

THE 5Ms

As a profession, teaching is predominately female, which makes addressing these issues a high priority in all workplaces and within the Union.

Although the text may refer to women, NASUWT recognises that non-binary people, trans men and trans masculine people can also suffer from these issues.





What support can members expect from NASUWT?

NASUWT helps members by raising awareness of all these female-related matters with employers and by challenging discrimination.

Representatives provide confidential advice and support.

NASUWT provides individualised representation to members affected by the menopause, maternity, miscarriage etc. and also represents members collectively.

NASUWT offers workplace training for all members around menopause and other conditions. NASUWT has also produced bespoke training that can be delivered to members.

NASUWT nationally has produced publications supporting members in schools and colleges.

NASUWT provides workshops and awareness training on all the 5Ms at conferences and seminars throughout the UK, as well as webinars, which are all free to our members.

Using this booklet – News or Webpages can be found at **nasuwt.org.uk** or simply **scan the QR code**.



MENSTRUATION

WHAT IS MENSTRUATION?

Menstruation is monthly bleeding, often called a 'period'. When menstruation occurs, the body discards the monthly buildup of the lining of the uterus (womb). Menstrual blood and tissue flow from the uterus through the small opening in the cervix and pass out of the body through the vagina.

MENSTRUATION AND WORK

Issues facing members in the workplace include:

- the inability to leave the classroom to go to the toilet when required;
- lack of suitable toilet facilities;
- restricted access to sanitary products, e.g. personal effects kept in a locker and sanitary dispensers that come with a charge;
- lack of understanding regarding the effects of hormones and mood changes, especially the serious impact of pre-menstrual syndrome; and
- lack of understanding regarding the effects of endometriosis and other conditions during menstruation.

SUPPORT IN THE WORKPLACE

1. **News:** Endometriosis advocates get recognition: <https://tinyurl.com/4e68cywy>
2. **Website:** National Association for Premenstrual Syndrome (NAPS): pms.org.uk
3. **Webpage:** Managing adenomyosis, endometriosis and fibroids in the workplace
4. **YouTube video:** NASUWT endometriosis awareness video



**Bloody
Amazing**



**3.
Webpage**



**4.
YouTube
video**



MATERNITY

WHAT IS MATERNITY?

Maternity is the state of being pregnant. Pregnancy is the time in which a foetus develops inside the uterus. Pregnancy usually lasts about 40 weeks, but maternity rights extend beyond this. It is a time when information and support is needed and questions may arise. See the School Teachers' Pay and Conditions Document (STPCD) for more teachers' terms and conditions.

MATERNITY AND WORK

The main provisions of the Burgundy Book and STPCD relate to notice periods, sick leave and pay, and maternity leave and pay. It enhances the statutory maternity scheme for teachers who have one year's continuous service at the beginning of the 11th week before the Expected Week of Childbirth (EWC).

You are entitled to reasonable paid time off to attend antenatal appointments.

During pregnancy, your employer is required to carry out an initial risk assessment of your job and working environment, examining any risks that might arise during pregnancy. A risk assessment produced collaboratively should be provided.

Further assessments should be undertaken if your job or working environment changes in any way. If any risks are identified as part of the assessment, 'reasonable adjustments' should be made.

SUPPORT IN THE WORKPLACE

1. **Document:** NASUWT model Health and Safety Risk Assessment for Pregnancy
2. **Webpage:** NASUWT Health and Safety Handbook – Maternity: <https://tinyurl.com/4wdm6d4e>
3. **Webpage:** Valuing Maternity
4. **Webpage:** <https://maternityaction.org.uk>
5. **Webpage:** Emma's Diary <https://tinyurl.com/42z8n9e3> (freebies for expectant Mums)



1.
Document



3.
Webpage



MISCARRIAGE

WHAT IS MISCARRIAGE?

According to the NHS, the definition of miscarriage is the loss of a pregnancy during the first 23 weeks. The main sign of a miscarriage is vaginal bleeding, which may be followed by cramping and pain in the lower abdomen. It's thought that most miscarriages are caused by abnormal chromosomes in the baby, and in most cases a miscarriage is a one-off event and most people go on to have a successful pregnancy in the future. Some women may unfortunately have several miscarriages.

MISCARRIAGE AND WORK

NASUWT moved a motion at the TUC Congress in Brighton calling for miscarriage to be included within statutory maternity, paternity and parental bereavement rights so that workers experiencing the trauma of miscarriage have the right to paid time off.

As the law stands, workers experiencing miscarriage before the end of their 24th week of pregnancy are not statutorily entitled to maternity leave or pay – any pay or time off is at the discretion of their employer.

Dr Patrick Roach, former NASUWT General Secretary, said: "Workers experiencing miscarriage should not have their grief compounded by having to go cap in hand to their employer or worrying about whether they can afford time off. In a compassionate society, paid miscarriage leave should be a statutory right for all workers in all sectors."

