



the education union

Conference agenda

29–31 March 2010

Manchester

A large, stylized leaf graphic is positioned in the lower half of the page. It is composed of several overlapping leaf shapes in various shades of yellow and orange, with a single solid blue leaf at the bottom right. The graphic is set against a background of a yellow-to-orange gradient.

with you throughout your career

The Association of Teachers and Lecturers

President

Lesley Ward, Cert. Ed, Dip. SEN, supply teacher, Doncaster

Senior vice president

Andy Brown BEd, MSc, FColIT, FRSA, Ballymena College, Co. Antrim

Junior vice president

Alice Robinson, Cert. Ed, Advanced Diploma in Education SEN, Assistant headteacher, Our Lady's Catholic College, Lancaster

Honorary secretary

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

Honorary treasurers

Angie Rutter BEd (Hons), PGCE, Dip. Ed, Castle Area Resource Base for Severe Learning Difficulties, Launceston College, Cornwall

Stephen Buck BSc, PGCE, Frederick Gough School, North Lincolnshire

General secretary

Mary Bousted BA, MA, PhD

Deputy general secretaries

Martin Johnson BA, MSc

Peter Pendle MBA, DiplR, FIAM, FRSA



I am delighted to be able to welcome you to the 2010 Conference, at Manchester. The City of Manchester is an excellent place to visit and I am sure that you will have a wonderful time. I know that our general secretary is especially looking forward to Conference here in Manchester; her grandfather and her uncle were both Lord Mayor of this City.

The timing of Conference has changed this year, but I would like to reassure you that this has not lessened the time available for debate. We have a wide range of

resolutions on this year's agenda, which illustrates the diversity of our membership and what matters to them. As usual, I know that the quality of debate will be exceptional. I am always awed by the depth of knowledge, feeling and commitment when I listen to debate. Last year, it was wonderful to have so many people contributing to the debate for the very first time, and I am sure that this will continue. I remember the first time I spoke; I'm sure that people could hear my knees knocking!

This year we have Ed Balls, Secretary of State for Children, Schools and Families, and both Shadow Secretaries, Michael Gove and David Laws, coming to address Conference. It will be interesting to hear what they have to say.

We are continuing with the sector Conferences and learning zones, building on their success of last year. In addition, we will have a relaxation

and wellness zone. Also, a trained solicitor from Morrish & Co will be available for free consultations. Combined with the disco for the energetic amongst you and the Conference dinner on the Tuesday evening, we certainly do have a lot to fill our free time!

There are many people that contribute to the smooth running and success of our Conferences. I must pay thanks to ATL's professional staff for their contribution, their months of preparation beforehand, and their work in helping to implement decisions afterwards; and I must give thanks to the members of ATL. We are a member-led organisation and Conference is where we reaffirm this, publicly, successfully and confidently.

I and my fellow officers look forward to meeting you.

Lesley Ward
ATL President



It gives me great pleasure as Lord Mayor of Manchester to welcome ATL to our City for its 2010 conference.

Manchester is known throughout the world for leading the way in delivering original cutting-edge events, and 2009 was no exception. Manchester played host to the Manchester International Festival, the Conservative Party Annual Conference 2009, Manchester Pride and the Christmas Markets to name just a few of the City's high-profile festivals and Conferences

that took place last year, helping to keep Manchester firmly on the international map.

In September, Manchester welcomed the opening of four of the seven planned academies; paving the way to further improve educational standards across the City. The Manchester academies programme differs from others across the country because the Council has chosen to be a co-sponsor alongside locally based businesses. The academies will make sure that young people have the skills needed to make the most of future employment opportunities in the region. The programme is part of a £700 million investment to not only improve educational buildings and facilities across Manchester, but also to change the way learning is enabled City-wide.

Manchester recognises that transformational change is needed

to ensure that capital build programmes such as Building Schools for the Future and Primary Capital Programme meet the government and Manchester's educational vision for the 21st Century.

To ensure that this happens, a Learning Transformation Programme has been established for Manchester. The programme is ambitious and it is hoped that it will provide a world class educational experience for learners from age 0-19 in Manchester.

We are delighted to be hosting your Conference and I hope that you will take the opportunity to explore the historical, cultural and culinary delights that Manchester City has to offer!

Councillor Alison Firth
The Right Worshipful the Lord Mayor of the City of Manchester



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 at the ATL reception desk 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 at the ATL reception desk at the end of the final session on Wednesday, 31 March or sent to the Conference and Events Organiser at: ATL, 7 Northumberland Street, London, WC2N 5RD. 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

ADHD Attention deficit hyperactivity disorder

AMiE Association of Managers in Education

AoC Association of Colleges

APP Assessing pupil progress

CPD Continuing professional development

DCSF Department for Children, Schools and Families

FE Further education

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

GTCE General Teaching Council England

HMCI Her Majesty's Chief Inspector

HE Higher education

ISA Independent Safeguard Authority

IfL Institute for Learning

ITT Initial teacher training

KS Key stage

LDD Learning difficulties and disabilities

MDF Medium-density fibreboard

NEETS Not in employment, education or training

NQT Newly qualified teacher

NUS National Union of Students

OfSTED Office for Standards in Education, Children's Services and Skills

PPA Planning, preparation and assessment

QTS Qualified Teacher Status

SATs Standard Assessment Tests

SEN Special educational needs

SSSNB School support staff negotiating body

TDA Training and Development Agency

TUC Trades Union Congress

TV Television

WAMG Workforce Agreement Monitoring Group

Summary of programme

Monday 29 March

9.00–12.30

First session of the Conference

Exchange Auditorium

During this session there will be an address by Rt Hon David Laws MP, Liberal Democrat Shadow Secretary of State for Children, Schools and Families.

