

Agenda

Association of Teachers and Lecturers Conference 2008

17–20 March 2008
Torquay

THE ASSOCIATION OF TEACHERS AND LECTURERS

President

Julia Neal BA, Torquay Grammar School for Girls, Devon

Immediate Past President

Stuart Herdson BEd, DGC Bradford Education Authority, West Yorkshire

Senior Vice-President

Andy Ballard Cert.Ed, BEd (Hons), Dip Counselling, Somerset

Junior Vice President

Lesley Ward, South Yorkshire

Honorary Secretaries

Shelagh Hirst Cert.Ed, Supply teacher, Calderdale and Kirklees local authorities, West Yorkshire

Chris Wilson MA, MA (Cantab), Cert.Ed, Cambridge Regional College, Cambridge

Honorary Treasurers

Angie Rutter BEd, Special Needs Resource Centre, Aylesbury, Buckinghamshire

Martin Lawes BEd, Paget High School, Burton-upon-Trent, Staffordshire

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Welcome to Torquay and the ATL Conference 2008



I am delighted to be able to welcome you to Torquay for our Annual Conference.

Torquay is of particular personal significance for me because I live here and have spent many years teaching in South Devon. It is a very beautiful part of the country and I am very pleased to be able to share it with you this week.

As in previous years I know that our venue will provide the perfect environment for discussion, networking and

transacting the vital business of ATL, the education union.

I would like to thank all those branches who have taken the time and trouble to submit resolutions to Conference, and I really appreciate the work of those members who will propose and second speeches in the coming days. The range of topics to be debated is really impressive; how good it is to see that children, education professionals and the curriculum will be at the heart of our discussions. It is very important that, as a member led organisation, you have the chance to express your views. Let us hope that the debate is lively and that as many of you as possible will be able to participate in the proceedings. I would particularly like to welcome those members who are attending for the first time. It is always a pleasure to see

new faces alongside our regular Conference members, and I am looking forward to meeting you during our time in Torquay.

Remember that there will also be plenty to do outside of the Conference Hall. There will be an engaging programme of workshops and taster sessions, and a Conference exhibition set out in the arena.

My thanks go to the officer group and all the ATL staff, both at the Conference and behind the scenes in London, for their hard work, support and encouragement. Conference is truly a team effort!

I hope that you will enjoy being part of the democratic process of ATL, and I am confident that together we can build on our continuing success.

Have a good conference!

Julia Neal
ATL President

Welcome from the Chairman of Torbay Council



It gives me very great pleasure, as Chairman of Torbay Council,

to extend a warm welcome to ATL's Annual Conference, on your return to Torbay.

The English Riviera provides a variety of interests to suit all tastes. Whilst I am sure you will all have a busy schedule, it is to be hoped that delegates will have an opportunity to visit our three towns of Torquay, Paignton and Brixham during their visit. Our unique coastline, historic buildings and country parks are among the many

attractions that all our visitors and residents enjoy.

Torbay welcomes you and I look forward to meeting you on 19 March 2008.

With civic greetings and best wishes to you all for a most successful and enjoyable Conference.

**Councillor
Beryl McPhail, MBE**
Chairman of Torbay Council

Notes for all members of Conference

- 1** Priority resolution forms should be handed in at the ATL reception desk before the start of the first session of the Conference. Please do not include resolutions that should be taken during the first session or at the beginning of subsequent sessions.
- 2** Completed expenses claim forms should be placed in the tray provided in the ATL reception desk at the end of the final session on Thursday, 20 March. Receipts for travel will be required.
- 3** At the end of any session, business not completed in any previous session may be taken.

Key to acronyms and terms used in resolutions

CRB Criminal Records Bureau

EU European Union

FE Further Education

GP General Practitioner

Government The Government of the United Kingdom of Great Britain and Northern Ireland

GTC General Teaching Council

HE Higher Education

HSE Health and Safety Executive

IT Information Technology

ITT Initial teacher training

KS Key stage

LA Local authority

NQT Newly qualified teacher

PCT Primary Care Trust

STG Strategic Task Group

STRB School Teachers' Review Body

STPCD School Teachers' Pay and Conditions Document

ULR Union learning representative

WAMG Workforce Agreement Monitoring Group

Summary of programme

Monday 17 March

17.00–19.00

First session of the Conference

The Forum

During this session there will be a welcome speech by Dr Mary Bousted, General Secretary of ATL.

Tuesday 18 March

9.00–13.00

Second session of the Conference

The Forum

During this session there will be an address from Julia Neal, President of ATL.

Rosetor, Arena Bar, Burdett Room, Riviera International Conference Centre

Arlington and Rougemont Rooms, The Toorak Hotel

14.00–15.00

Workshops

15.00–18.15

Third session of the Conference

The Forum

Wednesday 19 March

9.00–12.45

Fourth session of the Conference

The Forum

During this session there will be an address by Jim Knight MP, Minister of State for Schools and Learners.

14.00–17.45

Fifth session of the Conference

The Forum

Thursday 20 March

9.15–12.30

Sixth session of the Conference

The Forum

During this session there will be an address by Hilary Fisher, Director of End Child Poverty.

During this session there will be an address by Dr Mary Bousted, General Secretary of ATL.

