

## 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

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## 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

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## 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)

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You cannot be what you cannot  
see!

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### 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.

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### **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”*

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### **Organising for women**

**Approximately 75% of the membership are women – roughly reflecting the UK teaching profession**

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## 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

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## NASUWT Annual Women's Conference

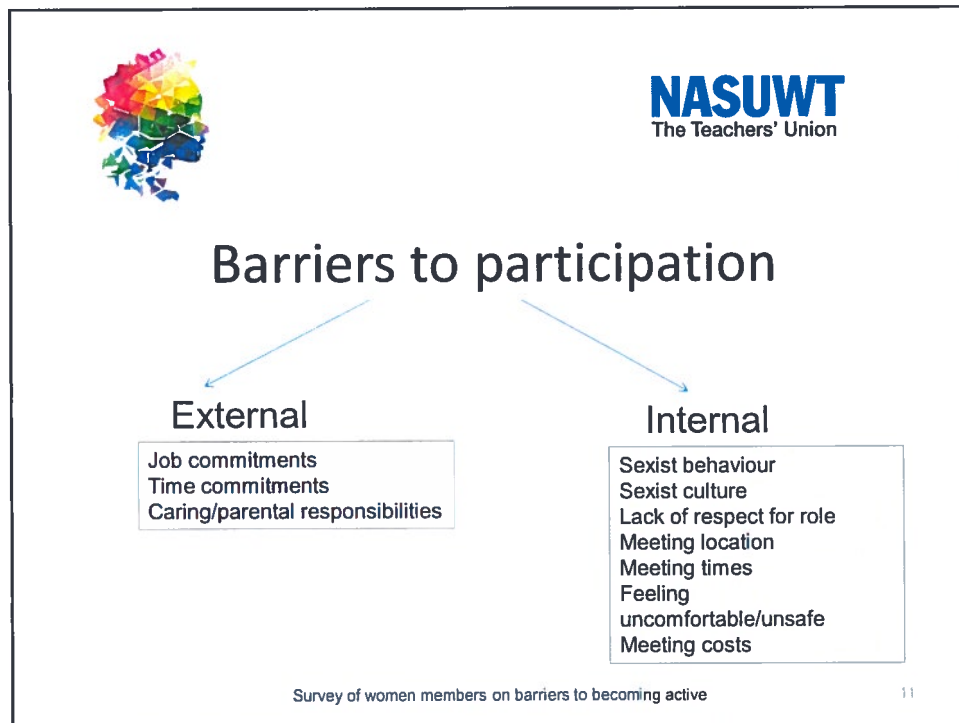
Over 400 women members attended the 2018 Conference.

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

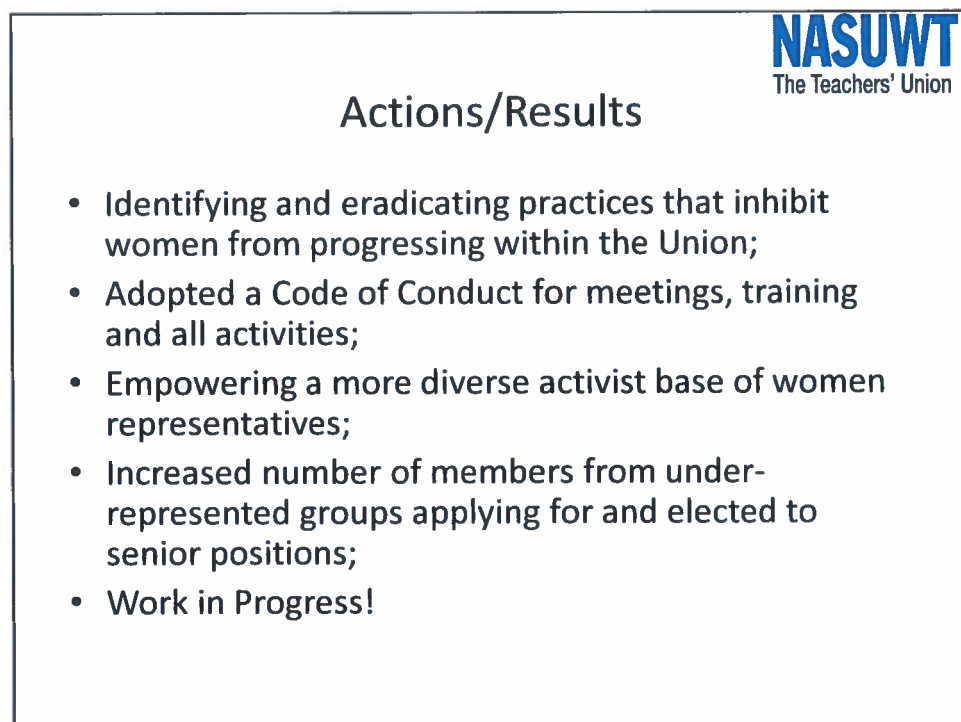
Giving voice and space to women members through self-organisation.  
Informing Union policy on equality for women and girls



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