13.30–15.00

Sector Conferences:

- Primary and early years
- Secondary
- Academies
- FE
- Leadership
- Future
- Support staff
- Independent

15.00–17.00

Second session of the Conference

Exchange Auditorium

During this session there will be an address by Lesley Ward, ATL president.

17.05–18.30

Third session of the Conference

This is a closed session.

Exchange Auditorium

Tuesday 30 March

9.00–12.30

Fourth session of the Conference

Exchange Auditorium

During this session there will be an address by Rt Hon Michael Gove MP, Conservative Shadow Secretary of State for Children, Schools and Families.

13.30–15.00

Learning zones:

- Under-achievement in boys
- Gang culture
- Voice care
- On-line protection
- Thinking skills
- Stress management
- Leadership and learning
- Dyslexia and autism
- Assertiveness
- Problem-solving
- One-to-one communication
- Rarely cover

15.00–17.30

Fifth session of the Conference

Exchange Auditorium

During this session there will be an address by Mr Kailash Satyarthi, Founder and Director, Global March Against Child Labour and International Chair, Global Campaign for Education.

Wednesday 31 March 9.00–12.00

Sixth session of the Conference

Exchange Auditorium

During this session there will be an address by Rt Hon Ed Balls MP, Secretary of State for Children, Schools and Families

13.00–16.00

Seventh session of the Conference

Exchange Auditorium

During this session there will be an address by Dr Mary Bousted, ATL general secretary.

VOTE OF THANKS

1 AMENDMENTS TO STANDING ORDERS

THAT Conference amends ATL's Standing Orders, with effect from this annual Conference, as follows:

- (i) in Standing Order 4, to delete 'five' and to insert a new second sentence as follows: 'The number of priority motions shall be the same as the number of Sessions of Conference excluding closed sessions.'
- (ii) in Standing Order 6, after '(i)' in the first line, to insert 'and (iii)'; to delete 'The order of proceedings at the annual meeting of the Conference shall be as follows:' and replace with 'The business at the annual meeting of the Conference shall include:' and to delete: 'This item shall not be taken until the items under 6(i) to 6(xi) above have been concluded.'

Proposer: *Andy Brown, Executive Committee member*

Seconder: *John Puckrin, Executive Committee member*

2 APPOINTMENT OF TELLERS**RESOLUTIONS****GTCE code of conduct****1 COMPOSITE**

From resolutions submitted by Rochdale branch.

THAT Conference is concerned the GTCE code of conduct is ambiguous, open to abuse and inappropriate. Any such code is unnecessary. Conference calls on the Executive Committee to:

- (i) Campaign nationally, working closely with other teacher unions, to have the code removed or revised particularly section 8 where it intrudes into teachers' personal lives;
- (ii) re-examine ATL's relationship with the GTCE;
- (iii) explore ways of protecting members from such unwarranted intrusion.

Proposer: *Mark Baker, Redwood Secondary School, Rochdale*

Seconder: *Kevin Alderton, Copland: A Specialist Science College, Brent*

Foundation and primary curriculum**2 BRADFORD BRANCH**

THAT Conference, acknowledging the professional tasks undertaken by colleagues to implement the foundation stage and primary curriculum, calls upon the Executive Committee to strongly urge the government to place a moratorium on all new initiatives and change to the foundation and primary curriculum for the foreseeable future.

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

Seconder: *Sue Ayres, Leeds City College, Keighley Campus*

Rarely cover

3 COMPOSITE

From resolutions submitted by Berkshire and Inner London branches.

THAT Conference notes the success of the reduction in hours that teachers have been required to cover for absent colleagues since September 2009 but is concerned about the negative consequences of the implementation of rarely cover on both staff and pupils in some establishments. These include a reduction of CPD for teachers, a reduction of trips for students, an increase in the use of unqualified staff for covering lessons, and teachers being pressured to volunteer to teach lessons for colleagues. Conference calls on the Executive Committee to:

- (i) continue working with the TDA and survey members to establish how widespread the problems are and research the effects they have on students, teachers and support staff;
- (ii) monitor and assess the negative consequences of the implementation of rarely cover on both staff and pupils.

Conference also calls upon the government to make sure that all 'new initiatives' are fully funded for their lifetime or to identify what should not be done in order to finance them.

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

Seconder: *Helen Cook, Downe House, Newbury, Berkshire*

Presents for staff

4 BERKSHIRE BRANCH

THAT Conference, whilst recognising the practice of pupils buying presents for staff as a way of saying thank you, requests that ATL raises awareness that this custom is becoming increasingly commercialised and competitive.

Proposer: *Jenny Inglis, Unattached member, Berkshire*

Seconder: *Helen Porter, St Gabriel's, Newbury, Berkshire*

Support staff conditions of employment

5 EXECUTIVE COMMITTEE

THAT Conference, mindful that a growing number of support staff in independent schools are becoming members of ATL, asks the Executive Committee to examine the contractual conditions under which these members are employed and to produce guidelines of best practice where necessary in respect of contracts and terms and conditions of employment.