Vote of thanks

FIRST SESSION OF CONFERENCE

Monday
17 March

17.00–19.00

- 1 MINUTES OF THE PREVIOUS MEETING
- 2 APPOINTMENT OF TELLERS
- 3 REPORT OF ELECTIONS TO NATIONAL OFFICE
- 4 APPOINTMENT OF APPEALS COMMITTEE

THAT the following be appointed to the Appeals Committee:

Felicity Bunker, Coventry
Geoff Coggins, Lewisham
Diana Manville, Bromley
Richard Martin, Leeds
Jean Roberts, Hammersmith and Fulham
Val Ross, Cambridgeshire
Pam Smith, Hillingdon

Proposer: *Shelagh Hirst, Honorary Secretary*

Seconder: *Chris Wilson, Honorary Secretary*

- 5 ANNUAL REPORT OF THE EXECUTIVE COMMITTEE

Presented by Stuart Herdson, Immediate Past President

- 6 ANNUAL STATEMENT OF ACCOUNTS

Presented by Martin Lawes, Honorary Treasurer

- 7 DATE AND LOCATION OF THE NEXT ANNUAL MEETING OF THE CONFERENCE

Monday 6 – Thursday 9 April, Liverpool

RESOLUTIONS

Extending ATL's membership amongst early years professionals

- 1 HERTFORDSHIRE BRANCH

THAT Conference, asks the Executive Committee to investigate the feasibility of recruiting the full range of professionals working with children aged three to five, who may not currently be eligible for membership and, if necessary, bring to the 2009 Conference a resolution to bring about any rule changes.

Proposer: *Karen Clout, St John's Infant and Nursery School, Radlett*

Seconder: *Joyce Field, Prae Wood School, St Albans*

Utilise the experience of retired members

- 2 BERKSHIRE BRANCH

THAT Conference, asks the Executive Committee to explore ways of enabling branches to utilise fully the talents and experience of retired members in supporting standard members and enriching the life of the branch.

Proposer: *Maureen Meatcher, Unattached member, Berkshire*

Seconder: *Teresa Dawes, Park House School, Newbury*

Leadership

RESOLUTIONS

First session
of Conference

3 INDIVIDUAL

THAT Conference, building on the STG report on leadership, calls upon the Executive Committee to review the support given to members on the leadership scale and plan a strategic approach in order to retain and recruit more members in this category.

Proposer: *Liz Coston, Torridon Junior School, London*

Seconder: *Iain Freeland, Launceston College, Cornwall*

Monday 17 March
17.00–19.00

FE recruitment

4 WILTSHIRE BRANCH

THAT Conference, congratulating the Executive Committee for raising the profile of the Post-compulsory sector within ATL, calls upon it to develop and implement a rigorous recruitment campaign to show all who work in the Post-16 sector that ATL is the Education Union for them.

Proposer: *Stella Jales, Wiltshire College Devizes, Wiltshire*

Seconder: *John Hawkins, Unattached member, Wiltshire*

Raising ATL's profile

5 COVENTRY BRANCH

THAT Conference, while celebrating the exceptional advances made in the recruitment of trainee and newly qualified teachers and the increased exposure through the national news media, is concerned by ATL's low profile in many school staffrooms. Conference therefore calls upon the Executive Committee to formulate a strategy to ensure that ATL's views, once again, dominate the discussions in our staffrooms.

Proposer: *Stephen Holmes, Coundon Court School, Coventry*

Seconder: *David Kinnen, President Kennedy School, Coventry*

Exit survey of ATL members

6 AVON BRANCH

THAT Conference, believing that the profession feels increasingly disillusioned and isolated and that its contribution is no longer trusted or valued, calls upon the Executive Committee to:

- (i) put in place a system for surveying all ATL members who leave the profession in order to ascertain their reason(s) for leaving;
- (ii) seek the help of the GTC and other teaching unions to promote and actively support this strategy.

Proposer: *Carolyn Dutton, Kingsfield School, Avon*

Seconder: *Jennifer Caola, Greenfield Primary School, Avon*

RESOLUTIONS

First session
of Conference

Monday 17 March
17.00–19.00

Lifelong learning networks

7 INDIVIDUAL

THAT Conference, noting the success of informal lifelong learning networks developed by the London branches, urges the Executive Committee to enable all branches across the UK to facilitate local learning networks of trained ULRs and other interested members and to develop an ATL members' skills bank.

Proposer: *Diana Manville, Unattached member, Bromley*

Seconder: *Bobbie Churchley, Dorothy Stringer School, East Sussex*

Use of IT to enable greater participation at Conference

8 LANCASHIRE AND ISLE OF MAN BRANCHES

THAT Conference requests the Executive Committee to seek to amend the current rules for branch members, formally nominated by their branch as representatives to Conference who wish to propose or second a resolution, to be allowed to do so using modern communication techniques rather than having to attend in person.

Proposer: *Alice Robinson, School of our Lady's Catholic College, Lancaster*

Seconder: *Andrew Shipley, St Ninian's High School, Isle of Man*

ATL democracy

9 WARWICKSHIRE BRANCH

THAT Conference, whilst acknowledging that it is not always an efficient way to conduct business, urges the Executive Committee to ensure that ATL maintains its traditions of genuine democracy at all levels.

Proposer: *John Collins, George Eliot Community School, Warwickshire*

Seconder: *Maureen Boneham, Queen Elizabeth School, Warwickshire*

The name of the Association

10 DORSET BRANCH

THAT Conference, in the light of the current diversification of membership of ATL, calls on the Executive Committee to consider fully whether the name *Association of Teachers and Lecturers* is fit for purpose and to react accordingly.

Proposer: *Andrew Rowden, Shaftesbury School and Sports College, Dorset*

Seconder: *Phil Jacques, Shaftesbury School and Sports College, Dorset*

Stress in teachers

11 COMPOSITE

From resolutions submitted by Cornwall, Hertfordshire and Wiltshire branches.

THAT Conference, recognising that the excellent practice in caring for the welfare of their staff shown by some schools and colleges is not common to all, and being aware that undue stress is a significant cause of absence from work, notes the research data that demonstrates that stress-related illness remains the principal cause of ill-health in teachers and lecturers. Conference therefore asks the Executive Committee to:

- (i) work with other unions to encourage members to record stress as a cause for absence where appropriate, and to ensure that LAs collect this information and liaise with the PCTs in their areas to encourage GPs to record the cause for absence as stress where applicable;
- (ii) work with other unions to persuade the Government to collect relevant statistics on the effect of stress upon the profession;
- (iii) maintain the pressure on government to reduce the principal causes of stress and to encourage the introduction of staff wellbeing programmes in schools and colleges;
- (iv) investigate existing practice and provide appropriate advice for members;
- (v) discuss within the Social Partnership how best practice can be extended to all schools and provide evidence to the STRB to seek to improve conditions of service in this respect.

