

Agenda

Association of Teachers and Lecturers Conference 2007

2–5 April 2007
Bournemouth

THE ASSOCIATION OF TEACHERS AND LECTURERS

President

Stuart Herdson BEd, DGC Bradford Education Authority, West Yorkshire

Immediate Past President

Jane Bennett Cert.Ed, Clarendon Junior School, Tidworth, Wiltshire

Senior Vice-President

Julia Neal BA, Torquay Grammar School for Girls, Devon

Junior Vice-President

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

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

General Secretary

Mary Bousted BA, MA, PhD

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Welcome to Bournemouth and the ATL Conference 2007



How good it is to be back in Bournemouth again for the ATL Conference. It has been three years since our last visit to Bournemouth and though the pleasant surroundings of the venue have changed little, much has changed on the education scene.

This is partly due to you as members campaigning for better conditions for both staff and students of your own

establishments. Three years ago primary teachers were, in general, still tied to the classroom with no time off to plan, prepare and assess. Your voice made government listen and act.

But many issues of concern remain with members. High on the agenda are workload, professional development, support staff pay, FE funding and citizenship, to name a few.

The Conference sets the agenda for the Executive Committee for the following years by considering the Resolutions put before you. You as an individual have the right to air your view and no doubt many of you will. Some of the best debates I have heard at teachers' conferences have been at the ATL Conference where members speak with knowledge and passion.

Do please keep up the high standard.

As Conference evolves there are changes. This year there are more workshops and taster sessions which we hope you will enjoy and participate in. We look forward to our visiting speakers and warmly welcome them.

It is just as good to see the many of you who have been attending for years as it is to see those who are attending for the first time. Remember, we all had to start some time and for some us it has become an enjoyable annual event.

I hope to meet as many of you as I can in the social events over the next few days.

Enjoy the Conference.

Stuart Herdson
ATL President

Welcome from the Mayor of Bournemouth



I am delighted to welcome you all back to Bournemouth for your Annual Conference.

Our Bournemouth International Centre has recently undergone a complete 'makeover' and we are proud to be able to offer facilities second to none in the UK.

We are situated in a beautiful

part of the South Coast, with the ancient New Forest to the east and the World Heritage Jurassic Coast of Dorset to the west. Bournemouth has lots to offer and is made up of several distinct districts, each with its own style and pace; all are within easy reach of the Conference centre and can be reached by bus or promenade train. The town's mainly Victorian architecture is complemented by a lively cosmopolitan street scene, interesting shops and a variety of nightlife and theatres. Our award winning pleasure gardens flank the Bourne stream and provide a pine-scented stage for

some of the many free festivals and events that take place in Bournemouth each year. More than £60m has been invested in leisure developments, including 2D and 3D IMAX complex, and a new look square laced with palm trees and Edwardian street furniture, giving the town a more continental feel.

I am sure you will have a busy schedule, but hope you will have a chance to take advantage of some of the things Bournemouth has to offer during your stay.

Have a successful Conference and, above all, enjoy yourselves!

Councillor Bob Chapman
Mayor of Bournemouth

Notes for all members of Conference

- 1** All representatives are required to sign in before each session. A facility for this purpose will be set up in the Purbeck Hall Foyer and this operation will be overseen by London office staff.
- 2** 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.
- 3** Completed expenses claim forms should be placed in the tray provided in the Purbeck Hall Foyer at the end of the Final Session on Thursday, 5 April. Receipts for travel will be required.
- 4** At the end of any session, business not completed in any previous session may be taken.

Key to acronyms and terms used in resolutions

CPD Continuing professional development

CRB Criminal Records Bureau

CTC City Technology College

DfES Department for Education and Skills

FE Further education

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

HSE Health and Safety Executive

ICT Information, communication and technology

KS Key stage

LA Local authority

PE Physical education

PFI Private Finance Initiative

QLS Qualified Lecturer Status

STG Strategic Task Group

STRB School Teachers' Review Body

TLR Teaching and learning responsibilities

ULR Union learning representative

WAMG Workforce Agreement Monitoring Group

Summary of programme

Monday 2 April

17.00–19.00

First session of the Conference

Tregonwell Hall

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

Tuesday 3 April

9.00–13.00

Second session of the Conference

Tregonwell Hall

During this session there will be an address from Stuart Herdson, President of ATL.

Tregonwell Hall

13.15–13.45

Student members and NQTs' forum. *Durley Suite*

14.00–15.00

Workshops at various locations within the Conference centre.

15.00–18.15

Third session of the Conference

Tregonwell Hall

Wednesday 4 April

9.00–12.45

Fourth session of the Conference

Tregonwell Hall

During this session there will be an address by Alan Johnson MP, Minister of State for Education.

14.00–17.45

Fifth session of the Conference

Tregonwell Hall

During this session there will be a Political Forum.

Thursday 5 April

9.15–12.30

Sixth session of the Conference

Tregonwell Hall

During this session there will be an address by Zabier Hernandez, leader of the Columbian trade union, Simana.

