executive Elections.

I am an experienced primary school teacher and have been a member of the National Education Union since September 2017. For the past six years, I have been involved in union activism ranging from in-school, locally, regionally, and nationally.

I have gained knowledge and experience as a workplace representative – a role that I was elected for in January 2021 - and through attending various national conferences, including the Black Educators', LGBT+ Educators', Annual and TUC LGBT+ Conferences in-person and virtual commencing from 2019 to present.

During the recent industrial action in 2023, I demonstrated passion in mobilising activism within my school and district, attending local and national rallies and marches in support for fully funded schools. My activism helped increase NEU membership in my workplace, which further contributed to the expansion of union numbers within my district.

I serve several roles within self-organised groups in the NEU. I currently sit on the national Black LGBT+ and regional London LGBT+ Educator Network Committees. I am also a member of the LGBT+ National Organising Forum in my second term and I have recently been elected to sit on the Black Educators' Steering Committee and will attend the forthcoming TUC Black Workers' and LGBT+ Workers' Conferences in 2024. Being a member of the Black LGBT+ Educators' Network, we have been recognised with various accolades and awards for being an inspirational network for recruitment and the representation of intersectional members within the union. I acknowledge the privileges that I hold and have demonstrated and will continue to exemplify how I must use my protected characteristics to promote, empower and support other marginalised or under-represented groups including support staff, Black, women, LGBT+, disabled and neurodivergent educators. As an LGBT+ Educator of Colour, visibility and promoting the importance of intersectionality is crucial to ensure the validity and existence of marginalised groups within the LGBT+ community and the Global South. Currently, Black LGBT+ Educators represent only 8% of the entire NEU membership. The union is made up of 50% young educators. It is imperative to engage the younger and older generation in trade union activism and I believe that I would be a champion of both.

I know that the strength of the Union lies in its activists, local districts and newly formed self-organised networks including new professionals and young workers and developing them for leadership roles further up the union is a goal we should realise. From experience, I know that more still needs to be done in promoting lay educators in joining a trade union and supporting members from under-represented and marginalised groups to have their voices heard within the union.

Please nominate me if you believe in what I stand for. Nominations for National Officers must be received by Head Office by December 15th. They can be made at a quorate General Meeting of the district if the circulated agenda has included nominations as an item. If the meeting is inquorate, they can be made by a postal ballot of members, so long as members have first been asked (by letter to schools) if they wish to put forward names for this ballot.

Yours sincerely,

Tashan Charles

tashan.charles@neu.org.uk

Dear colleagues,

I am writing to seek the nomination of your District in the upcoming Vice President election of the National Education Union.

Our profession has faced unprecedented challenges in recent years. Pay and funding, ever-increasing workload demands and a toxic assessment system which has narrowed the curriculum, stifling creativity and eradicating professional autonomy. I believe that it is our union that has the power to fight back, and to reclaim education.



As an NEU (and formerly NUT) member, I have spent my whole career fighting injustice, working for our members and advocating for our pupils. I have actively campaigned alongside my colleagues locally and nationally on issues as diverse as pay, pensions and funding, child poverty and FSM, creativity in the curriculum and challenging sexism in our schools and workplaces.

I've been a secondary school Art teacher in the North East for 16 years, and I'm currently working with primary colleagues nationally on raising the profile of Art, Craft and Design in our schools. I am a passionate advocate for creativity in the curriculum, and worked with colleagues from the Northern Region to establish the national Keeping Schools Creative campaign. I'm currently building on this work with colleagues nationally to place the arts at the heart of what we do in education.

At a District level I have been a Joint Secretary, Assistant Secretary and Equalities officer, and nationally I have represented District 1 on the NEC, playing a key decision-making role in our pay and funding campaign. The most crucial work I have done in the union has been as a workplace and Lead MAT Rep, defending and representing our members and standing alongside them to fight the worst excesses of the pay and funding crisis and the toxic academisation programme.

During my time on the National Executive, I also sat on the National Equalities Committee, building on work I have done locally throughout my career. I founded and was the inaugural Chair of the Northern Region Equalities Committee, a group I'm still proudly involved in now. In 2021 I was the joint recipient of the Annie Higdon Award, recognising my work in building women's engagement in the NEU.

