NAHT  Life Members Charter

Whether leaving a labour of love or embracing a life of leisure, there can be no doubt that retirement from school leadership marks a huge change in lifestyle. There will inevitably be adjustments to make, new challenges and a wide range of new opportunities.

At a time like this it is very important to ensure that you do not lose all the support you received in your working life. NAHT life membership can help maintain that support and also offer that ongoing legal protection should anything from the past emerge from the shadows! To be eligible for life membership you just need to be entitled to take your retirement benefits whether or not you choose to do so.

1. How do I become an NAHT Life Member?

NAHT life membership is available to all retired members of the association who are in post members (NAHT Constitution paragraph 3.9) whether they want to remain involved locally, perhaps become involved for the first time; or for those who have no desire to be active in the NAHT as they are too busy in their new worlds!

If you are in doubt of your eligibility please contact NAHT HQ on 01444 472472 In terms of becoming a life member you must exercise the life membership option within 6 months of your retirement date.

Prior to retirement

1. If you get the chance to do some research! Please note that NAHT HQ offers specialist advice about retirement. Also keep your eyes open for information about retirement, the process and possibilities in the NAHT magazine, communications from NAHT HQ or from your local branch or region. It’s also worth checking out the Teachers Pensions website https://www.teacherspensions.co.uk/ If you pay your full membership by direct debit renewal of this should also act as a prompt to review your membership category.

2. Inform NAHT HQ of the date of your change of membership eligibility and change of status once your retirement date is confirmed on membersupport@naht.org.uk Also change your email address if it is linked to your school to a personal one.

3. If you have forgotten your membership details or password please contact NAHT on membersupport@naht.org.uk

4. Remember to indicate your preference of membership following retirement. If you plan to continue to work in teaching on supply or a part time basis or another role working in school please check out the information below.

5. Make financial arrangements to pay the one off full membership fee and the annual retired member subscription fee from 2018. As ever trade union subscriptions are tax deductible.

Once you have retired you will be sent the relevant letter of acceptance and a certificate confirming your life membership. Your subscription will continue to be collected by direct debit as before unless you change this instruction. For more information please follow the link below http://www.naht.org.uk/welcome/join-now/membership/life-membership/ or contact the NAHT on 01444 472472

Life Members Charter June 2019
Retired Members who are still on supply or part-time working in school:
The following paragraphs give some general advice about retired members who may wish to carry on working, however we recommend that all members in this position should contact the membership department at NAHT HQ (membersupport@naht.org.uk or telephone 01444 472414) in order to ascertain the membership status and subscriptions that will apply to their own individual circumstances.

If you are retiring from a school leadership role (e.g. headteacher, deputy, assistant or business manager etc.) and you intend to continue working in school on either supply or a part time basis you must take care to register yourself at NAHT HQ as still working in school. You will then be required to pay the reduced subscription for your category of NAHT membership which will give you full membership entitlement to NAHT benefits, in particular the legal protection that defends your interests as an active teacher or business manager. In this case you would not take out Life Membership until you fully retired but your first life membership payment would continue to be based on your last full-time role.

Members who wish to work out of school and for whom their new role is associated with education but not eligible for continuing full membership should contact HQ as their new role may best qualify for associate membership.

Should you retire and take out Life Membership and subsequently undertake part-time work you should inform NAHT HQ of your change of circumstances. In this case you would cease to pay the annual life members subscription and pay the appropriate subscription to cover your part-time work. When you cease part-time work no further one off payment for life-membership would be required and you would revert to paying the annual life members’ subscription.

NAHT Edge members

NAHT Life Membership is also open to members of NAHT Edge who meet the eligibility criteria set out above.

2. Services and benefits to Retired members

Membership of the NAHT entitles life members to services and benefits in line with other NAHT membership categories which are as listed below.

Services

- Individual legal support and representation for issues relating to the time when the member was a full member of the NAHT.
- Advice on occupational pensions.
- Publications and guidance documents relating to both life members and serving members, depending upon your preferences and access to the NAHT website via password.
- Access to a dedicated member of HQ staff for retired members.
- Access to the NAHT counselling and support line telephone.
- Access to a wide range of value-added services from affinity partners as below.
Benefits via affinity partners

The following services are currently available through the Affinity Partners Scheme. The National Life Members Committee is currently working with NAHT staff to quality assure the services on offer and to ensure that they offer good value for money. Additionally we are looking to extend the scheme to cover services that will particularly apply to those in life membership.

- Independent financial advice and investment planning;
- General insurance services, including home, contents and motor;
- Travel insurance;
- Medical insurance;
- Professional indemnity and public liability insurance for independently contracted consultants.

This work is ongoing with developments appearing in our newsletters and on the Life Members website.

3. NAHT Democracy and Governance

The NAHT life member structure mirrors that of the full time working members – please see Appendix 1. This means that life members can continue to participate in the NAHT’s democratic processes at all levels if they are still keen to be involved.

NAHT life members are still part of their local branch and can attend branch meetings, speak and vote on all issues and have representation on the branch committee and regional executives if elected. Branches are encouraged to have at least one Life Member representative on their committee with regions having at least two. We encourage every branch to have a nominated link Life Member who is able to signpost colleagues to life member services and information.

Should Life Members prefer to join the branch where they live, as opposed to the one where they worked, which may be different, this can also be accommodated. Please contact NAHT HQ if this is for you.

In terms of Life Members holding branch officials roles NAHT rule 6.8 states that, ‘In the event that branches cannot fill branch offices with full members, such vacancies may be filled by Life Members providing they do not form a voting majority of the branch executive committee. Where this is not possible, permission must be sought from the National Executive to fill additional posts with Life Members’.