Proposer: *Peter Walker, Executive Committee member*

Seconder: *Jenny Inglis, Executive Committee member*

OfSTED inspection schedule

6 DEVON BRANCH

THAT Conference recognises inconsistencies and faults in the new 2009 evaluation schedule for school inspections, which places too great an emphasis on unreliable measures of student progress together with the misuse of concepts such as ‘above average’ and ‘below average’. Conference deplores the inconsistent establishment of benchmarks at KS2 and KS4, which are affected by a flawed and unreliable examination system, and the government’s requirement that most schools should be above average, thereby condemning at least 25% of schools to judgments of ‘unsatisfactory’ performance regardless of how well they perform with all the children in their care whether academically gifted or not.

Conference calls on the Executive Committee to:

- (i) press OfSTED to seek more appropriate descriptors for school performance;
- (ii) demand that the government takes account of the ability of pupils in its judgments on schools;
- (iii) press the Government to ensure OfSTED judges schools as ‘good’ if there is clear evidence of improvement in standards year-on-year even if below the average for the country.

Proposer: *Philip Smith, Unattached member, Devon*

Seconder: *Joyce Walters, Coombeshead College, Devon*

OfSTED and safeguarding

7 HERTFORDSHIRE BRANCH

THAT Conference, while supporting the aims of safeguarding, recognises members’ concerns about some aspects of its implementation, notably the impact the safeguarding aspect of the new OfSTED inspection framework is having on the rating by OfSTED of some previously successful schools, and consequently urges the Executive Committee to:

- (i) investigate members’ experiences of OfSTED inspections during this academic year under the new framework, and monitor OfSTED inspection reports since September 2009;
- (ii) enter into discussions with OfSTED on how it is interpreting its responsibilities for monitoring safeguarding in schools, with a view to ensuring that schools are not held accountable for matters beyond their control.

Proposer: *David Clout, Unattached member, Hertfordshire*

Seconder: *Aneurin Hathway, The Heathcote School, Stevenage*

OfSTED – lesson plans

8 BIRMINGHAM BRANCH

THAT Conference, mindful of the fact that OfSTED no longer requires to see detailed lesson plans for the purposes of school inspection, urges the Executive Committee to:

- (i) advise members clearly to this effect;
- (ii) put in place arrangements whereby when ATL becomes aware of a school where there is still an insistence on such planning, the general secretary, being a member of WAMG, shall write to the headteacher to seek an explanation for such practices.

Proposer: *David Ambler, The International School & Community College, East Birmingham*

Seconder: *Christine Tanquee, Old Know Junior School, Birmingham*

Primary school lunches

9 KENT AND MEDWAY BRANCH

THAT Conference asks the Executive Committee to lobby the government to ensure that all primary schools have:

- (i) the facilities to provide hot school lunches for pupils;
- (ii) the space and equipment to learn about food hygiene, preparation and production.

Proposer: *Meryl Harries, Barnsole Junior School, Medway*

Seconder: *Anne Spratt, Unattached member, Medway*

Education and food

10 INDIVIDUAL MEMBERS

THAT Conference congratulates the increasing number of schools and colleges which grow food and where possible use the produce in their kitchens, and supports the work of the Food for Life Partnership, the Focus on Food Campaign, and FACE, for Farming and Countryside Education. Conference requests the Executive Committee to:

- (i) publicise their work to ATL members;
- (ii) encourage reciprocal visits between farms and education establishments.

Proposer: *John Puckrin, Executive Committee member*

Seconder: *Alison Sherratt, Executive Committee member*

Paternity pay

11 WEST SUSSEX BRANCH

THAT Conference requests the Executive Committee to press for a national agreement on paternity pay for all staff in schools. Initially, as a minimum, staff should receive five days on full pay plus the option of a further five days on statutory paternity pay.

Proposer: *John Apsey, Hazelwick School, West Sussex*

Seconder: *Malcolm Hawke, Executive Committee member*

Workload

12 CHESHIRE BRANCH

THAT Conference recognises that many fought hard for the national Workload Agreement and they must be disheartened by the lack of progress in improving the wellbeing of teachers. Conference believes that despite the intent of the Agreement teachers still do not have a work-life balance. The workload of teachers is such that there will be increasing numbers of resignations amongst older teachers who are forced to work overlong hours in order to meet the requirements of paperwork.

Conference instructs the Executive Committee to:

- (i) pursue every avenue to reduce the requirements of paperwork so that teachers are free to teach;
- (ii) do all it can to ensure the Workload Agreement delivers as originally advertised.

Proposer: Jean Ward, Weston Primary School, Halton

Seconder: Molly Giles, Lysander Community High School, Warrington

Narrowing of the curriculum

13 INNER LONDON BRANCH

THAT Conference expresses concern that the pressure for results on students and teachers is causing a narrowing of the curriculum, where the focus of teaching is on preparing work only to pass the test to the detriment of providing real and substantial learning opportunities.

Conference requests that the Executive Committee investigates the effects and consequences of this on all individuals concerned and education as a whole.

Proposer: Jean Roberts, Old Oak Primary, Hammersmith & Fulham

Seconder: Kim Knappett, Forest Hill School, Lewisham

Support staff development

14 COMPOSITE

From resolutions submitted by Somerset and Oxfordshire branches.

THAT Conference confirms its position that the work of teaching assistants and learning support staff is invaluable in supporting vulnerable children and those who experience difficulty in accessing their education, and by allowing teachers to focus on learning and teaching. Conference recognises the good work already done by ATL to meet the needs of its growing number of support staff members.