Proposer: *David Guiterman, St Austell College, Cornwall*

Seconder: *Elizabeth Greed, Lavington School, Wiltshire*

Bullying

12 CHESHIRE BRANCH

THAT Conference, requests the Executive Committee to relaunch its campaign against workplace bullying in conjunction with like-minded TUC partners to:

- (i) include emerging forms of electronic intimidation;
- (ii) outlaw bullying from whatever quarter, be it from management, peers, service users or members of the public.

Proposer: *Colin Newcombe, Unattached member, Cheshire*

Seconder: *Ian Bonner, Unattached member, Cheshire*

RESOLUTIONS

Second session
of Conference

Tuesday 18 March
09.00–13.00

National agreement on raising standards and tackling workload

13 COMPOSITE

From resolutions submitted by Berkshire, Coventry, Kent and Wolverhampton branches.

THAT Conference:

- (a) noting that some members have serious concerns relating to the implementation of the national agreement on raising standards and tackling workload;
- (b) recognising that existing regulations accept that there are some circumstances whereby staff without certified status can teach resulting in an unreasonable number of lessons without appropriately trained teachers, calls upon the Executive Committee to:
 - (i) work with WAMG and the Social Partners to press for the full realisation of the national agreement on raising standards and tackling workload;
 - (ii) lobby government to ensure that support staff are not exploited;
 - (iii) work with WAMG, the Social Partners and government to put in place mechanisms to ensure full implementation of the agreements.

Proposer: *Janice Walsha, Alfred Sutton Primary School, Berkshire*

Seconder: *Ros Hargreave, Wolverhampton Girls' High School, Wolverhampton*

Behaviour management and workload

14 COMPOSITE

From resolutions submitted by North Wales and Hertfordshire branches.

THAT Conference, recognising the increasing workload faced by many members in managing the behaviour of pupils and students, along with the current imbalance in accountability among stakeholders in education, asks the Executive Committee to:

- (i) investigate the issues and work within the Social Partnership to seek to address them;
- (ii) produce guidance for members on what might be acceptable as reasonable and unreasonable demands from senior management of schools and colleges;
- (iii) urge the Government to recognise the need for pupils, students and parents to accept greater responsibility for learning and behaviour.

Proposer: *David Clout, Unattached member, Hertfordshire*

Seconder: *Dean Brown, Ysgol Bryn Elian, North Wales*

Cult of celebrity

15 BRENT BRANCH

THAT Conference, is appalled at the extent of the decline in this country into the cult of celebrity, which is perverting children's aspirations and expectations. This compounds the subsequent sense of failure, alienation and low self-esteem when celebrity status is not achieved.

Conference therefore urges the Executive Committee to call upon the

Government and other relevant agencies to take action to promote positive role models of ordinary people across the media.

Proposer: *Hank Roberts, Copland Specialist Science Community College, Brent*
Seconder: *Azra Haque, Hay Lane Special School, Brent*

RESOLUTIONS
Second session
of Conference

Tuesday 18 March
09.00–13.00

Teenage suicides

16 NORTHERN IRELAND BRANCH

THAT Conference, expressing deep concern at the increasing number of pupils across the UK who have committed suicide due to academic, social and peer pressure, urges the Executive Committee to call upon the Ministers with direct responsibility for education around the UK to coordinate work on suicide prevention, in order to develop robust programmes for all schools.

Proposer: *Sandra Douglas, Victoria Primary School, County Down*
Seconder: *John Harkin, Oakgrove Integrated College, Londonderry*

Impact of social dysfunction and family breakdown

17 WILTSHIRE BRANCH

THAT Conference urges the Executive Committee to press the Government to recognise fully the extent to which social dysfunction and family breakdown are damaging the educational attainment of children and the performance of schools and colleges.

Proposer: *Phil Whalley, Hardenhuish School, Wiltshire*
Seconder: *Liz Wrighton, South Wilts Grammar School, Wiltshire*

School and college buildings

18 COMPOSITE

From resolutions submitted by Wiltshire and Devon branches.

THAT Conference, notes with concern the lack of space in many schools and the large number of education buildings that are not fit for purpose and calls upon the Executive Committee to press the Government to:

- (i) provide for financial incentives so that schools and colleges can introduce energy-saving and environmental schemes;
- (ii) create building standards for refurbishment projects for existing buildings that include:
 - (a) consideration of teaching and learning activity requirements;
 - (b) heating and lighting that is fit for purpose and considers the health of staff and students;
 - (c) staff facilities that provide sufficient space for staff to rest, have an uninterrupted lunch break and for storage of personal belongings;
 - (d) suitable parking areas for cars, bicycles and for school buses to load safely away from the public roadway;
 - (e) sufficient smaller rooms for mentoring and tutoring and for use as offices and the storage of equipment.

Proposer: *Philip Smith, Ridgeway School, Devon*
Seconder: *Kim Knappett, Forest Hill School, London*

RESOLUTIONS

Second session
of Conference

Tuesday 18 March
09.00–13.00

Asbestos

19 BRENT BRANCH

THAT Conference, deeply concerned by the number of education staff dying from asbestos-related diseases, calls upon the Executive Committee to demand that the Government:

- (i) conducts a survey of all educational establishments to determine whether asbestos is present. The results should be centrally collated and made public;
- (ii) ensures that the premises with the largest quantity of asbestos are dealt with first;
- (iii) ensures the complete removal of asbestos from all educational establishments, in accordance with approved HSE standards and by firms licensed under the Asbestos (Licensing) Regulations, by 2010.

