

Dealing with Queries from New Teachers

New teachers may be teaching without having joined the NASUWT for a number of reasons. They may have joined another teachers' union as a student, or they may have never joined a union. They may have joined the NASUWT as a student member but then failed to convert their membership. No matter what the reason, new teachers are a vital group for Workplace Representatives and Local Associations to target for recruitment. If we recruit new teachers, give a good service and support them in their first few years of teaching, there is every chance that they will remain loyal NASUWT members for the duration of their teaching careers and encourage others to join them in the Union.

However, when Workplace Representatives and Local Association Secretaries approach new teachers on a one-to-one basis they may face a variety of queries, some of which may be generic. Other objections may be more specific and based on the misconceptions of the new teachers on what it means to be an NASUWT member.

This resource sheet highlights some issues that may be raised by new teachers when approached about joining the Union. Using the list and responses below should help when approaching newly qualified teachers in school.

Queries will not always be phrased or raised in the same way as those below, but using and adapting the information below should enable you to deal with objections and explain the benefits of NASUWT membership.



Hello. As a newly qualified teacher, have you ever thought about joining the NASUWT?

As a student teacher, all the unions were free and I joined all of them. What is the difference between them?

The NASUWT puts members first – we look after your interests so that you can focus on working effectively with pupils! The NASUWT believes that no teacher should enter the classroom without legal and professional cover, so you really should be a member. As a student, the NASUWT offered you FREE legal and professional cover for teaching practice. It is vital that you continue to receive this cover. However, the NASUWT is not only the largest teachers' union in the UK with influence with the Government and employers, we are also the only union that is actively tackling the issue of pupil indiscipline and the pay and workload of teachers. The NASUWT also understands the induction process, and support is there for all new teachers locally if needed.





Ok, but I really can't afford to pay for union membership.

The NASUWT appreciates how limited finances often are for new teachers. Therefore, we have a number of subscription offers that mean you get at least your first term of teaching free with further reductions depending on how you decide to pay, but have a look at this leaflet that explains more (give them the new teachers subscription offer leaflet). You may not have to pay a full subscription for seven terms over two years!

However, you should also compare the cost of future membership with what you spend in daily life. Can you really afford not to cover yourself in work? Ask yourself this, would you drive without insurance? So why wouldn't you cover yourself by joining the NASUWT in your professional life?

But is there anything the Union does specifically for new teachers?

The NASUWT provides lots of different services and support for new teachers. For example, we are experienced in supporting new teachers through their induction period and dealing with any individual issues that new teachers have. We also have a range of publications giving you guidance about your induction period and starting out in your teaching career. We can order these for you today. We also provide free seminars covering issues like behaviour management and getting more involved in the Union. They give you a chance to meet other new teachers with similar experiences to yourself and be able to network and build contacts.



Ok, but isn't joining a union more for older people? I'm too young.



The NASUWT knows that a new teacher's first few years as a teacher can be a challenging time: getting through your induction period, continuing professional development, never mind getting used to lesson planning, managing your classroom, dealing with behaviour management and learning how to manage your work/life balance. You are never too young to have the support and guidance of the NASUWT during this period of your teaching career and for many years afterwards. Remember that the thousands of other members have all been through the same experience and are there to support you.

**But I don't want to be seen
as a troublemaker.**



You won't be. Teaching is the most highly unionised profession. Employers recommend that teachers join an active union. The vast majority of the teaching workforce is likely to be in a trade union and the likelihood is that your headteacher will be as well. The NASUWT is a well-respected trade union. It is your legal right to join a trade union and the NASUWT works constructively with employers to achieve the best pay and conditions for teachers. So you will be joining a trade union that works progressively towards securing a better working life for teachers.