Vote of thanks

FIRST SESSION OF CONFERENCE

Monday
2 April

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:

Fiona Barclay, North Yorkshire and York

Joanna Jarman, Oxfordshire

Richard Martin, Leeds

John Nicholas, Gloucestershire

Val Ross, Cambridgeshire

Pam Smith, Hillingdon

Roger Wakeford, Surrey

Proposer: *Chris Wilson, Honorary Secretary*

Seconder: *Shelagh Hirst, Honorary Secretary*

5 ANNUAL REPORT OF THE EXECUTIVE COMMITTEE

Presented by Jane Bennett, Immediate Past President

6 ANNUAL STATEMENT OF ACCOUNTS

Presented by Martin Lawes, Honorary Treasurer

7 ANY BUSINESS BROUGHT FORWARD BY THE CHAIR

[Resolution from the Conference Standing Orders Committee](#)

THAT Conference, as a result of the exceptional circumstances pertaining this year, do vary Standing Order 6(xii) so that business not taken under SO 6(xi) shall be taken at such time as the President, with the advice of the Standing Orders Committee, shall decide.

Proposer: *Chris Wilson, Executive Committee*

Seconder: *Shelagh Hirst, Executive Committee*

8 DATE AND LOCATION OF THE NEXT ANNUAL MEETING OF THE CONFERENCE

Monday 17 March – Thursday 20 March 2008, Torquay

9 RESOLUTIONS

Resolutions numbered 1–3 to amend the Constitution and Rules of the Association and the Standing Orders of Conference are required to be debated before any other resolution can be taken.

Taking Conference Resolutions in parts

1 EXECUTIVE COMMITTEE

THAT Conference amends the Standing Orders as follows:

Insert a new Standing Order 17(iii):

Where a resolution has words before the first numbered part in addition to the words 'THAT Conference' those words shall be read in conjunction with

each numbered part and shall be deemed to fall if each numbered part is lost.
All other parts of this Standing Order shall then be renumbered accordingly.

Proposer: *Julia Neal, Executive Committee*
Seconder: *John Puckrin, Executive Committee*

RESOLUTIONS

First session
of Conference

Monday 2 April
17.00–19.00

Notice of meetings

2 EXECUTIVE COMMITTEE

THAT Conference amends the Constitution and Rules as follows:

Rule 56

Is amended so that it reads:

Notice of any meeting shall be posted to members or sent by email not less than seven days before the meeting but that the non-receipt of such notice by any member shall not invalidate the proceedings of such meeting.

Rule 61

Is amended so that it reads:

A notice, stating the objects of such meeting, shall be posted or sent by email to all members of the Executive Committee not less than seven days before the proposed date of the meeting, but the non-receipt of such notice by any member shall not invalidate the proceedings of such meeting.

Rule 75

An additional sentence is inserted so that it reads:

A notice convening a meeting of the Executive Committee or a Committee of the Executive Committee may be served as provided in Rule 56 or 61.

Rule 76

An additional sentence is inserted so that it reads:

Any notice served by email shall be deemed to have been served on the day on which the email is transmitted.

Proposer: *Julia Neal, Executive Committee*
Seconder: *John Puckrin, Executive Committee*

School and college representatives

3 EXECUTIVE COMMITTEE

THAT Conference amends the Constitution and Rules so that:

A new section entitled *School and College Representatives* is inserted after Rule 8.

A new Rule 9 is inserted to read:

The members at each institution as defined by the Executive Committee shall be entitled to appoint one or more of those members as the ATL representative at that Institution.

A new Rule 9.1 is inserted to read:

The process of appointment shall be set out in the By Laws.

RESOLUTIONS

First session
of Conference

Monday 2 April
17.00–19.00

A new Rule 9.2 is inserted to read:

The Executive Committee shall approve all appointments, which shall run from the date of approval.

A new Rule 9.3 is inserted to read:

The Executive Committee may provide formal accreditation to any such representatives that meet standards of training or experience that it deems appropriate.

The other parts of the Constitution and Rules be renumbered accordingly.

Proposer: *Julia Neal, Executive Committee*

Seconder: *John Puckrin, Executive Committee*

Admission impossible

4 EXECUTIVE COMMITTEE

THAT Conference, noting the particular impact of increasing tuition fees upon student teachers, welcomes the Executive Committee's active support to date for the National Union of Students' *Admission Impossible* campaign, which has also been featured in *Report Magazine*, and calls upon the Executive Committee to continue its support and to publicise this important campaign.

Proposer: *Helen Brook, Executive Committee*

Seconder: *Jovan Trkulja, Executive Committee*

Executive Committee seats for young and/or newly qualified members

5 CAMBRIDGE AND PETERBOROUGH BRANCH

THAT Conference calls upon the Executive Committee to bring proposals to Conference 2008 for such rule changes required to facilitate the direct election of two Executive Committee members representing young and/or newly qualified members.

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

Seconder: *Barry Williams, Abbey College, Cambridgeshire*

FE forum and recruitment

6 COMPOSITE

From resolutions submitted by Hampshire and Isle of Wight and Avon branches.

THAT Conference, noting the welcome increase in FE membership, requests that the Executive Committee builds on this success by:

investigating ways to raise the profile of FE through the setting up of an FE Committee or FE forum similar to those created for the independent sector and for young members;

- (ii) becoming more vigorous in its recruitment of members in this area.

Proposer: *Ian Edney, Hampshire and Isle of Wight*

Seconder: *Stella Jales, Wiltshire College, Devizes*

Part-time means part-time

7 EXECUTIVE COMMITTEE

THAT Conference urges the Executive Committee to support the right of teachers to work part-time and not to face constant pressures to work above their contractual requirements, and in particular to:

- (i) set up an STG on part-time employment;
- (ii) adopt a policy statement that addresses all the concerns of unfavourable treatment of part-time employees, including variable hours clauses in the independent sector;
- (iii) lobby the national employers and leading independent school employers with the intention of addressing those concerns;
- (iv) promote the right of part-time employees to have the same rights and responsibilities as full-time employees on a pro rata basis;
- (v) campaign to achieve equal treatment for part-time members.