Proposer: *Hank Roberts, Copland Specialist Science Community College, Brent*

Seconder: *Azra Haque, Hay Lane Special School, Brent*

Health and safety fire marshall training

20 DEVON BRANCH

THAT Conference, requests the Executive Committee to call on the HSE to ensure that the Regulatory reform (Fire Safety) Order 1 October 2006 is properly implemented in all educational establishments.

Proposer: *Joyce Walters, Coombeshead College, Newton Abbot, Devon*

Seconder: *Ruth Arnold, Unattached member, Devon*

Surveillance cameras in schools

21 EXECUTIVE COMMITTEE

THAT Conference, calls upon the Executive Committee to examine the increasing use of surveillance cameras in schools and adopt and promote a policy to protect members.

Proposer: *Peter Walker, Executive Committee*

Seconder: *Malcolm St John-Smith, Executive Committee*

Manual handling

22 COMPOSITE

From resolutions submitted by Birmingham and Devon branches.

THAT Conference, mindful of the number of working days lost to injuries caused by inappropriate manual handling, requests the Executive Committee to press the Secretary of State for Work and Pensions to enact regulations that will outlaw the use of staff untrained in manual handling techniques, to move or remove furniture and other weighty or bulky objects in the course of their employment in schools or colleges. Furthermore, until such legislation comes into force Conference urges the Executive Committee to ensure all ATL members are fully aware of the potential dangers of attempting to move or remove furniture, parcels or other weighty objects by producing suitable publicity and engaging, where appropriate, in a media campaign to highlight

the dangers to persons untrained in manual handling techniques.

Proposer: *Chris Tanquee, Oldknow Junior School, Birmingham*

Second: *Alan James, Unattached member, Birmingham*

RESOLUTIONS

Second session
of Conference

Tuesday 18 March
09.00–13.00

Violence at work

23 BRADFORD BRANCH

THAT Conference, believing that the current legislation to protect staff from violence at work is ineffective, requests the Executive Committee to lobby the Government to:

- (i) ensure that all employers abide by the legislation in place so that staff feel safe at work without the continuing threat of violence from pupils or others;
- (ii) penalise employers who blatantly ignore the legislation.

Proposer: *Ann Nash, Bradford Education Authority, Bradford*

Second: *Philip Shackleton, Bradford Education Authority, Bradford*

Malicious accusations

24 COMPOSITE

From resolutions submitted by Berkshire and Wolverhampton branches.

THAT Conference, realising the vulnerability of individual members to malicious, unfounded accusations of sexual or other misconduct, requests the Executive Committee to:

- (i) urgently seek ways to ensure more effective protection of all members in schools or colleges where such accusations have been made against a colleague by a pupil or pupils;
- (ii) lobby the Government to require LAs to establish a register recording all instances of such unfounded allegations, with a view to prosecuting those of the relevant age or applying sanctions to those of younger age.

Proposer: *Brenda Walters, Wednesfield High School, Wolverhampton*

Second: *Martyne Ellard, Park House School, Berkshire*

CRB checks

25 COMPOSITE

From resolutions submitted by Norfolk and Avon branches.

THAT Conference, considering the present system of CRB checks to be over burdensome and not fit for purpose, urges the Executive Committee to:

- (i) press the Government for the introduction of an efficient, deliverable and practicably useful process;
- (ii) ensure that adults undertaking courses in schools and colleges, alongside 14-19 year-old students are CRB checked under a reformed system and that they declare whether or not they are listed on the sex offenders' register;
- (iii) ensure that all teachers and lecturers in the establishment affected are made aware of those on the register studying in their school or college.

Proposer: *Martin Gibbs, City of Bristol College, Avon*

Second: *Shirley Buxton, Lionwood Infants School, Norfolk*

THIRD SESSION OF CONFERENCE

Tuesday
18 March

15.00–18.15

Community cohesion

26 INNER LONDON BRANCH

THAT Conference, whilst noting the introduction of a new duty on schools to promote community cohesion and deploring the present over-prescriptive national curriculum which will be a barrier to schools implementing this duty, calls on the Executive Committee to:

- (i) campaign for aspects of the curriculum to be locally determined in order to reflect the history, experiences and needs of pupils and communities;
- (ii) investigate the impact of educational underachievement among working class boys on the economy within specific regions;
- (iii) provide guidance to members on the requirements of the school workforce to fulfill this duty.

Proposer: *John Puckrin, Unattached member, Inner London*

Seconder: *Jovan Trkulja, Deptford Green School, London*

Test for fitness to run an educational establishment

27 EXECUTIVE COMMITTEE

THAT Conference, noting the closure of St Elphin's independent school and the continued concerns over academies, calls upon the Executive Committee to lobby the Government to institute a rigorous and standard 'fit and proper person' test for any individual or company seeking to run any educational establishment.

Proposer: *Malcolm St John-Smith, Executive Committee*

Seconder: *Peter Walker, Executive Committee*

Curriculum reforms

28 WILTSHIRE BRANCH

THAT Conference, mindful of the extensive and concurrent programme of reforms in secondary education planned for the next two to three years, which include significant changes to KS3, GCSE, AS and A2 syllabi and courses, urges the Executive Committee to press the Government to accept the principle that reform would be more effectively introduced if no more than one significant change to the curriculum was implemented in each sector of education in any given academic year.

Proposer: *John Hawkins, Unattached member, Wiltshire*

Seconder: *Phil Whalley, Hardenhuish School, Wiltshire*

Curriculum, assessment and workload

29 COMPOSITE

From resolutions submitted by Stoke on Trent and Kent branches.

THAT Conference, believing that the curriculum is too important to be left as the plaything of politicians, requests the Executive Committee to:

- (i) monitor how the new Primary Framework has added to the workload of Primary teachers;
- (ii) investigate the use and abuse of level statements and recommend how they should be used to inform our work;

-
- (iii) seek to abolish the inappropriate use of statistics (such as sub-division of national curriculum levels) and their misuse in labeling pupils, classes and teachers.