Conference calls on the Executive Committee to consider further ways in which it can help schools and colleges to implement best practice in the employment, deployment and career development of all staff who support the work of teachers and lecturers, including a review of the value added by them and a campaign to ensure that the best becomes the norm.

Proposer: Richard Salter, Unattached member, Somerset

Seconder: Bella Hewes, Unattached member, Oxfordshire

Faith schools

15 INDIVIDUAL MEMBERS

THAT Conference calls upon the Executive Committee to establish a review into the current ATL policy on faith schools and report back to Conference no later than Conference 2011.

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

Seconder: *Richard G Martin, Unattached member, Leeds*

FE workload

16 EXECUTIVE COMMITTEE

THAT Conference asks the Executive Committee to lobby the AoC, IfL, government, and college managers to acknowledge the heavy workload, long hours and stress culture present in many FE colleges. Conference further asks the Executive Committee to introduce measures to reduce them and to restore a healthy work-life balance for FE staff, which include:

- manageable and realistic timetables;
- time to carry out PPA during the working day;
- time to carry out the administrative tasks associated with individual roles;
- this time to be protected and comparable to that now given to teachers in schools.

Proposer: *Stella Jales, Executive Committee member*

Seconder: *Ian Edney, Executive Committee member*

Student visas

17 INDIVIDUAL MEMBERS

THAT Conference asks the Executive Committee to urge the government to reconsider its proposals to change the Tier 4-Points Based System for student visas.

Proposer: *Tendai Mashapur, Bellerbys College, Cambridgeshire*

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

Biometric information

18 BRENT BRANCH

THAT Conference, concerned by the use of biometric information in schools, calls on the Executive Committee to:

- raise the matter, and the use of fingerprints in particular, with the Secretary of State as a matter of urgency;
- publicise their concerns via the media and parents' organisations;
- set up a working party to formulate a policy on the matter to be put to the Executive Committee for consideration as a matter of urgency;
- in the interim, oppose, with the use of industrial action as necessary, the introduction of any such measures without full consultation with staff, parents and unions and advance written permission from parents.

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

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

This is a closed session.

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

THAT the following be appointed to the Appeals Committee:

Irene Baker, Sefton
 Geoff Coggins, Lewisham
 Simon Hipps, Rochdale
 Diana Manville, Bromley
 Richard Martin, Leeds
 Jean Roberts, Hammersmith & Fulham
 Niamh Sweeney, Cambridgeshire

Proposer: *Honorary secretary*

Seconder: *Honorary secretary*

- 4 ANNUAL REPORT OF THE EXECUTIVE COMMITTEE**
 Presented by Alice Robinson, Junior vice president
- 5 ANNUAL STATEMENT OF ACCOUNTS**
 Presented by Stephen Buck, Honorary treasurer
- 6 DATE AND LOCATION OF THE NEXT ANNUAL MEETING OF THE CONFERENCE**
 Monday 18–Wednesday 20 April 2011, Cardiff

Branch resolutions to Conference

19 HUMBERSIDE BRANCH

THAT Conference requests the Executive Committee to seek to ensure that, in the interest of democracy and stimulating involvement, each branch submitting one or more resolutions should be given the opportunity to present at least one for debate.

Proposer: *Mary Grady, branch secretary and East Riding division secretary*

Seconder: *David Irvine, Wolfreton School, Kirk Ella, East Riding of Yorkshire*

Member support

20 CAMBRIDGESHIRE AND PETERBOROUGH BRANCH

THAT Conference asks the Executive Committee to instigate a root and branch examination of member support in light of the changing education patterns and economic climate.

Proposer: *Steve Taylor, Warboys Community Primary School, Cambridgeshire*

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

School support staff negotiating body

21 COMPOSITE

From resolutions submitted by Dorset and Wirral branches.

THAT Conference notes the necessity to influence the SSSNB in order to meet the needs and aspirations of our support staff members. Conference asks the Executive Committee to take the necessary steps in order to obtain recognition for ATL in maintained schools and to enable ATL to negotiate for our support staff members, both on the SSSNB and with local authorities.

Proposer: *Kathryn Booth, Downlands School, Dorset, Dorset*

Seconder: *Paul Ronayne, Woodchurch High School, Wirral*

Defending state education

22 BRENT BRANCH

THAT Conference, in the face of government designs to abolish the comprehensive state education system, calls upon the Executive Committee to seek to organise a joint campaign, embracing, if possible, all the education unions and other relevant educational bodies, to defend state education by all legitimate means. Further, Conference calls upon the Executive Committee to authorise action, up to and including industrial action, in schools which request this to resist privatisation or part privatisation, such as moving to academy or trust status.

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

Seconder: *Kevin Alderton, Copland: A Specialist Science College, Brent*

Deployment of support staff

23 COMPOSITE

From resolutions submitted by North Wales, Gloucestershire, Bradford and Wakefield branches.

THAT Conference values the contribution made by support staff to schools in assisting and supporting teachers but views with growing concern, particularly since the introduction of PPA and rarely cover, their deployment within teaching roles for which they may have neither the qualifications nor the relevant experience. Such deployment makes unreasonable demands on support staff and risks their becoming teachers on the cheap; it also fails to meet the legitimate expectations of pupils and parents. Conference therefore requests that the Executive Committee works with the government and other social partners to ensure that:

- (i) the regulations and guidance on the deployment of support staff are understood and implemented in all schools;
- (ii) support staff are fully trained and fully supported within their roles;
- (iii) a recognised national qualification for cover supervisors is developed, with the intention that all persons covering must have this qualification.