Proposer: *Peter Walker, Executive Committee*

Second: *John Paul, Executive Committee*

TLR payments to part-time teachers

8 STAFFORDSHIRE BRANCH

THAT Conference, deploring the current situation whereby part-time teachers with a TLR payment receive an equivalent part of the remuneration but are required to assume full-time responsibility, requests that the Executive Committee presses the STRB to award all staff who assume a TLR a full TLR payment.

Proposer: *Martin Lawes, Paget High School, Staffordshire*

Second: *Stella Thompson, Anglesey Primary School, Staffordshire*

Decrease in uptake of science

9 BRENT BRANCH

THAT Conference expresses its concern at:

- (i) the decrease in the number of students taking science at 'A' level and degree level;
- (ii) the number and qualifications required by science teachers and lecturers;
- (iii) the closure of science-based departments in universities.

Conference requests that the Executive Committee seeks an urgent review of this situation and advises on appropriate actions to reverse this situation in consultation with the relevant professional associations.

Proposer: *Azra Haque, Unattached member, Brent*

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

RESOLUTIONS

Second session
of Conference

Tuesday 3 April
09.00–13.00

Support for pupils with psychological, emotional and behavioural needs

10 SWINDON BRANCH

THAT Conference, noting the serious delays in pupils receiving external professional help due to psychological, emotional and behavioural problems, requests that the Executive Committee urgently lobbies government to increase the funding for these pupils to ensure that they have to wait no more than 10 working days from diagnosis to receipt of support.

Proposer: *Phil Baker, Unattached member, Swindon*

Seconder: *Rob Kiver, Lethbridge Primary School, Swindon*

Cyber-bullying

11 EXECUTIVE COMMITTEE

THAT Conference recognises the distress caused to teachers by inappropriate and often offensive comments and video clips posted on websites, including *ratemyteacher* and *youtube*, by past and present students; and

- (i) calls on those websites to be more vigilant when monitoring the appropriateness of student comments and video clips;
- (ii) insists they incorporate easily accessible complaints facilities to allow teachers to register their concerns;
- (iii) urges the Executive Committee to ensure that schools' anti-bullying policies incorporate cyber-bullying, in line with DFES guidance, and that such policies are used to support teachers in such situations;
- (iv) urges the Executive Committee to raise the issue of cyber-bullying with the Secretary of State for Education and ask him to take all reasonable steps to protect the integrity of the teaching profession.

Proposer: *Andy Brown, Executive Committee*

Seconder: *Lesley Ward, Executive Committee*

Anti-bullying policies

12 WIRRAL BRANCH

THAT Conference requests that the Executive Committee campaigns for all LAs, schools and colleges to adopt rigorous anti-bullying policies that protect pupils, students, parents and all staff and for all school and college leadership teams to take seriously the problems raised by bullying.

Proposer: *Jeffrey Bevan, Wallasey School, Wirral*

Seconder: *Anthony Collins, Wirral Hospital School, Wirral*

Social class and education

13 COMPOSITE

From resolutions submitted by Brent and Inner London branches.

THAT Conference, recognising that social class is the strongest determinant of

educational achievement, requests that the Executive Committee campaigns with other trade unions to ensure that government directs a greater proportion of wealth created by our society into education in order to reduce the social divide.

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

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

RESOLUTIONS

Second session
of Conference

Tuesday 3 April
09.00–13.00

Classroom diversity

14 NORTHERN IRELAND BRANCH

THAT Conference, noting the increasing ethnic and national diversity within the classroom and noting in particular the increase in the number of pupils for whom English is not their first language, requests that the Executive Committee calls upon Government to commit more resources for better ICT and CPD for teachers, lecturers and other education professionals in order to cope with this diversity.

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

Second: *John Pollock, Our Lady and St Patrick's College, Northern Ireland*

Work-life balance of new entrants

15 KENT BRANCH

THAT Conference urges the Executive Committee to investigate the pressures placed on new entrants to the profession by the weight of planning that is required in some schools.

Proposer: *Zoe Fail, Sherwood Park CP, Kent*

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

Initiatives to address anti-social behaviour

16 BERKSHIRE BRANCH

THAT Conference requests that the Executive Committee makes representations to the Government to ensure that any new initiative to address anti-social behaviour by children and young people is both holistic and systemic.

Proposer: *Jenny Inglis, Berkshire branch*

Second: *Maureen Meatcher, Unattached member, Berkshire*

The 14–19 curriculum

17 BIRMINGHAM BRANCH

THAT Conference re-affirms the Association's historic position that assessment must serve the curriculum and not drive it. Conference therefore calls upon the Executive Committee to seek a fundamental re-appraisal of public examination assessment methods and procedures.

Proposer: *David Ambler, The College High School, Birmingham*

Second: *Ken Oliver, The College High School, Birmingham*

RESOLUTIONS

Second session
of Conference

Tuesday 3 April
09.00–13.00

Lesson observation by students (partnerships in learning)

18 HERTFORDSHIRE BRANCH

THAT Conference, recognising that members in some secondary schools have been involved in setting up student observations of lessons as part of Student Voice and Partnerships in Learning, urges the Executive Committee to:

- (i) investigate the good practice and protocols that persuaded teachers to accept this;
- (ii) prepare advice and guidance for members in other schools that express an interest in setting up such a scheme;
- (iii) consider if the secondary models could be suitable for use in primary schools;
- (iv) oppose the extension of student observations into primary schools if appropriate.