Proposer: *Zoë Fail, St Mary's RC School, East Sussex*

Second: *Peter Lane, Etruria Industrial Museum, Stoke on Trent*

RESOLUTIONS

Third session
of Conference

Tuesday 18 March
15.00–18.15

Teaching reading

30 CAMBRIDGESHIRE AND PETERBOROUGH BRANCH

THAT Conference, noting government policy on teaching reading through the use of synthetic phonics, deplores the expectation that primary teachers will have to implement a reading policy without adequate training or resources and therefore calls upon the Executive Committee to campaign for adequate funding.

Proposer: *Helen Brook, The Vine Inter-Church Primary School, Cambridge*

Second: *Steven Taylor, Warboys Community Primary School, Cambridge*

KS1 and KS2 assessments

31 INNER LONDON BRANCH

THAT Conference, believing that the Government has not made sufficient progress in the reduction of the workload associated with the organisation and administration of KS2 tests and KS1 assessment tasks and tests, requests the Executive Committee to consider a lawful campaign;

- (i) of non co-operation in the implementation of these tasks and tests;
- (ii) working, if possible, with other teaching unions on this issue.

Proposer: *Jean Roberts, Old Oak Primary School, London*

Second: *Liz Coston, Torridon Junior School, London*

Pressure of homework

32 INNER LONDON BRANCH

THAT Conference, notes with deep concern that many children in our schools appear unhappy and anxious. Children should be able to explore, experiment and enjoy their learning without feeling pressurised; homework has become an increasing pressure placed on children in primary and secondary schools.

Conference calls upon the Executive Committee to press the Government to:

- (i) scrap compulsory homework for primary-aged children and to limit the amount of time allocated to compulsory homework at secondary level;
- (ii) set up a Royal Commission to ascertain the reasons for this unhappiness and to recommend a plan of action to help alleviate it.

Proposer: *Kim Knappett, Forest Hill School, London*

Second: *Jean Roberts, Old Oak Primary School, London*

Funding inequalities between KS1 and KS2

33 CAMBRIDGESHIRE AND PETERBOROUGH BRANCH

THAT Conference, urges the Executive Committee to lobby the Government to address the funding inequalities that currently exist between KS1 and KS2.

Proposer: *Steven Taylor, Warboys Community Primary School, Cambridge*

Second: *Helen Brook, The Vine Inter-Church Primary School, Cambridge*

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Target setting

34 NORTH WALES BRANCH

THAT Conference, viewing with concern the use of data from systems that may be flawed as a basis for target setting, calls upon the Executive Committee to draw to the attention of the Government and relevant agencies the adverse consequences of this practice.

Proposer: *Gareth Lewis, Ysgol Clywedog, Wrexham*

Seconder: *David Healey, Ysgol Friars, Bangor*

Examination standards

35 CHESHIRE BRANCH

THAT Conference, noting the continuing controversy over examination standards, which jeopardises public confidence in GCSE and 'A' level qualifications and in the professional competence of teachers and lecturers, calls upon the Executive Committee to take an uncompromising stand on behalf of teachers, lecturers, pupils and students by devising a vigorous campaign to champion their solid achievements year on year.

Proposer: *Stuart Hart, Fallibroome High School, Cheshire*

Seconder: *Colin Newcombe, Unattached member, Cheshire*

Use of teaching time to provide evidence to examination boards

36 STOKE ON TRENT BRANCH

THAT Conference, requests the Executive Committee to;

- (i) investigate the increasing use of teaching time to provide evidence to external examining boards, either directly through skill assessment or 'internal' testing, or indirectly through preparation for more frequent and repeat sittings of modular type tests;
- (ii) insists that work done for exam boards is properly contracted outside teaching hours and appropriately valued.

Proposer: *Peter Lane, Etruria Industrial Museum, Stoke on Trent*

Seconder: *Ken Hickin, Unattached member, Stoke on Trent*

Ofsted

37 CAMBRIDGESHIRE AND PETERBOROUGH BRANCH

THAT Conference asks the Executive Committee to investigate the possibility of replacing the present Ofsted inspection teams, which in many cases lack professional credibility, with teams composed of serving teachers with recent and relevant classroom experience.

Proposer: *Barry Williams, Abbey College, Cambridgeshire*

Seconder: *Deana Corcoran, Cottenham Village College, Cambridge*

Directed time and reports

38 STOKE ON TRENT BRANCH

THAT Conference, asks the Executive Committee to:

- (i) investigate the number of teachers completing reports outside the 1265 hours of directed time;
- (ii) seek to prescribe the management of teachers' reporting workloads to fall within the 1265 hours of directed time;
- (iii) investigate the quality of automated report generating software and offer guidance to teaching professionals on its usage;
- (iv) re-emphasise the need to report on our pupils, not just on our schemes of work.

Proposer: *Peter Lane, Etruria Industrial Museum, Stoke on Trent*

Second: *Ken Hickin, Unattached member, Stoke on Trent*

E-marking

39 BRADFORD BRANCH

THAT Conference, believing that e-marking can be harmful to examination markers on the grounds of health and safety and that its use should be reviewed for some subjects, asks the Executive Committee to press the examination boards to review their practices in the marking of examination scripts.

Proposer: *Alison Sherratt, Riddlesden St Mary's C of E Primary and Nursery School, Keighley*

Second: *Ann Nash, Bradford Education Authority, Bradford*

Access to teachers using ICT

40 NORTHERN IRELAND BRANCH

THAT Conference, noting with grave concern the risk posed to the privacy, safety and work-life balance of teachers and lecturers by government proposals for pupil online access to teaching staff, requests the Executive Committee to urge the Government to ensure that teachers and lecturers are not put in danger or under increased pressure with the emergence of 'e-teaching' or 'e-learning'.

Proposer: *Eddie Ferguson, Unattached member, Northern Ireland*

Second: *Andy Brown, Ballymena Academy, Northern Ireland*

Increasing data requirements

41 COMPOSITE

From resolutions submitted by Essex, Southend and Thurrock and Norfolk branches.