Life Members are also represented on Regional Executives and are able to feed views to the NAHT National Executive Committee (NEC) through the National Life Members Committee (NLMC) that meets four times a year. Each region, or country in the case of Wales and Northern Ireland, has two life member representatives elected at region/country level, one of whom can attend the meetings of the NLMC. The region makes the decision which of the two representatives will attend.

NAHT life members can also be branch/regional representatives attending the NAHT annual conference and AGM depending on the local arrangements for sending delegates. This provides the opportunity for Life Members to submit up to two motions to the conference and to debate the issues important to them.

In some branches there are active Life Member social activities. The basic requirements are a supportive NAHT branch and at least one member who is prepared to undertake the necessary work.

Life Members Charter June 2019
June 2019 Life Members Charter

Experience has shown that the enthusiasm of one individual can often serve as a catalyst for the creation of a successful branch Life Members group. The NAHT branch should be involved in the process and after agreement make resources available for this initial work including finances for postage, telephone calls, email messaging and reasonable travel costs.

4. Communications
Once you become an NAHT Life Member it is important that effective communication systems are in place to ensure you know who to contact, how to amend your communication preferences to suit your individual requirements and how to keep up to date with life member and indeed NAHT activity.

To determine your communication preferences from NAHT please go to www.naht.org.uk
An up to date personal email address is essential to comply with GDPR Regulations!

In terms of general Life Membership issues each member of the NLMC has their contact details posted on the Life Members landing page on the NAHT website http://www.naht.org.uk/welcome/about-you/your-role/life-member/ They are available to respond to general enquiries and direct you to local branch contacts.

Information about Life Member activity, items of local and national interest, comment on specific issues and opportunities to engage will be posted regularly through THE FOLLOWING SOURCES:

1. The newly launched, user friendly Life Members web pages at http://www.naht.org.uk/welcome/about-you/your-role/life-member/ These will also include up to date information about the work of the NLMC.
2. You can also follow us on social media via our Twitter account @LifeMembers
3. The NAHT Life Members e-newsletter, which will also be on the website.
4.

In addition to the above there will be an annual Life Member survey to ensure we are providing what you want! The voice of every Life Member regardless of how active in the NAHT you are is important to us and to the NAHT.

5. Getting involved in the NAHT as a Life Member
Life Members have a wealth of experience and knowledge that make them a valuable part of the NAHT. Becoming a Life Member means that you can stay actively involved in issues that affect you and your peers. However the level to which you remain or become involved is entirely up to you! There is no doubt that the support Life Members can offer the professional community is immense. However the key word is support.

As a Life Member if you wish you can continue to make an important contribution to NAHT campaigns, often working closely with other NAHT member groups and the National Executive. For example you could be involved in:

- Current legislation issues e.g. pension provision;
- Action against discrimination, including age discrimination;
- Supporting branch activity including helping to organise conferences and training events, gathering members views to feed into national and local consultations;
- Offering pastoral, well-being support for NAHT members locally;
- Supporting local and national events such as the Wales Eisteddfodau.

Life Members Charter June 2019
Life Members also work closely with other member groups on issues that affect workers in the UK, as well as fighting for quality public services, on which many older people rely.

Life Members can also have a crucial role supporting colleagues in their branches who are perhaps new to the NAHT official’s role, acting as an advisor, guide and mentor to support local needs. They could also support the branch helping to recruit new members to the NAHT.

Offering various levels of advice to members depending upon their desire, confidence, training and experience is another key role some Life Members may choose to be involved in. This could range from the telephone ‘listening ear’ through to providing simple advice, to meeting attendance and finally some representation. All the experience and confidence developed over the years can be so important to a vulnerable member.

6. Life Members contact information

Wasim Yunus, NAHT Head of Retention, has responsibility for working closely with the NLMC as servicing officer. He can be contacted via email wasim.yunus@naht.org.uk telephone 01444 472 466 or 07976 920 094

Contact details of regional Life Member representatives who also sit on the NLMC committee can be found on the NAHT website www.naht.org.uk on the Life Member pages.

7. The National Life Members Committee (NLMC)

The NLMC is attended by one elected representative from each of the NAHT regions with the addition of one place each for Northern Ireland and Wales. Depending on the standing orders of the Regional Committee the elected committee members will normally serve a term of three years and can be re-elected.

NLMC officer roles are as follows -

- Chair
- Vice Chair

Elections for officer posts are held annually in the first meeting following the NAHT annual conference. The committee is fully supported by a servicing officer from HQ in Haywards Heath.

The NLMC meets four times a year to coincide with the meetings of the NEC but prior to the meeting of the Membership Services Committee which enables the NLMC to develop effective working links with the members of the NEC. The NLMC Reference Group* liaises with NAHT Membership Services regarding life member communications and services. *See NLMC Roles and Responsibilities document for details.

Life Member regional representatives, who sit on the regional executives, provide the NLMC with a written report ahead of each meeting identifying activity and relevant issues from their branches and region in line with the agreed NAHT format. This is then discussed with outcomes compiled in a report by the chair, vice chair, and HQ servicing officer which is subsequently shared at the NEC Membership Services Committee with appropriate action taken reported back to the NLMC. The chair of the NLMC also attends the NEC Membership Services Committee meeting to represent the interests of life members.

8. Questions and answers  If you have any questions about life membership, please see the Life Members section of the NAHT website:
http://www.naht.org.uk/welcome/join-now/membership/life-membership/

Life Members Charter June 2019