Proposer: *Aneurin Hathway, Heathcote School, Hertfordshire*

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

Continuing learning journey initiative

19 BRADFORD BRANCH

THAT Conference, anticipating with enthusiasm the move to a more equitable transition between Foundation Stage and KS1, expresses grave concern at the continued devaluing and loss of play in the curriculum. Conference therefore urges that the Executive Committee presses LAs, headteachers and senior management to be proactive in the complete implementation of the Government's *Continuing Learning Journey* initiative.

Proposer: *Alison Sherratt, Riddlesden St Mary's CE Primary School, Keighley*

Seconder: *Ann Nash, Unattached member, Bradford*

Citizens for the future

20 INNER LONDON BRANCH

THAT Conference believes that all children need the opportunity to develop as independent learners with the right to be taught the skills that will enable them to become lifelong learners that permit them to fulfil their roles as citizens in the 21st Century.

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

Seconder: *Liz Coston, Torridon Primary School, Lewisham*

CRB checks

21 COVENTRY BRANCH

THAT Conference urges that the Executive Committee presses the Government to revise the system for CRB checks so that any person employed by two or more LAs at any given time is subject to only one check.

Proposer: *Stephen Holmes, Coundon Court School and Community College, Coventry*

Second: *David Kinnen, President Kennedy School and Community College, Coventry*

Governing bodies

22 BRADFORD BRANCH

THAT Conference, whilst accepting the majority of governing bodies work hard and well, expresses concerns at the growing number of governing bodies who fail in their duty as ‘critical friend’. Conference asks that the Executive Committee presses the Government to ensure that checks and balances are in place to ensure independence and accountability.

Proposer: *Philip Shackleton, Greenhead High School, Bradford*

Second: *Ann Nash, Unattached member, Bradford*

PFI and marketisation

23 COMPOSITE

From resolutions submitted by Swindon and Warwickshire branches.

THAT Conference:

- (i) has no confidence in this Government’s ability to organise the provision of schools in this country to ensure that all pupils attend schools that are fairly funded, fit for purpose and are answerable to their local community in an effective manner;
- (ii) urges the Executive Committee to continue to oppose the increased marketisation of education;
- (iii) as a matter of urgency, calls upon the Executive Committee to request that the Government holds an independent enquiry into the PFI before any further projects of this type are embarked upon. The enquiry should consider whether the PFI is value for money, the buildings are built of sufficient quality and whether there is appropriate access to PFI schools by local community groups at a reasonable charge.

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

Second: *Phil Baker, Unattached member, Swindon*

RESOLUTIONS

Third session
of Conference

Tuesday 3 April
15.00–18.15

Health and safety

24 COMPOSITE

From resolutions submitted by Brent and Swindon branches and the Executive Committee.

THAT Conference, welcoming ATL's Organising Agenda's bid to increase the numbers of school and college health and safety representatives, requests that the Executive Committee includes the following objectives within this campaign:

- (i) that there is a health and safety representative on each branch committee;
- (ii) that school and college joint union/management health and safety committees are established;
- (iii) that LAs and independent employers are persuaded to sign up to the Safety Reps' Charter;
- (iv) that all rooms in which ATL members work with pupils and students are covered by the Workplace (Health, Safety and Welfare) Regulations 1992;
- (v) that the installation of sprinklers in all new and refurbished school and college buildings becomes a statutory requirement;
- (vi) a campaign to highlight the importance of preventing and reducing work-related back or musculo-skeletal injuries to staff who work in educational establishments; and
- (vii) whilst applauding the Government's decision to introduce Section 3 of the Compensation Act 2006, lobby the Government to:
 - (a) highlight the threat posed by asbestos exposure to the health and safety of those who work in educational establishments and to pupils and students;
 - (b) check, and if necessary, strongly urge compliance of Regulation 4 of The Control of Asbestos at Work Regulations by employers to prevent further suffering;
 - (c) urge the Government to increase substantially state benefits for sufferers from asbestos induced disease, including but not limited to payments under the Pneumoconiosis etc. (Workers' Compensation) Act 1979;
 - (d) compel the insurance industry to establish a fund of last resort, so that there is a payment of full and adequate common law levels of damages to asbestos victims or their surviving family;
 - (e) secure legislation to achieve the rapid removal of all asbestos from school and college buildings.

Proposer: *Lesley Ward, Executive Committee*

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

Role of ULR in enhanced professional development

25 WORCESTERSHIRE BRANCH

THAT Conference calls upon the Executive Committee to secure, by working with branches:

- (i) a learning agreement in each LA area acknowledging the role of the ULR in enhancing personal learning and professional development;

- (ii) provision for ULR statutory facility time which should be additional to facilities provided for other union duties and activities;
- (iii) an agreement by LAs to set up a general training fund for all their employees to fund necessary facilities;
- (iv) a learning forum in each LA, involving ULRs, to formulate policy on effective use of CPD.

Proposer: *Stephen Baker, Droitwich Spa High School and Sports College, Worcestershire*

Second: *David Stanbury, Unattached member, Worcestershire*

Every child matters

26 NOTTINGHAMSHIRE BRANCH

THAT Conference requests the Executive Committee to urge the Government to prioritise *Every Child Matters* rather than *Every File Matters*.

Proposer: *Ralph Surman, Cantrell Primary School, Nottinghamshire*

Second: *Philip Brooks, Unattached member, Nottinghamshire*

Long serving teachers are an invaluable asset

27 WILTSHIRE BRANCH

THAT Conference believes that long-serving teachers are an especially valuable asset in schools and should be encouraged and cherished.