THAT Conference, acknowledging the unrelenting demands on schools to provide ever increasing quantities of data for official monitoring and accountability, and:

RESOLUTIONS

Fourth session
of Conference

Wednesday 19 March
09.00–12.45

- (a) recognising the insufficiencies of the MIS software because the data submission requirements change so rapidly;
- (b) noting the substantial cost to each school in providing and maintaining these data systems;
- (c) deploring the associated diversion of resources intended for the classroom; urges the Executive Committee to press the Government to consult meaningfully with classroom practitioners to enable teachers time to teach and children time to learn.

Proposer: *Robin Bevan, Southend High School for Boys, Southend*

Seconder: *Andrew McClandish, The Belfry CE VA Primary School, Norfolk*

Equitable terms and conditions

42 COMPOSITE

From resolutions submitted by Essex, Southend and Thurrock and Devon branches.

THAT Conference, urges the Executive Committee to mount a public campaign for more equitable terms and conditions of employment in education, which is based upon the premise that:

- (i) senior employees should earn no more than 10 times the annual income of the least well paid employee in their service;
- (ii) conditions of employment for senior employees should be no more favourable than those afforded to the least advantaged member of staff, bearing in mind the importance of part-time teachers in ensuring full diversity in the workforce.

Conference calls on the Executive Committee to commission research on the actual hours worked by part-time teachers, and to press for a change to the STPCD, which allows for all time, including 'gap' periods of an hour during the school day, to be included in the pro-rata calculations for salary purposes.

Proposer: *Mike Everett, Honywood School, Essex*

Seconder: *Philip Smith, Ridgeway School, Devon*

Performance management and pay progression

43 COMPOSITE

From resolutions submitted by Stoke on Trent and Berkshire branches.

THAT Conference, requests the Executive Committee to:

- (i) urge the Government to put mechanisms in place that ensure LAs or local WAMGs oversee and moderate the implementation of the new performance management statutory guidance in their schools;
- (ii) investigate the increasing use of pupils' results in determining pay progression of teachers and the increasing linkage between performance management targets, pupils' results and pay progression;

-
- (iii) work to eliminate performance-related pay decisions which depend on pupil performance, not teaching performance.

Proposer: *Peter Lane, Etruria Industrial Museum, Stoke on Trent*

Seconder: *Theresa Dawes, Park House School, Berkshire*

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FE parity of pay

44 COMPOSITE

From resolutions submitted by Cambridgeshire and Peterborough and Northern Ireland branches.

THAT Conference, noting the increasing pressure by government on public sector pay, and further noting the increasing risk of regionalisation of education across the UK, calls upon the Executive Committee to work collaboratively with public and private sector TUC affiliates and others to defend the pay and conditions of all our members, and in particular, to support next year's pay round through:

- (i) joint campaigns in the FE sector to achieve appropriate pay parity, such a campaign should, if necessary, include joint and co-ordinated industrial action;
- (ii) joint campaigns with TUC affiliates and others within the sixth form college sector to ensure continuing progress on pay;
- (iii) joint campaigns with TUC affiliates and others, to challenge any STRB report that represents a pay cut for members working in schools;
- (iv) parity across England, Scotland, Wales and Northern Ireland in relation to pay and terms and conditions.

Proposer: *Andy Brown, Ballymena Academy, Northern Ireland*

Seconder: *Niamh Sweeney, Cambridge Regional College, Cambridge*

Pay in independent schools

45 HUMBERSIDE BRANCH

THAT Conference, believing that all school teachers, including those working in independent schools, should be paid, as a minimum, on the standard national salary scales, urges the Executive Committee to review the actual salary scales paid to teachers by independent schools.

Proposer: *Mary Grady, East Riding Central Staff, Humberside*

Seconder: *David Irvine, Wilberforce College, Hull*

Trust schools and academies

46 HERTFORDSHIRE BRANCH

THAT Conference, recognising that an increasing number of members face the transfer of their employment to either a Trust school or academy, urges the Executive Committee to:

- (i) make available factsheets for members on the implications of transfer of employment to either a Trust school or academy;

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- (ii) continue to press the Government to protect members from a worsening in conditions of service following such a change of status and a loss of union recognition in these schools.

Proposer: *Michael Catty, Unattached member, Hertfordshire*

Seconder: *Adrian Petty, St Edmund's College, Ware*

Decline of LA democracy

47 COMPOSITE

From resolutions submitted by Brent and Inner London branches.

THAT Conference, noting with concern:

- (a) the decline and erosion of LA democracy and democratic procedures as a result of central directives from government;
- (b) the promotion of academies and Trust schools, leading to the fragmentation and privatisation of education;

calls upon the Executive Committee to initiate a campaign with other education and public sector unions and parent and governor organisations to reassert the role of LAs and to reinstate or revive local democratic procedures and accountability.

Proposer: *Jean Roberts, Old Oak Primary School, Inner London*

Seconder: *Hank Roberts, Copland Specialist Science Community College, Brent*

Lowering the school leaving age

48 BRADFORD BRANCH

THAT Conference, believes that the school leaving age should be lowered to age-14.

Proposer: *Stuart Herdson, Bradford Education Authority, Bradford*

Second: *Sue Ayres, Keighley Park Lane College, Bradford*

Diplomas

49 COMPOSITE

From resolutions submitted by Cambridgeshire and Peterborough and Devon branches.

THAT Conference, whilst applauding the introduction of diplomas, calls upon the Executive Committee to:

- (i) establish a mechanism to review the impact of the introduction of the ‘new’ diploma and report back to Conference in 2009;
- (ii) work with government to ensure that:
 - (a) the introduction of new assessment methods is closely monitored through local WAMG, or an equivalent group;
 - (b) the funding basis for all aspects of the diploma is clearly stated so that leaders can plan effectively;
 - (c) the status of the diploma as a progression route to HE and employment is nationally recognised.