Proposer: *Glyn Kenyon, Buttershaw Business and Enterprise College, Bradford*

Seconder: *Florence Farahani, Barnwood Park Arts' College, Gloucester*

OfSTED abolition

24 COMPOSITE

From resolutions submitted by Berkshire, Wiltshire, Oxfordshire and Norfolk branches.

THAT Conference believes that OfSTED continues to do more harm than good to education and instructs the Executive Committee to call on the government to commission an urgent, independent, fundamental review to determine whether this expensive, burgeoning quango should be allowed to continue in its present form and function.

Proposer: *Judith Bennett, Unattached member, Oxfordshire*

Seconder: *Andrew McCandlish, Overstrand, The Belfry VACE Primary School, Norfolk*

Primary modern foreign languages

25 CAMBRIDGESHIRE AND PETERBOROUGH BRANCH

THAT Conference urgently requests the Executive Committee to lobby the government through the auspices of the social partnership to re-evaluate the statutory teaching of modern foreign languages in the primary sector, unless delivered by fully funded and trained specialists.

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

Seconder: *Susan Williams, Abbey College, Cambridgeshire*

Bonus culture

26 BRENT BRANCH

THAT Conference gives its full support to members who expose unlawful and corrupt practices via whistleblowing legislation and urgently seeks discussions with the government to:

- (i) change financial accountability mechanisms for schools and colleges, including academies;
- (ii) replace the statutory provisions in the School Teachers' Pay and Conditions Document, permitting school leaders to receive unlimited additional pay above their normal maximum pay levels, with clearly defined limits, together with clear and explicit criteria for any additional payments;
- (iii) introduce a new statutory duty on all schools to publish details annually of the pay and rewards of headteachers and other school leaders;
- (iv) ensure that all school governing bodies are aware of the new provisions and have adequate mechanisms for setting and monitoring pay levels within their schools.

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

Seconder: *Kevin Alderton, Copland: A Specialist Science College, Brent*

Male role models

27 CHESHIRE BRANCH

THAT Conference notes the very poor average achievement of white working class boys, in comparison with other groups of pupils, and the research into reasons for this situation. Conference regrets the lack of good male role models for many boys within our schools and believes that this must be rectified in order to improve the level of boys' achievement. Conference instructs the Executive Committee to raise the profile of such role models by:

- (i) supporting policies that publicise the contribution made to society by men who support and care for their families in a positive and responsible manner;
- (ii) stirring other bodies, such as the TUC, to be proactive in this task, perhaps via a special Conference;
- (iii) supporting any form of positive discrimination or other action that improves the lot of working class white boys and remedies their destructive low achievement.

Proposer: *Bruce Murdin, Halton School, Halton*

Seconder: *Ian Bonner, Unattached member, Cheshire West and Cheshire*

Use of MDF in schools

28 EXECUTIVE COMMITTEE

THAT Conference expresses its concern about the use of MDF in technology lessons in schools. MDF is made from wood dust and scrap-bonded by a glue containing formaldehyde. Although most manufacturers claim to use low levels of formaldehyde, children should not be put at risk. Formaldehyde can cause irritation of the eyes, nose and throat if exposed for sustained periods.

Conference calls upon the Executive Committee to campaign for the elimination of MDF in schools.

Proposer: *Hank Roberts, Executive Committee member*

Seconder: *Brian Ward, Executive Committee member*

Early professional development

29 NORTHERN IRELAND BRANCH

THAT Conference notes with concern that NQTs in Northern Ireland are finding great difficulty in completing their early professional development due to the appalling lack of jobs within the education system. Conference calls upon the Executive Committee to put pressure on the Department of Education for Northern Ireland to put in place the following measures to alleviate the problem:

- (i) a dedicated 10% PPA time, to bring teachers in Northern Ireland in line with their colleagues in England and Wales, thus ‘freeing up’ approximately 2,000 additional teaching jobs;
- (ii) a more meaningful system of early professional development, linked in with the performance review and staff development scheme of their colleagues.

Proposer: *Ashley Dickey, Substitute teacher, Northern Ireland*

Seconder: *Gordon White, Lisneal College, Londonderry*

Social networking

30 EXECUTIVE COMMITTEE

THAT Conference is alarmed at the detrimental effect that social networking websites such as Facebook, Bebo and Twitter can cause persons working in the education sector, and calls upon the Executive Committee to develop policy and issue advice for members.

Proposer: *Helen Brook, Executive Committee member*

Seconder: *Alison Sherratt, Executive Committee member*

Electronic communication with students

31 EXECUTIVE COMMITTEE

THAT Conference asks Executive Committee to:

- (i) survey members to establish whether requirements exist within their school or college for them to make themselves available for communication with students electronically, on an individual or collective basis, outside normal teaching time;
- (ii) collect information on any protocols, safeguards and guidelines that have been established by schools and colleges to protect both students and staff, and to consider publishing them for its members.

Proposer: *Peter Walker, Executive Committee member*

Seconder: *Brian Ward, Executive Committee member*

Teacher sabbaticals

32 CAMBRIDGE AND PETERBOROUGH BRANCH

THAT Conference, encouraged by Ed Balls' own belief that teachers in the UK are 'the best in the world, but to remain the best must not stand still,' requests that the Executive Committee campaigns for teachers to have the right to a minimum of one term's secondment for the purpose of professional or personal development after each seven years' of teaching experience or five years' continuous service within the same establishment.