Proposer: *Phil Whalley, Hardenhuish School, Wiltshire*

Second: *John Hawkins, Unattached member, Wiltshire*

Restraint

28 EXECUTIVE COMMITTEE

THAT Conference welcomes the revised DfES guidance on the use of reasonable force in schools and colleges, but calls upon the Government to ensure that it is a mandatory requirement for all education employers to:

- (i) have a restraint policy in place;
- (ii) provide initial and ongoing training on restraint.

Proposer: *Jovan Trkulja, Executive Committee*

Second: *David Guiterman, Executive Committee*

Local government democratic structures

29 WIRRAL BRANCH

THAT Conference, noting the impact of the Local Government Act (2000) on democratic structures, calls upon the Executive Committee to review the consequences of the Act and to offer advice and guidance for positive action as appropriate.

Proposer: *Jeffrey Bevan, Wallasey School, Wirral*

Second: *John Williamson, Wirral Education Centre, Wirral*

RESOLUTIONS

Third session
of Conference

Tuesday 3 April
15.00–18.15

Early years

30 HERTFORDSHIRE BRANCH

THAT Conference, recognising that the DfES has taken into account the concerns of early years practitioners that children are entering the school system with weaker speaking and listening skills, urges the Executive Committee to enter into dialogue with the DfES with the aim of initiating research into the causes and remedies of the problem. Specifically, Conference requests that the Executive Committee:

- (i) monitors the introduction of the Nursery Pathfinder Project;
- (ii) analyses the likely impact on the work of Foundation Stage practitioners of the introduction of the increased entitlement;
- (iii) takes action, if appropriate, to prevent any potential adverse effects.

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

Seconder: *Jackie Harvey, Mill Mead Primary School, Hertfordshire*

FE funding

31 COMPOSITE

From resolutions submitted by Avon and Wiltshire branches.

THAT Conference urges the Executive Committee to press the Government to release the necessary funding to:

- (i) close the funding gap between schools and colleges;
- (ii) close the pay gap between FE lecturers and teachers in the maintained sector and ensure the full implementation of national pay awards in the FE sector with salaries commensurate to those of school teachers;
- (iii) prevent staff teaching and supporting students in FE from being engaged on 'pretend' contracts of employment which enable hours to be reduced without entitlement to redundancy payments when funding is cut or re-allocated.

Proposer: *Stella Jales, Wiltshire College, Wiltshire*

Seconder: *Veronica Rodriguez, Unattached member, Avon*

Identity politics

32 BRENT BRANCH

THAT Conference, rejecting ‘identity politics’ calls upon the Executive Committee not to fund delegates to attend identity based conferences such as those called solely for specific ‘identity based’ groups where attendance is limited only to members of such groups. Conference further reaffirms support for ATL’s involvement at appropriate inclusive events which oppose any and all forms of discrimination and where collective action is discussed.

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

Seconder: *Azra Haque, Unattached member, Brent*

Professional development for teachers

33 AVON BRANCH

THAT Conference, noting that ATL has been effective in the development of a career structure for classroom teachers, now asks the Executive Committee to be proactive in the development of professional qualifications that meet the needs of the TLR structure and progression within middle management.

Proposer: *Jennifer Caola, Speedwell Technical College, Avon*

Seconder: *Carolyn Dutton, Kingsfield School, Avon*

Facilities and supervision of pupils changing for games and PE in primary schools

34 WAKEFIELD BRANCH

THAT Conference requests that the Executive Committee addresses the issue of lack of changing facilities for games and PE in primary schools. It further requests the Executive Committee that ATL provides clear guidance to members in primary schools on the issues around the supervision by one member of staff of pupils changing for games and PE.

Proposer: *Julia Owen Smith, Kirkhamgate Junior and Infant School, Wakefield*

Seconder: *Malcolm St John Smith, Ackworth School, Wakefield*

Effect of government policy on families

35 LEEDS BRANCH

THAT Conference:

- (i) views with concern the reports that, compared with their peers in other European countries, children and young people in the UK spend less time with their parents and families and more time with their peers;
- (ii) fears that moves towards the Extended Schools agenda will further reduce rather than enhance links between children and their families;
- (iii) regrets that the drive towards full employment in an expanding economy will result in a greater institutionalisation of children;

RESOLUTIONS

Fourth session
of Conference

Wednesday 4 April
09.00–12.45

- (iv) questions the impact of the increasing availability and uptake of state sponsored extra-familial activities on children, parents, families and educational professionals; and therefore calls upon the Executive Committee to commission research designed to analyse the effects of these developments.

Proposer: *Cecily Hanlon, Childcare and Early Development Service, Leeds*

Seconder: *Richard Martin, branch secretary, Leeds*

Support staff pay and conditions

36 COMPOSITE

From resolutions submitted by Berkshire and Birmingham branches.

THAT Conference acknowledges the invaluable contribution provided by teaching assistants. Conference further recognises the lack of national and professional structures for training, accreditation, career progression and pay and welcomes the very helpful recommendations of the WAMG sub-group for a national pay framework for school support staff. Conference therefore requests that the Executive Committee:

- (i) uses all possible means to expedite the implementation of the WAMG recommendations;
- (ii) lobbies the Government to guarantee sufficient funds to enable schools to ensure that pay rises for teaching assistants do not result in redundancies for either teaching or classroom support staff;
- (iii) urges the appropriate bodies to remedy the lack of professional structure.