Proposer: *Philip Smith, Ridgeway School, Devon*

Second: *Niamh Sweeney, Cambridge Regional College, Cambridge*

Work experience for 14-19 year-olds

50 DEVON BRANCH

THAT Conference calls on the Executive Committee to make the Government aware of the difficulties in arranging increasing numbers of work experience placements due to issues concerning employer liability insurance.

Proposer: *Philip Smith, Ridgeway School, Devon*

Second: *Joyce Walters, Coombeshead College, Devon*

Social cohesion in colleges

51 INDIVIDUAL

THAT Conference, noting the importance of social cohesion for the furtherance of tolerance, respect and equality, calls upon the Executive Committee to seek clarification from the Government on the mechanisms whereby FE institutions are bound to exercise this duty.

Proposer: *Val Ross, Cambridge Regional College, Cambridge*

Second: *Niamh Sweeney, Cambridge Regional College, Cambridge*

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Funding for HE

52 BRADFORD BRANCH

THAT Conference, believing that HE is developing into a two-tier system regarding the funding of studies beyond the first degree, urges the Executive Committee to press the Government to fund HE students adequately so that they can continue their studies and ultimately benefit the country.

Proposer: *Philip Shackleton, Bradford Education Authority, Bradford*

Seconder: *Sue Ayres, Keighley Park Lane College, Bradford*

Hidden cost of teacher training

53 INDIVIDUAL

THAT Conference, calls upon the Executive Committee to investigate the hidden costs, both financial and emotional, associated with training for teachers.

Proposer: *Ruth Hanson, Elmore Green Primary School, Walsall*

Seconder: *Jovan Trkulja, Deptford Green School, Inner London*

Safeguarding of pensions

54 EXECUTIVE COMMITTEE

THAT Conference, recognising ATL's commitment to a decent standard of living for retired teachers, requests that the Executive Committee press the Government to safeguard the income of pensioners under age-65 as a result of the change to income tax bandings from April 2008.

Proposer: *Malcolm St John-Smith, Executive Committee*

Seconder: *Les Ridings, Unattached member, Lancashire*

Voice care training provision

55 ESSEX, SOUTHEND AND THURROCK BRANCH

THAT Conference, requests the Executive Committee to press all providers of ITT to incorporate Voice Care techniques into their QTS provision.

Proposer: *Geoff Pye, Brentwood School, Essex*

Seconder: *Mike Everett, Honywood School, Essex*

Classroom observation

56 EXECUTIVE COMMITTEE

THAT Conference, deplores the widespread continuation of lesson observations by school managers, which are in addition to those required under the new performance management regulations and guidance. Conference regards additional observations, often carried out for the purpose of completing the Self-Assessment Form, as 'mindless monitoring' and calls upon the Executive Committee to lobby the Government to end this practice.

Proposer: *Eric Stroud, Executive Committee*

Seconder: *Hank Roberts, Executive Committee*

ITT placements for student teachers

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57 KENT BRANCH

THAT Conference, requests the Executive Committee to lobby the Government to improve the reward and incentive package offered to schools that enter into partnership with ITT providers, encouraging more schools to offer placements for student teachers.

Proposer: *Zoë Fail, St Mary's RC School, East Sussex*

Seconder: *Julie Huckstep, Hartsdown Technology College, Kent*

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NQT registration

58 CHESHIRE BRANCH

THAT Conference, calls on the Executive Committee to press the Government to:

- (i) establish formal sanctions on school management or LAs that do not register NQTs and consequently delay the start of their induction period;
- (ii) enable retrospective registration of NQTs where the delay or omission is the fault of the school or LA.

Proposer: *Stuart Hart, Fallibroome High School, Cheshire*

Seconder: *Ian Bonner, Unattached member, Cheshire*

Toilet training

59 COMPOSITE

From resolutions submitted by Bradford and Oxfordshire branches.

THAT Conference believes parents have a duty to ensure that their children are toilet trained before school age and that schools should not be required to toilet train pupils. Conference also believes that, with the exception of special needs children, toilet training should not be in the job description of staff in schools and nurseries. Conference requests that the Executive Committee campaigns for:

- (i) sufficient fully-funded, well-trained support staff in all schools to deal with the increasing health, welfare and personal hygiene needs of children;
- (ii) suitable and accessible special provision where students' needs cannot be met in mainstream establishments, in-line with *Every Child Matters*.

Proposer: *Bob Martyn, Unattached member, Oxfordshire*

Seconder: *Ann Nash, Bradford Education Authority, Bradford*

Lead professional role in multi-agency responsibilities

60 COMPOSITE

From resolutions submitted by Gloucestershire and Wakefield branches.

THAT Conference, whilst welcoming the collaborative work which supports individual children under the *Every Child Matters* agenda, expresses concern

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regarding the inclusion of the education service within Children and Young People Departments. A consequence of this is the expectation that teachers and teaching assistants will take on the role of 'Lead Professional,' to support vulnerable children whose needs are no longer met by Social Services, in advance of a clear agreement regarding:

- (a) the allocation of paid time to complete the work;
- (b) adequate training to enable effective multi-agency delivery;
- (c) guidelines on the legal aspects of the 'Lead Professional' role.

Conference therefore asks the Executive Committee to:

- (i) examine these issues and establish guidelines for teachers and teaching assistants involved in delivering the Common Assessment Framework;
- (ii) lobby the Government to ensure that a proper balance of priorities is maintained across all LA directorates.

Proposer: *Paul Barns, Whitminster PRU Centre, Gloucestershire*

Seconder: *Julia Owen-Smith, Kirkham Gate Junior & Infants School, Wakefield*

Child poverty

61 INDIVIDUAL

THAT Conference:

- (i) congratulates the Executive Committee on affiliating to the *End Child Poverty* coalition;
- (ii) recognises the impact of child poverty on educational attainment, but stresses the potential of education and training to break the cycle of poverty;
- (iii) welcomes the measured reduction in child poverty since 1999, but warns government that unless additional measures are taken their target of halving child poverty by 2010 will not be achieved.