Proposer: *Steve Taylor, Warboys Community Primary School, Cambridgeshire*

Seconder: *Pat King, Supply teacher, Cambridgeshire*

14-19 funding

33 NORTH WALES BRANCH

THAT Conference, while welcoming, in principle, the extended range of learning opportunities afforded by 14-19 developments, considers that this development is fatally undermined by cutbacks in funding, and rejects categorically the notion that more can be achieved with less.

Proposer: *David Healey, Ysgol Friars, Bangor*

Seconder: *Gareth Lewis, Ysgol Clywedog, Wrexham*

KS2 SATs

34 COMPOSITE

From resolutions submitted by Cambridgeshire and Peterborough and Inner London branches.

THAT Conference recognises that the withdrawal of SATs from KS2 science and KS3, and the overwhelming opposition to the continuation of the remaining KS2 SATs, is based on detailed evidence and research. Conference instructs the Executive Committee to:

- (i) continue to lobby the government to seek the removal of the remaining SATs;
- (ii) ensure that any lawful industrial action taken by the NUT and NAHT in order to boycott the summer 2010 SATs tests is not undermined, and that ATL members are advised not to undertake the work of colleagues involved in such action.

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

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

Removing barriers to achievement

35 WIRRAL BRANCH

THAT Conference asks the Executive Committee to call upon the Secretary of State to instruct HMCI to conduct an evaluation of progress made in delivering 'Removing Barriers to Achievement', the government's long-term vision for children with SEN and LDD. We are now beyond the outline timetable for implementation and Conference believes it is appropriate to request evidence of improvements in outcomes for pupils with SEN/LDD and the next steps in the delivery of the strategy.

Proposer: *John Williamson, Wirral Inclusion Officer, Wirral*

Seconder: *Jeffrey Bevan, Wallasey High School, Wirral*

Link between television programmes and ADHD

36 CORNWALL BRANCH

THAT Conference believes that the prevalence of ADHD in schools is unacceptably high. Pupils affected with this disorder require considerable additional resources to deal with their needs. Conference notes that there is evidence that suggests a link between the watching of certain TV programmes and the development of ADHD. The link is particularly strong for cartoons and other entertainment programmes with fast moving images. Conference asks the Executive Committee to:

- (i) consider the evidence available and to decide whether it would be useful to publicise it as a potential cause of ADHD;
- (ii) consider whether to call upon the government to fund research to ascertain whether the suspected link between certain TV images and ADHD is sufficiently strong to consider taking action to reduce the risk.

Proposer: *David Guiterman, Cornwall College, Cornwall*

Seconder: *Walter Dudley, Newquay Tretherras School, Cornwall*

Student debt

37 EXECUTIVE COMMITTEE

THAT Conference reaffirms its discontent with the unacceptable level of debt that teaching graduates take with them into the profession; it adds a continuous strain for new teachers which will last for a number of years. Conference asks the Executive Committee to continue its campaign on graduate debt with partner organisations such as the NUS.

Proposer: *Natalie Ware, Executive Committee member*

Seconder: *Brian Ward, Executive Committee member*

Workload associated with APP

38 COMPOSITE

From resolutions submitted by Berkshire and Hertfordshire *branches*.

THAT Conference, while recognising the value of assessment for learning in improving the attainment of students, has concerns about the administrative workload caused by the recent implementation of revised or new national strategies such as APP and consequently urges the Executive Committee to:

- (i) conduct research into members' experiences of APP;
- (ii) evaluate its effectiveness and consider what is good practice;
- (iii) investigate the differences in practice between APP in the primary and secondary phases;
- (iv) make representations through WAMG to the DCSF with their findings.

Proposer: *Aneurin Hathway, The Heathcote School, Stevenage*

Seconder: *Carly Prout, Park House, Newbury, Berkshire*

Admission dates at foundation stage

39 HERTFORDSHIRE BRANCH

THAT Conference believes that the Cambridge Primary Review has correctly highlighted the issue of the appropriate age at which children should begin formal education and urges the Executive Committee to investigate the issue with a view to forming an ATL position.

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

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

Casualisation of the school workforce

40 COVENTRY BRANCH

THAT Conference believes that current government policy will lead to the casualisation of the school workforce in England. Conference calls upon the Executive Committee to:

- (i) investigate the impact of the introduction of more work-related learning and the Diploma programme on the working conditions of the school workforce;
- (ii) investigate the impact on schools, and in particular the effect of learner-led funding, arising from the proposed devolution of funding for post-14 education to local authorities;
- (iii) use the information gained to support and enable the long-term security of the school workforce.

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

Seconder: *Emma Moore, Performing Arts Service, Coventry*

Protection from the promotion of racism in schools

41 COMPOSITE

From resolutions submitted by Hertfordshire and Wiltshire *branches*.

THAT Conference both notes the government's review of the current provisions which protect children against the promotion of racism in schools and also reaffirms ATL's equality and diversity statement. Nevertheless, Conference asserts that the present safeguards are adequate and that teachers should only be removed from the profession because of personal misconduct or professional performance and not solely because of their membership of a legal political party or non-proscribed religious group or organisation. Conference instructs the Executive Committee to:

- (i) advise the government of ATL's position;
- (ii) oppose any proposal to exclude someone from membership of the union solely on the grounds of their membership of a legal political party;
- (iii) oppose any attempts by the GTC to bar persons from teaching solely on the grounds of their membership of a legal political party.