Proposer: *Martyne Ellard, Berkshire branch*

Seconder: *David Ambler, The College High School, Birmingham*

Higher level teaching assistants

37 EXECUTIVE COMMITTEE

THAT Conference deplores the practice of schools actively ignoring advice from WAMG by:

- (i) asking support staff to work with whole classes but not employing them as HLTAs or cover supervisors or increasing their salaries;
- (ii) paying HLTAs and cover supervisors at an enhanced rate only for the time they work with whole classes when they should be paid the enhanced rate for their entire role;
- (iii) appointing support staff to cover supervisor posts but asking them to carry out an HLTA role.

These practices show a marked lack of respect for extremely competent and capable support staff and are carried out in breach of the Workload Agreement with the objective of saving money. Conference therefore instructs the Executive Committee to raise these issues at every opportunity, and through

ATL's position in WAMG, and to continue supporting members who find themselves subject to such bad practice in raising grievances. Conference also urges ATL branches to ask their LAs, via their local WAMGs, to audit each and every school to ensure that support staff are employed correctly.

Proposer: *Lesley Ward, Executive Committee*

Seconder: *Jovan Trkulja, Executive Committee*

Employment practice in the independent sector

38 EXECUTIVE COMMITTEE

THAT Conference, welcoming ATL's new publication *A Guide to Working in the Independent Sector*, calls upon the Executive Committee to use the guide to promote the right of members working for independent employers to have minimum employment standards, and in particular to campaign on the right of every member to enjoy, amongst other things:

- (i) a pay policy, including a pay scale and a guaranteed annual cost of living increase;
- (ii) a written contract of employment;
- (iii) fair, objective and timely policies and procedures such as on discipline, capability and grievance;
- (iv) family-friendly policies including the right to work flexibly where possible;
- (v) a redundancy policy to include redundancy pay, paid at a rate based on actual salary as a minimum;
- (vi) protection from discrimination on the basis of age as provided by the Employment Equality (Age) Regulations 2006.

Proposer: *Peter Linnecar, Executive Committee*

Seconder: *Peter Walker, Executive Committee*

Green schools and colleges

39 COMPOSITE

From resolutions submitted by Cambridgeshire and Peterborough and Wiltshire branches.

THAT Conference, recognising the need to encourage awareness of, and responsibility for, energy conservation and climate change issues and noting the Government's energy saving initiatives, urges that the Executive Committee presses the Government to provide a national scheme of support and financial incentives so that each school and college can develop, if it wishes, its own environmental and energy savings plan.

Proposer: *Phil Walley, Hardenhuish School, Wiltshire*

Seconder: *Frances Platten, Chesterton Community College, Cambridgeshire*

RESOLUTIONS

Fourth session
of Conference

Wednesday 4 April
09.00–12.45

‘Edu-babble’

40 ESSEX, SOUTHEND AND THURROCK BRANCH

THAT Conference:

- (i) acknowledges the unrelenting increase in ‘edu-babble’, which has developed to the point where words are blended to total vacuity;
- (ii) observes that the use of these pointless, artificial and incomprehensible expressions is becoming a badge of status within the profession;
- (iii) urges school leaders, policy-makers and other senior professionals to seek therapeutic remedies for this affliction; and
- (iv) requests that the Executive Committee publicises the worst examples as part of a campaign to restore clarity and dignity to professional dialogue.

Proposer: *Robin Bevan, King Edward VI Grammar School, Essex*

Seconder: *Jeff Fair, Brentwood County High School, Essex*

Pupil behaviour

41 COMPOSITE

From resolutions submitted by Coventry and Wiltshire branches.

THAT Conference acknowledges that poor pupil behaviour is a major cause of stress and ill-health in the profession and a significant reason why many staff leave their careers early. Conference therefore calls upon the Executive Committee to challenge the complacency of those in government who merely ‘tinker with the system’ rather than implementing policies that would make schools safe from verbal and physical abuse for both pupils and staff, and provide schools with the tools and authority to discipline students.

Proposer: *Elizabeth Greed, Lavington School, Wiltshire*

Seconder: *David Kinnen, President Kennedy School and Community College, Coventry*

Workload

42 COMPOSITE

From resolutions submitted by Berkshire, Oxfordshire, Gloucestershire and Hertfordshire branches.

THAT Conference, whilst recognising the National Agreement to Raise Standards and Tackle Workload as a force for good, which has resulted in some improvements in schools, notes that a satisfactory work-life balance has still not been achieved. Conference therefore, requests that the Executive Committee continues to monitor the situation and works within the Social Partnership to press the STRB to reduce teacher workload. Conference further requests that the Executive Committee, as part of this work, investigates proposing:

-
- (i) a contractual formula that sets a sensible limit to the total number and composition of students for whom the teacher has an accountable responsibility;
 - (ii) that morning, break-time and after-school 'duties' are inappropriate activities for teachers to be expected to undertake.

Proposer: *Robert Martyn, Oxfordshire branch*

Seconder: *Russell Bowen, Balcarras School, Gloucestershire*

RESOLUTIONS

Fourth session
of Conference

Wednesday 4 April
09.00–12.45

Environmental impact of government school provision policy

43 SWINDON BRANCH

THAT Conference, in recognising that the increasing distances that pupils are called upon to travel to school is incompatible with developing a national policy on climate change, calls upon the Executive Committee to lobby government to ensure that pupils attend the school to which their travel causes the least damage to the environment.