Proposer: *John Puckrin, Unattached member, Inner London*

Seconder: *Ralph Surman, Cantrell Primary School, Nottingham*

Inclusion

62 CHESHIRE BRANCH

THAT Conference, whilst applauding the desire to include pupils of all abilities and backgrounds into mainstream education where possible, and deploring inclusion on the cheap, calls upon the Executive Committee to petition the Government to ensure it properly funds adequate and on-going training of all education staff in all state-funded schools and colleges.

Proposer: *Molly O'Brien, Sir William Stanier Community School, Cheshire*

Seconder: *Stuart Hart, Fallibroome High School, Cheshire*

Teaching English as an additional language

63 COMPOSITE

From resolutions submitted by Coventry and Oxfordshire branches.

THAT Conference, urges the Executive Committee to:

- (i) lobby for additional government funding to meet the extra educational demands on schools brought about by the recent influx of children of refugee and EU migrant families;
- (ii) call upon the Government to provide adequate additional support to schools that accept disproportionately large numbers of pupils for whom English is an additional language and where class teachers are expected to teach groups in which pupils have a variety of mother tongues.

Proposer: *Joy Barrett, EMAS Oxon Central Services, Oxfordshire*

Seconder: *Stephen Holmes, Coundon Court School, Coventry*

European Union

64 WOLVERHAMPTON BRANCH

THAT Conference, noting the increasing influence of the EU over many aspects of British life, requests that the Executive Committee establishes an STG in order to draft an informed ATL policy on the EU and its attitude to education. Such a policy should consider the ramifications of the recently signed Treaty in respect of:

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- (a) the implication of the Constitution/Treaty on education in this country;
- (b) the implication of the Government's opting out on workers' rights;
- (c) the implications of the democratic deficit within the EU;
- (d) the implications for public services and education of economic neo-liberalism.

Proposer: *Sam Bechler, Executive Committee*

Seconder: *Keith Jordan, Parkfield High School, Wolverhampton*

SEN funding

65 HERTFORDSHIRE BRANCH

THAT Conference believing that:

- (a) the Government's claim Every Child Matters has a hollow ring for some parents of children with SEN;
- (b) some children with SEN do not receive the best support;
- (c) some children and their schools lose out in current funding models;

urges the Executive Committee to:

- (i) enter into discussions with bodies representing groups of parents of children with SEN to gauge the extent of the problem;
- (ii) challenge the Government on these issues, with a view to ensuring there is adequate funding to facilitate the removal of barriers to learning for children with SEN.

Proposer: *Jackie Harvey, Mill Mead School, Hertford*

Seconder: *Karen Clout, St John's Infants and Nursery School, Radlett*

Excluded children

66 SURREY BRANCH

THAT Conference, believing that exclusion should be seen as a tool for dealing with dangerous and disruptive pupils and that LAs should be empowered to make adequate provision for ensuring the treatment and continuing education of excluded pupils, calls upon the Executive Committee to put pressure on the Government not to force schools to continue to contain these pupils by applying pressure to reduce exclusions.

Proposer: *Tamsin Buckingham, St Andrews RC School, Surrey*

Seconder: *Roger Wakeford, Ashcombe School, Surrey*

Adoption leave

67 KENT BRANCH

THAT Conference, regretting the inequalities in the amount of pay received by teachers on maternity and adoption leave, requests the Executive Committee to pursue a change to the Conditions of Service for School Teachers in England and Wales to equalise the contractual payments made during adoption and maternity leave.

Proposer: *John Paul, Barming Primary School, Kent*

Seconder: *Meryl Harries, Barnsole Junior School, Kent*

VOTE OF THANKS

2007 publications included:

Position statements

ATL's position statements form the backdrop to negotiations with government about teachers' working conditions and in wider policy debates with government and others. The following represent examples of recent position statements published by ATL. The full range is available from ATL's website.

Faith schools

ATL's position on faith schools; their role in the community and their accountability.

Academies update

A 2007 update on ATL's position regarding academies.

New accountability

ATL's position and proposals for rebalancing accountability in schools.

Personalisation

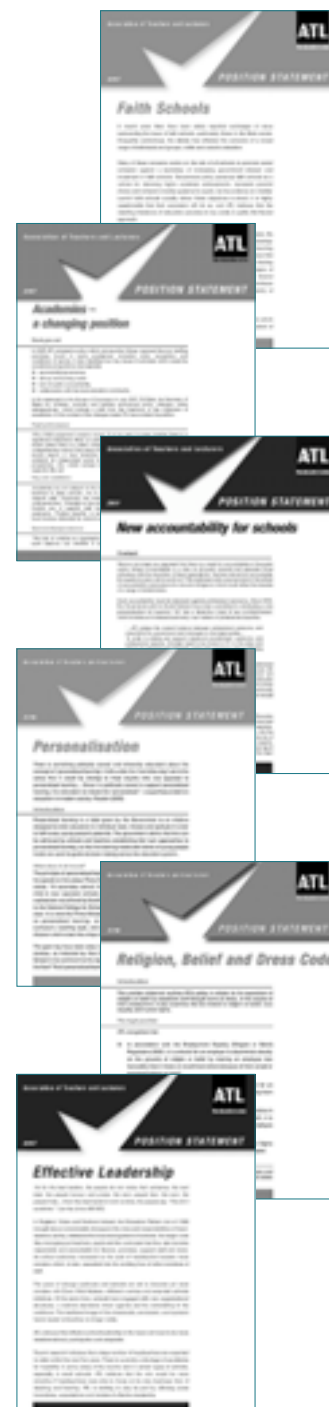
ATL's position on the Government's proposal for personalised learning.

Religion, belief and dress code

ATL's position regarding the expression of religion or belief by education staff through items of dress, in the course of their employment.

Effective leadership

ATL's position regarding effective leadership including a description of the range of leadership models available to schools.



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