I believe in the NEU as a powerful force for good. Our members are organised, motivated and ready to take on the challenges we continue to face. As a National Officer I would be absolutely committed to building our grassroots lay-led union and working with members at all levels to fight for the education system we need. I would be proud to work alongside Daniel Kebede in building on the incredible legacy we have from Kevin and Mary.

I am an experienced public speaker and chair of meetings. I am politically engaged and I have an excellent record in challenging inequality and fighting for social justice. It would be an enormous honour to be President of our union, and I would work tirelessly to ensure that your faith in nominating me is rewarded.

In solidarity,

Sarah Kilpatrick

Dear Colleague,

I am writing to seek the nomination of your District in the upcoming Vice President election of the National Education Union. We in education have faced so many challenges over the last few years; Covid, funding cuts, crumbling schools, low pay, academisation, a toxic inspection regime, de- professionalisation. In all these cases it has been NEU members that have led the fightback for our profession, our schools and the children we teach. I have been an NEU, and previously NUT, member for my entire teaching career.

I am a secondary Head of Music in a London school and the Branch and District Secretary in Haringey. Having started in 2006, I have taught both before and after the period of Tory austerity. I have become increasingly angered by the failures of government on pay, on funding, on workload, on accountability and on child poverty. Our members, and the children we teach, deserve better. I am committed to continuing that fight. I have been Haringey Branch and District Secretary for over six years now and represented District 16 on the National Executive Committee, from which I was elected to the Officer's Steering Group. Prior to that, I was a workplace rep where I led a successful strike campaign in my school to defend the local Secretary who had been suspended.

As Secretary I have focussed on building grassroots engagement within the district. We now have reps in the vast majority of our schools, one of the highest levels of rep density in the country. We have a much more active local committee with more vibrant and well-attended meetings. I have negotiated significant improvements to terms and conditions for Haringey members, especially for women members; with an excellent menopause policy and paid leave for IVF treatment. I have led disputes on workload, working time and against redundancies which members have fought for and won, as well as representing members in individual cases.

As a member of the National Executive, I was involved at a strategic and operational level in the pay dispute and the strikes. I was one of two organisers, and the chief steward, of the extraordinarily successful national demonstration on budget day in March. This day of action saw an unprecedented level of engagement, with 40,000 of our members taking to the streets of London in protest against the Government's inaction on the pay and funding crisis. I am committed to our broader campaigning work. I was part of the delegation handing in our petition to the DfE on Ofsted, highlighting not only the unfairness at the heart of their inspection regime, but also the very real danger the current system poses to our profession's health and wellbeing. I am a committed anti- poverty campaigner, and spoke at a parliamentary event for No Child Left Behind with Zarah Sultana MP, as well as handing in our petition at 10 Downing Street with Kim Johnson MP on the vital importance of Free School Meals. I have lobbied MPs regularly over pay, funding and other issues facing our schools.

I have spoken several times at Annual Conference, notably when I wrote and moved the emergency amendment in 2022 that linked funding to our pay campaign. I have also spoken on the need for a broad and balanced curriculum with a renewed focus on the Arts, and on mental health. As a teacher, rep and caseworker I know the widespread scale and impact of poor mental health and stress in education and I am committed to real change in this area for our profession, and for the children we teach.

I am supportive of the direction of the union under Daniel and share a commitment to the broad, campaigning, fighting union that we have all built together under Kevin and Mary's leadership. I am committed to professional unity and hope that one day, all education workers can be united in fighting for the education system our children, and future generations deserve.

Yours in solidarity, Ed Harlow



NEU VICE-PRESIDENT ELECTIONS

Nominate SHEILA CAFFREY for NEU vice-president

**Fighting on the national executive since 2021
and continuing to fight for a consistent bold national lead**



Dear fellow education workers,

I am standing for Vice-President and would be keen to have the chance to address your branch and district to explain why and to seek your nomination to stand.