Proposer: *Phil Baker, Unattached member, Swindon*

Seconder: *Rob Kiver, Lethbridge Primary School, Swindon*

FIFTH SESSION OF CONFERENCE

Wednesday
4 April

14.00–17.45

Professional development

44 NORTH WALES BRANCH

THAT Conference, affirming that CPD is an integral part of the performance management arrangements, fears that inadequate funding will jeopardise its success. Conference therefore requests that the Executive Committee lobbies Government with a view to ensuring that the entitlement of education professionals is both recognised and properly resourced.

Proposer: *Gareth Lewis, Ysol Clywedog, Wrexham*

Seconder: *Marjorie Barnes, Flint High School, North Wales*

Performance management

45 WARWICKSHIRE BRANCH

THAT Conference requests the Executive Committee to oppose the new performance management arrangements where it would mean that salary progression could be determined by the head of department.

Proposer: *Harry Mayou, Key Stage 3 Numeracy Centre, Warwickshire*

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

TLR payments

46 COMPOSITE

From resolutions submitted by Coventry and Kent branches.

THAT Conference, regretting that some headteachers seem to have found a lack of clarity in the provisions of the School Teachers' Pay and Conditions Document, including those on work-life balance, urges that the Executive Committee seeks and promotes clearer guidance to reaffirm that a teacher:

- (i) with no TLR payment cannot be accountable for any aspect of school management, and that the published management structure of a school cannot include teachers with no TLR or leadership payment;
- (ii) who is required to manage several subject areas or groups of teachers and teaching assistants must have adequate management time on their timetable;
- (iii) achieves progression on the upper pay spine dependent on the performance management review and not on the teacher accepting new duties or responsibilities.

Proposer: *Terry Kenny, Unattached member, Coventry*

Seconder: *Meryl Harries, Kent branch*

Assessment and data collection

47 COMPOSITE

From resolutions submitted by Bradford and Hertfordshire branches.

THAT Conference, whilst understanding the need to collect information on pupils' academic achievement for the purposes of planning and further development of the curriculum in schools, notes the stressful workload caused by excessive assessment of pupils and data collection. Conference therefore

urges that the Executive Committee investigates these demands on members and raises these issues with the Government and other stakeholders with a view to preventing excessive assessment.

Proposer: *Lesley Gilfrin, Kings Langley Primary School, Hertfordshire*

Seconder: *Alison Sherratt, Riddlesden St Mary's CE Primary School, Keighley*

RESOLUTIONS

Fifth session
of Conference

Wednesday 4 April
14.00–17.45

Well-being of children

48 NOTTINGHAMSHIRE BRANCH

THAT Conference requests that the Executive Committee supports opportunities to highlight the impact upon children and young people of:

- (i) the diminishing availability of global resources;
- (ii) their choices in consumption and leisure;
- (iii) their over stimulation through the media;

that may impair their development, awareness and well-being and compromise efforts to address behavioural issues, substance abuse and mental health problems.

Proposer: *Ralph Surman, Cantrell Primary School, Nottinghamshire*

Seconder: *Phillip Brooks, Unattached member, Nottinghamshire*

All through academies

49 INNER LONDON BRANCH

THAT Conference, expressing its concern at the development of 'all through' academies (primary and secondary combined) and believing that they will distort primary admission arrangements and introduce unwelcome selection at age four, requests that the Executive Committee opposes any such selection.

Proposer: *John Puckrin, Unattached member, London*

Seconder: *Stuart Fletcher, The Academy at Peckham, London*

School year/day

50 COMPOSITE

From resolutions submitted by Bradford and Hertfordshire branches.

THAT Conference urges the Executive Committee to work with all appropriate bodies to review the current school year models and working day arrangements with a view to consulting more widely on a model appropriate to the 21st century, and subsequently to press Government for a final decision on the adoption of a national school year for all LAs.

Proposer: *Jackie Harvey, Mill Mead Primary School, Hertfordshire*

Seconder: *Phillip Shackleton, Greenhead High School, Bradford*

Allegations against members

51 COMPOSITE

From resolutions submitted by Brent and Inner London branches.

THAT Conference requests that the Executive Committee campaigns for the

RESOLUTIONS

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of Conference

Wednesday 4 April
14.00–17.45

right of all members who are subject to allegations made against them by pupils to:

- (i) be informed promptly of the exact nature of the allegation;
- (ii) have the matter dealt with as expeditiously as possible.

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

Seconder: *Azra Haque, Unattached member, Brent*

Admissions

52 INNER LONDON BRANCH

THAT Conference, welcoming the strength and clarity of the new Admissions Code of Practice and emphasising its belief that it should apply to all existing Academies and CTCs, requests that the Executive Committee should lobby government to ensure that the code is applied on these terms.

Proposer: *John Puckrin, Unattached member, London*

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

Independent adjudicator at hearings

53 COVENTRY BRANCH

THAT Conference, noting the more formalised provider/client relationship between schools and LAs, urges that the Executive Committee defends the rights of members in schools by:

- (i) seeking to ensure all employees have clearly identifiable access to advice and support from the relevant HR supplier;
- (ii) supporting the principle of an independent arbiter officiating at formal hearings in schools that could have a serious bearing on the future career of the employee.

Proposer: *Stephen Holmes, Coundon Court School and Community College, Coventry*

Seconder: *Terry Kenny, Unattached member, Coventry*

Cover supervisors

54 WILTSHIRE BRANCH

THAT Conference, calls on the Executive Committee to investigate the current realities and practice of cover supervision in schools with a view to issuing new policy guidance.