Proposer: *Phil Whalley, Hardenhuish School, Wiltshire*

Seconder: *Michael Catty, Unattached member, Hertfordshire*

Behaviour challenge

42 CHESHIRE BRANCH

THAT Conference believes that every child has the right to learn in a safe and comfortable environment in the classroom but doubts that the Behaviour Challenge will be effective. Conference calls upon the Executive Committee to press the government to ensure that schools are provided with the means with which to deal with disruptive pupils who damage the education of the large majority. Conference asks that:

- (i) the penalties schools suffer for using the last resort of excluding disruptive pupils be withdrawn;
- (ii) the benefits system be adjusted so that the parents of disruptive pupils lose part of their child benefit;
- (iii) the government ensures that the parents of disruptive children attend classes to help them develop strategies for dealing with their child's unsatisfactory behaviour;
- (iv) such pupils are dealt with in a sensitive but firm manner so that they can eventually make a positive and economic contribution to society and not become NEET.

Proposer: *Molly Giles, Lysander Community High School, Warrington*

Seconder: *Ian Bonner, Unattached member, Cheshire West and Cheshire*

Unsatisfactory teacher performance

43 NORTHERN IRELAND BRANCH

THAT Conference notes the policy of the Northern Ireland Teachers' Council that the Unsatisfactory Teacher Procedure in Northern Ireland is fundamentally flawed. Conference calls upon the Executive Committee to place pressure on the Department of Education for Northern Ireland and the employing authority to engage in discussions around a new scheme of peer assessment, which will be teacher-led, teacher-driven, and will encompass:

- (i) teachers who are in their first two years of teaching;
- (ii) teachers who opt for professional support measures through the scheme;
- (iii) teachers who are identified as requiring support.

Proposer: *Carolyn Roberts, Ballyclare Secondary School, Ballyclare*

Seconder: *Theo Laverty, Dominican College, Portstewart*

Academies

44 DEVON BRANCH

THAT Conference calls upon the Executive Committee to:

- (i) press the government not to approve anymore academies until they clearly demonstrate that academies can give good value for money and significantly improve standards;
- (ii) continue to campaign against the gifting of schools to unreliable sponsors and to oppose privatisation and deregulation with vigour;
- (iii) ask the government to ensure that existing academies follow national pay and conditions regulations and fully recognise the right of employees to be represented by recognised trade unions within them.

Proposer: *Julia Neal, Torquay Girls' Grammar School, Devon*

Seconder: *Phil Smith, Unattached member, Devon*

Total place

45 COVENTRY BRANCH

THAT Conference believes that the government's Total place initiative will result in a diminution in the provision of back-office support to schools, the reduction in local expertise in important areas such as human resources and the loss of democratic control over spending in local authorities. This will adversely affect all members of the school workforce, with the potential of removing much needed support to headteachers. Conference therefore calls upon the Executive Committee to:

- (i) investigate the scope of Total place nationally and the impact it will have locally;
- (ii) oppose any attempt to reduce the provision of back-office support to schools;
- (iii) campaign for the democratic oversight of spending within local authorities and schools, with the full involvement of trades unions as an important stakeholder and partner in service delivery.

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

Seconder: *Emma Moore, Performing Arts Service, Coventry*

Assesment

46 NOTTINGHAMSHIRE BRANCH

THAT Conference instructs the Executive Committee to highlight and campaign to reduce the stressful effects of the assessment regime, which categorises the nation's children and young people and sees them as mere numbers.

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

Seconder: *Ian Jowett, Beeston Fields Primary School, Nottingham*

Observation by students

47 ESSEX, SOUTHEND AND THURROCK BRANCH

THAT Conference asks the Executive Committee to issue clear guidelines on how lesson observations by students should be conducted and reported.

Proposer: *Mike Everett, Honywood Community Science School, Coggeshall*

Seconder: *Pat Kyrou, HMC Supply, Essex*

Child protection

48 COMPOSITE

From resolutions submitted by Essex, Southend and Thurrock, Wiltshire and Wirral branches.

THAT Conference notes with concern schools' mounting anxiety over how far they have to go to satisfy the pervasive effects of the government's child protection agenda, which profoundly limits the education of young people, and is more damaging to children than exposing them to the unfortunate but limited risks of adventurous activity and contemporary society. Conference calls on the Executive Committee to:

- (i) press the government to provide the statistical evidence that justifies the significant increase in vetting and safeguarding measures, which particularly target school staff and the professionals and volunteers who provide formal organised activities for children;
- (ii) initiate and sustain a high profile campaign for the lifelong welfare of our children.

Proposer: *Robin Bevan, Executive Committee member*

Seconder: *Jeffrey Bevan, Wallasey High School, Wirral*

ISA

49 EXECUTIVE COMMITTEE

THAT Conference supports efforts to prevent unsuitable people having access to children or vulnerable adults, but asserts that there is a danger that in its recently amended format the ISA will cause difficulties for many education employees, and prevent others from having the right to natural justice. Conference, noting that registration with the ISA begins in July 2010 and yet a number of concerns raised by ATL and other trade unions have not been resolved, urges the Executive Committee to:

- (i) maintain and reinforce its position that the cost of registration (currently £64 in England and Wales and £58 in Northern Ireland) must be met by employers and not employees, volunteers and students;
- (ii) lobby the government to ensure that complaints about individuals should be heard by their employers or organisations that already have responsibility for that individual and who already have in place formal procedures for assessing and deciding on complaints, and when complaints come directly to the ISA they are automatically referred on to the appropriate employers;
- (iii) lobby the government to state that the system of making decisions on barring must be made giving individuals the right to defend themselves in person and cannot be done in line with natural justice by using a paper exercise only;
- (iv) ask the government to give an assurance that the computer systems used to manage a database of 11 million people will not result in errors and mistakes which could infringe individuals' rights under the Data Protection Act and Human Rights Act;
- (v) continue to work with the TUC to highlight such issues and take appropriate joint action with other unions accordingly.