I have been a member of the NUT and NEU since I trained as a teacher 18 years ago. In my first year, I attended national conference and spoke on supply issues, and have not looked back as a campaigner since. I have worked as a supply teacher, classroom teacher from Nursery to Year 6 and a senior leader. I am a rep in a school from Nursery to Year 11; am active on the National Executive as well as in my local district of Bristol, so know well the stresses we all feel. As an activist, I've campaigned against the exam factory regime; for the need for a curriculum that is created by and reflective of staff and students and the communities in which we work; as well as building regional NEU women's conferences for the last two years.

In the last year, we have truly shown the fighting strength of the mighty NEU! I have been proud to be part of nearly ½ million members who stood up to demand the government respect education. As a current member of the National Executive, re-elected this year on a fighting programme, I have regularly written motions and spoken at the Executive over the last 2 years arguing for a national, fighting strategy for an inflation-proof pay rise for all staff. This must be built from below, ensuring, as a lay-led union, we have strong union groups in schools, colleges and nurseries. However, that alone leaves many of our members to fight alone - in unorganised workplaces; in supply agencies; in tiny rural schools etc. We need a strong leadership that leads from the front showing the power of a national union, sharing a strategy that supports all members. I have done that as an executive member and would continue that strong voice and leadership as VP.

Striking works! We forced the government through three 'final' deals, resulting in millions extra for each school. Last year, 40,000 teachers left the profession - the highest number since they started collecting figures; and teachers took 3 million sick days - 60% higher than before the pandemic. Support staff are frequently working 2 or 3 jobs and still not making ends meet, and are being forced out of education due to finances or pressure. A clear indication of stress and lack of value educators feel. But could we have won more? Certainly, there's no chance that an extra £100 a month in pay packets is going to turn around these figures to resolve the recruitment and retention issues we face. So, we must show our colleagues and pupils that it is worth fighting! That there will be an education system for the next generation. An education system that is fully-funded; accountable to local communities; that has a curriculum created by educators and that reflects the needs of all children and young people.

The government has said it will set up a workload taskforce with us. This is our chance to fight for a workload charter for teachers and support staff. This must include actual limits on hours worked that ensure people aren't working evenings and weekends, or on pointless tasks that either a different job role could do, or that could be

scrapped entirely! It should include prevention on support staff doing work far above their pay grade and an instant doubling of PPA time for anyone who delivers direct teaching. We need to start building a movement to force the government to include it in their discussions on workload to ensure meaningful change which is mandated in workplaces. I have spoken on this at conference several years running and am pleased it has become union policy - now we need to fight to actually make it a reality.

One of the things I've been proudest of in the last year, is the work that NEU activists have done in many areas around support staff. Our membership ballooned as the NEU were seen as a fighting union for all education workers. Now we need to take this further, by continuing the national conference's wishes this year to fight for recognition for NEU support staff. We need reps who are teachers and support staff. We must fight against job creep and redundancies for support staff. But ultimately, we must fight nationally to have equal footing with the other support staff unions for negotiations to ensure our members have the pay and conditions they need and deserve. This should be led by support staff but must also be actively fought for by all teacher members if we are truly to become one union for all education workers.

As a union, I believe we are only as strong as how we treat our most marginalised members. We show solidarity in action by supporting all our equalities groups, and we do that by listening to what members want; standing up and speaking out when requested. If an equalities group has discussed something that affects them and puts this forward, they shouldn't be ignored. This is clearly shown in my voting record. I also always share with my region how I vote on issues that appear controversial, as I believe that all executive members and officers must be accountable to the membership.

Supply staff are a group frequently over-looked, who must be fully included in the national union. I am part of a taskforce in my district launching a campaign this year for an LA supply pool - and we are determined to win proper pay, pensions, and decent conditions for all supply education workers.

It is a massive responsibility to lead ½ million education workers - but what an honour too, if you can ensure an education system that values and supports all staff and students! I hope some of what I outlined reflects the needs in your district and you'd be able to invite me to join you at an upcoming meeting to answer questions; elaborate on any points further and seek your nomination. I can attend by Zoom, and in person where geography and full-time teaching load allows.

In solidarity,
Sheila Caffrey

Contact me: sheila.caffrey@neu.org.uk

LEADING FROM THE FRONT, BUILDING FROM BELOW