Proposer: *Elizabeth Greed, Lavington School, Wiltshire*

Seconder: *Phil Whalley, Hardenhuish School, Wiltshire*

'Stealth change'

55 WIRRAL BRANCH

THAT Conference, believing that the Government is resorting to 'stealth changes' in education while subscribing publicly to an anti-bureaucracy agenda, asks the Executive Committee to use its influence within the Social Partnership to prevent the continuation of this practice.

Proposer: *John Williamson, Wirral Education Centre, Wirral*

Seconder: *Anthony Collins, Wirral Hospital School, Wirral*

FE curriculum

56 COMPOSITE

From resolutions submitted by Avon and Wiltshire branches.

THAT Conference requests that the Executive Committee urgently takes steps to persuade the Government and the Learning and Skills Council to provide and maintain a level of funding in post-16 education, so that all FE colleges:

- (i) have adequate funding to make available Skills for Life and Foundation Studies courses for all who need them;
- (ii) provide facilities worthy of the 21st century;

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

Second: *Stella Jales, Wiltshire College, Wiltshire*

FE professional qualifications

57 CAMBRIDGESHIRE AND PETERBOROUGH BRANCH

THAT Conference, noting the movement towards pay parity between school teachers and FE lecturers, calls upon the Executive Committee to campaign for the replacement of QLS standards with a new nationally recognised qualification for all teaching professionals in the FE sector, including teaching assistants.

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

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

National College for School Leadership

58 WIRRAL BRANCH

THAT Conference, in the current spirit of raising standards and achievement, urges the Executive Committee to ensure that a suitable inspection framework is applied to the National College for School Leadership.

Proposer: *Anthony Collins, Wirral Hospital School, Wirral*

Second: *John Williamson, Wirral Education Centre, Wirral*

SEN

59 COMPOSITE

From resolutions submitted by Brent and Wirral branches.

THAT Conference, in recognising that LA budgets for SEN, School Action and School Action Plus are over spent with additional pressure placed upon school budgets as a consequence, notes the move of provision from special schools to the mainstream and requests that the Executive Committee:

- (i) reminds government of the sentiments expressed as long ago as the *Half our Future* report of 1963, which stated that for these pupils their potentialities are no less real and of no less importance because they do not lend themselves to measurement by the conventional criteria of academic achievement, and also its own recognition in its response to the Parliamentary Select Committee report on SEN that improvement in the provision of services for children with SEN is an important challenge;

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of Conference

Thursday 5 April
09.15–12.30

- (ii) challenges ‘inclusion on the cheap’;
- (iii) lobbies government to improve funding for SEN so that every child does indeed matter.

Proposer: *Jeffrey Bevan, Wallasey School, Wirral*

Seconder: *Azra Haque, Unattached member, Brent*

New schools and inadequate environments for teaching and learning

60 BRADFORD BRANCH

THAT Conference, noting that the ‘interpretation’ of the DfES templates results in inadequate environments for teaching and learning with consequent detrimental impact on staff and pupils, urges that the Executive Committee ascertains the extent to which all new schools, are ‘fit for purpose’.

Proposer: *Ann Nash, Unattached member, Bradford*

Seconder: *Kelly Riley, Challenge College, Bradford*

Disciplined learning

61 NORFOLK BRANCH

THAT Conference, encouraging all those engaged in education to reinforce the important principles of disciplined learning, requests that the Executive Committee takes the lead in promoting the development of the necessary core attributes at all age levels of education.

Proposer: *Peter Walker, Hethersett Old Hall School, Norfolk*

Seconder: *Shirley Buxton, Wellesley First School, Norfolk*

VOTE OF THANKS

2006 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.

End of terms

ATL's position regarding the marketisation of education.

Classroom observation

ATL's position regarding classroom observation for management purposes.

Personalisation

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

Religion, belief and dress code

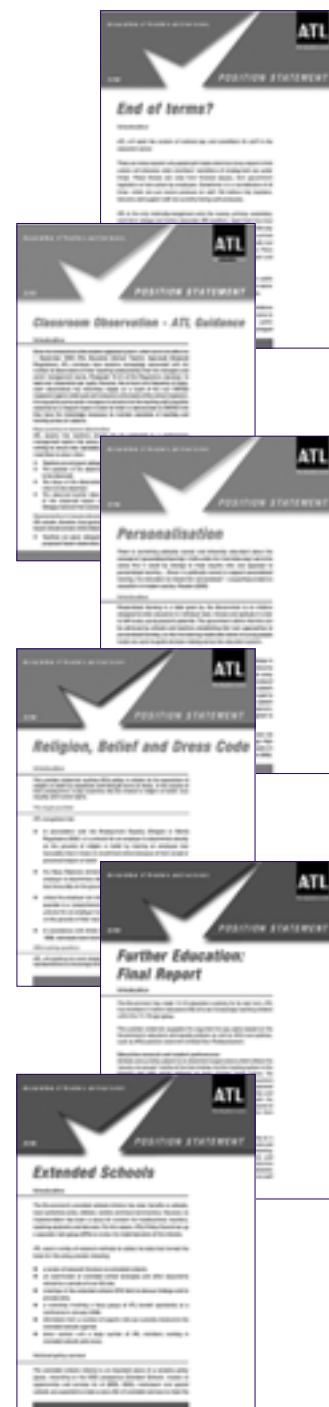
ATL's position regarding the expression of religion or belief by education staff through items of dress, in the course of their employment.

Further education: final report

ATL's position and argument for comparable pay for further education colleges with school sixth forms based on the Government's own education and equality policies.

Extended schools

ATL's position on the Government's extended schools initiative.



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