

Education Workers Network Constitution

October 2007

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Aims

The Education Workers Network is an Industrial Network of the Solidarity Federation. The immediate aim of the Education Workers Network is to defend and improve the quality of life of workers who are employed in Education through collective action whenever their interests are attacked by employers or the state, whatever the government that is currently in power. The long term aim is to form a revolutionary union based on the principles of anarcho-syndicalism.

Anarcho-syndicalism seeks to replace the existing society based on exploitation and hierarchical social relationships with a cooperative, anti-authoritarian and free society without capitalism, the state or government.

As the Education Workers Network is an integral part of the Solidarity Federation its propaganda and activities should be in agreement with those of the Solidarity Federation, seeking to rediscover the principle of workers' solidarity across artificial divides such as those of the current trade unions or any other factor used to weaken workers' collective action, such as race, ability, sex or sexuality.

Membership

Membership of the Education Workers Network is based on being a member of a Solidarity Federation local and being employed within education.

Structure

The Education Workers Network is a revolutionary union in formation. At present, it is based on local and workplace groups and seeks to build its influence across all sectors of education to include all workers, whether porters, teachers, cleaners or administrative workers. In accordance with

our principles of direct democracy all posts are held by national officers who are accountable to the membership as a whole. A national officer will be a named individual for a period of no longer than two years.

If at least two EWN groups believe that a national officer has failed to carry out their mandate they should circulate a motion to recall the mandated individual, to be discussed at the next possible conference. Mandated individuals are expected to give a report at each conference, and also have a duty to inform the membership if they no longer are able to carry out their duties.

National Officers

- i) Secretary - Is held accountable for external contacts, dealing with enquiries, promoting the activities and views of the Network and organising conferences.
- ii) Website Officer - Is responsible for maintaining a webpage.
- iii) Treasurer – Is responsible for members' dues and for managing the accounts of the Network

iv) Bulletin Officer – Is responsible for commissioning articles for *Education Worker*, editing the bulletin together with its distribution

Conference

Conferences should be arranged twice annually and at least one month's notice should be presented to all members before conference takes place. Conference is the decision-making body of the EWN.

Conference proposals/discussions should be given at least a month in advance and the Secretary has the duty to circulate these. Conference decisions are reached as far as possible by consensus, or failing that, with a majority vote in favour.

Minutes should be circulated, initially internally to those present for approval, and then sent to the rest of the membership, within six weeks of the conference.

EWN aims to be an organisation of collective workplace struggle, and therefore should be based as far as possible on a group structure (rather than a coalition of individuals). Where an EWN group exists in a workplace/locality, proposals to conference should come from the group. Two people in a workplace/locality is sufficient, for the time being (last quarter of 2007), to constitute an EWN group.

Individual EWN members should, as far as is practical, join their nearest group. Where no group exists, individual EWN members may make proposals to EWN Conference so that they are not excluded unfairly from EWN internal democracy/decision-making processes.

Where an EWN group considers that its delegates have acted in breach of mandate, and that has affected the outcome of a conference decision, the group (or any other EWN group) should inform the EWN Secretary within 3 months of conference minutes being made available, and include details of the mandate. EWN Secretary should ensure that it is on the agenda of the next National Conference.

Subscriptions

Resources are key to developing propaganda and organising activities. Membership dues should be set at conference and paid by standing order to the EWN bank account.

Agreed by conference 29 September 2007