ETUCE
Teachers for Trade Union Renewal
Organising and empowering women and other under-represented groups

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Why Organising matters?

• Numbers count, But.....

• Recruitment and retention of members without an effective organising strategy will not sustain growth.

• Building the strength and capacity of the Union is key to NASUWT organising
Building the NASUWT Activist base

- Building an infrastructure to identify and target specific groups of members;
- Identify gaps in the activist base;
- Who is active in the Union?
- Are your members representative of the profession and the pupils they teach?
- Why is this important to a teachers’ Union

Who are your under-represented groups?

NASUWT target under-represented groups

- Women members
- Disabled members
- Black and minority ethnic members
- Lesbian, Gay, Bisexual, Trans and Intersex (LGBTI)
- Young members (under 30)

(Members not proportionately visible within leadership positions in the Union)
You cannot be what you cannot see!

Adopting an intersectional approach

The NASUWT recognises the Intersectionality of its members and that many of its members may suffer multiple discrimination or less favourable treatment on the grounds of their age, sex, race, gender identity (trans), sexual orientation or disability.
Embedded in NASUWT Rules/Constitution

"to oppose actively all forms of harassment, prejudice and unfair discrimination whether on the grounds of sex, race, ethnic or national origin, religion, class, colour, caring responsibilities, marital status, sexuality, disability, age, or other status or personal characteristic"

Organising for women

Approximately 75% of the membership are women – roughly reflecting the UK teaching profession
Building activities and campaigns that attract women teachers

- Annual Consultation Conferences for women and other under-represented groups;
- Providing ‘safe spaces’ for women to network, organise and develop their skills;
- Dedicated training and CPD for women members;
- National campaigns such as tackling sexual harassment and violence, Managing the menopause; Upskirting; Women into leadership; Period poverty; womens health and safety

NASUWT Annual Women’s Conference

Over 400 women members attended the 2018 Conference.

Engaging and empowering a diverse range of women – young women, older women, women from minority ethnic backgrounds, lesbian, bisexual and transgender women

Giving voice and space to women members through self-organisation. Informing Union policy on equality for women and girls
Barriers to participation

External
- Job commitments
- Time commitments
- Caring/parental responsibilities

Internal
- Sexist behaviour
- Sexist culture
- Lack of respect for role
- Meeting location
- Meeting times
- Feeling uncomfortable/unsafe
- Meeting costs

Survey of women members on barriers to becoming active

Actions/Results

- Identifying and eradicating practices that inhibit women from progressing within the Union;
- Adopted a Code of Conduct for meetings, training and all activities;
- Empowering a more diverse activist base of women representatives;
- Increased number of members from under-represented groups applying for and elected to senior positions;
- Work in Progress!
For further information on this presentation please contact:

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