SUPPORT IN THE WORKPLACE

1. **News:** NASUWT news article 'Call for legal right for miscarriage leave'
2. **Website:** <https://miscarriageassociation.org.uk/>
3. **Website:** Miscarriage Association and TUC Northern Region collaborate to launch new model miscarriage policy: <https://tinyurl.com/33nhfhfa>



1.
News



MENOPAUSE

WHAT IS MENOPAUSE?

Menopause is the natural process that marks the end of reproductive life. As teaching is a predominantly female profession (around 75% of the workforce), NASUWT believes that addressing the effects of menopause should be a high priority for all workplaces.

MENOPAUSE IN THE WORKPLACE

It is vital that employers are aware of their responsibilities to ensure that conditions in the workplace do not make the symptoms of the menopause worse.

It is also important that women, trans men and non-binary teachers experiencing menopause know where and who to go to for help and support in the workplace and also feel confident to raise issues in the workplace.

Reasonable adjustments may be required such as access to adequate toilet facilities, a fan, access to cold drinking water, extra breaks, flexible working, alternative tasks/duties, comfortable working temperature, natural light and access to counselling. These all depend on what is agreed in the risk assessment and HSE guidance.

SUPPORT IN THE WORKPLACE

NASUWT has lots of advice on the website to address menopause health and raise awareness. You can also attend a Menopause Awareness course.

1. **Website:** Menopause and HRT survey report
2. **Website:** Managing Menopause in the workplace – NASUWT advice
3. **Training:** Menopause awareness course
4. **Document:** Model Menopause policy for schools
5. **Document:** Menopause policy guidance



1.
Webpage



2.
Webpage



5.
Document



MENTAL HEALTH

WHAT IS MENTAL HEALTH?

According to the World Health Organization (WHO), mental health is a state of mental wellbeing that enables people to cope with the stresses of life, realise their abilities, learn well and work well, and contribute to their community.

Throughout our lives, multiple individual, social and structural factors may combine to undermine our mental health and shift our position on the mental health continuum. That shift can cause mental health disorders and psychosocial disabilities as well as other mental states associated with significant distress, impairment in functioning, or risk of self-harm.

MENTAL HEALTH IN THE WORKPLACE

Mental health is a basic human right for all people. Mental health and wellness issues have been a leading concern even before the pandemic. To recruit and retain teaching talent in the future, schools/academies will need to make personal wellbeing a priority by respecting work-life balance, addressing stress and burnout, and, importantly, leading with empathy.

SUPPORT IN THE WORKPLACE

These Mental Health First Aid (MHFA) courses are aimed at NASUWT members and NASUWT Representatives to help them become more aware of an increasingly common issue and get them thinking about how they might offer assistance and solidarity to their colleagues and pupils who are or may be exhibiting signs of mental health problems.

NASUWT Courses – Mental Health First Aid (England)

MHFA Adult half-day course

MHFA half-day refresher course

MHFA Youth two-day course

MHFA Adult two-day course



**Mental Health
First Aid**

HOW CAN HAVING A HEALTH AND SAFETY REP IN YOUR SCHOOL HELP?

The Chair of the North East Health and Safety Committee and the Chair of the Equalities Committee worked together to produce this booklet for members. They both agree that Health and Safety Representatives are essential in pushing for equitable, safe and secure working environments for all of our members.

It is really important that NASUWT continues to strive to have a Health and Safety Representative in every school. It makes a real difference to our members in those schools which have one.

WHAT CAN HEALTH AND SAFETY REPS DO TO MAKE A DIFFERENCE FOR MEMBERS AFFECTED BY THE 5MS

Campaign for more toilets if they are needed.

Survey members about their opinions/experiences.

Ensure every toilet cubicle has a small shelf fitted with a selection of sanitary products placed on it – don't just have them displayed in communal toilet areas.

Ask that every cubicle has a coat hook (or two) so members aren't wrestling with coats, personal effects and sanitary products.

Ask that any new toilet facilities (extensions and new builds) have sinks in every cubicle to allow staff to clean themselves if required.

Ensure anyone who menstruates can access products, including transgender men or non-binary individuals, and that language is gender neutral.

Inform all staff of where they can find sanitary products.

OTHER RESOURCES TO SUPPORT OUR MEMBERS IN THE WORKPLACE

1. Document: Pregnancy loss in the workplace

The TUC provides a model policy and guidance for Reps in the workplace.

2. Website: The NHS provides information regarding applying for an NHS Hormone Replacement Therapy Prescription Prepayment Certificate.

3. Website: TUC Menopause at Work Interactive Guide: The Menopause: a Workplace Issue

An interactive guide about menopause, the symptoms, why it's a workplace issue and what you can do to influence your employer to make changes in the workplace.

4. Website: Toilets at work: Why it matters

This is an important issue for teachers struggling with heavy periods or urgency.

5. Event: North East Women's Day

Every year, around International Women's Day, we hold our own Women's Day at the Regional Centre. The morning consists of guest speakers and a variety of workshops. Contact the Regional Centre to join us!



1.
Document



2.
Website



3.
Website



4.
Website

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