Proposer: *David Ambler, Executive Committee member*

Seconder: *Peter Walker, Executive Committee member*

Licence to teach

50 COMPOSITE

From resolutions submitted by Brent and Bradford *branches*.

THAT Conference rejects the five-year Licence to teach for teachers and urges the Executive Committee to lobby the government and launch a major national campaign against the policy, in conjunction with the other education unions if possible.

Proposer: *Kevin Alderton, Copland: A Specialist Science College, Brent*

Seconder: *Stuart Herdson, Unattached member, Bradford*

Imbalance between training and vacancies

51 COMPOSITE

From resolutions submitted by Humberside branch and the Executive Committee.

THAT Conference requests the Executive Committee to investigate the apparent imbalance between student recruitment on teacher training courses and the available vacancies for teachers, by region, sector, and subject, and to address the findings appropriately.

Proposer: *Tina Stevens, Archbishop Sentamu Academy, Hull*

Seconder: *Louise Trew, Northmore School, East Riding*

One-to-one teaching

52 HERTFORDSHIRE BRANCH

THAT Conference, while recognising the potential benefits that additional personalised teaching could have on raising standards, believes that the government's one-to-one tuition scheme in the Making Good Progress programme is confused, potentially unfair and possibly unsafe. Consequently, Conference urges the Executive Committee to:

- (i) investigate its implementation nationally and in particular the practice of arbitrary selection that enables schools to set their own criteria, so as to ensure that the principles of equal opportunity apply;
- (ii) carry out analysis of available data to gauge the effectiveness of additional one-to-one tuition on improving levels of attainment;
- (iii) investigate whether one-to-one tuition is implemented following good safeguarding procedures;
- (iv) raise any resulting concerns with the DCSF.

Proposer: *Jackie Harvey, Millmead Primary School, Hertford*

Seconder: *Aneurin Hathway, The Heathcote School, Stevenage*

Restoration of normal salary progression

53 NORFOLK BRANCH

THAT Conference, as a matter of principle, opposes pay freezes and cuts in any sector of education, only accepting that such severe measures should be considered by employers after they have conducted meaningful consultations with their employees, and the measures are accompanied by distinct and reasonable pathways, with timelines, detailing how restoration of previous pay levels and cost of living increases will be achieved at the earliest practical opportunity. Further, Conference urges the Executive Committee to determine effective ways to support and guide members in any sector of education who find themselves in these circumstances.

Proposer: *Peter Walker, Unattached member, Norfolk*

Seconder: *Bob Peaker, Unattached member, Norfolk*

Disadvantage and attainment

54 INNER LONDON BRANCH

THAT Conference supports ATL in its consistent campaign for the government to take a systematic approach to breaking the link between disadvantage and educational attainment. To this end Conference requests the Executive Committee to call on the government to facilitate a proper debate regarding the aims of education to ensure that every child receives an education that promotes their wellbeing and also social justice.

Proposer: *Jean Roberts, Old Oak Primary, Hammersmith and Fulham*

Seconder: *Pat Bennett, Crown Lane Primary, Lambeth*

Early Years Single Funding formula

55 KIRKLEES BRANCH

THAT Conference, increasingly concerned with discussions on the effects of the Early Years Single Funding Formula, welcomes the postponement of its introduction and urges the Executive Committee to call upon the Secretary of State to rethink its implementation across all settings in England. Furthermore, Conference requests that the Executive Committee seeks to ensure:

- (i) that the viability of existing high quality provision is not lost;
- (ii) that support is given to local authorities to facilitate quality maintenance and improvement of provision;
- (iii) that transparency of provision is genuinely achieved across all sectors.

Proposer: *Allison Whiteley, Knowles Hill Infant and Nursery School, Kirklees*

Seconder: *Gill Collins, branch secretary, Kirklees*

Mentoring

56 EXECUTIVE COMMITTEE

THAT Conference recognises the inconsistencies in advice and guidance given to teachers involved in mentoring students and NQTs. Conference calls upon the Executive Committee to:

- (i) campaign for the consistent implementation of TDA guidance for ITT providers and schools;
- (ii) consider producing an ATL publication giving advice for mentors.

Proposer: *Alice Robinson, Executive Committee member*

Seconder: *Brian Ward, Executive Committee member*

School co-operation

57 BRADFORD BRANCH

THAT Conference rejects the notion that all schools within the maintained sector should be competitive with each other and advocates that schools should be able to work in a far more co-operative way in order to produce the best education results for the nation. Conference therefore calls upon the Executive Committee to press the government to ensure that admissions policies are fair and equitable across authorities and that all state funded schools abide by them regardless of status.

Proposer: *Glyn Kenyon, Buttershaw Business and Enterprise College, Bradford*

Seconder: *Stuart Herdson, Unattached member, Bradford*

Supply teachers

58 CAMBRIDGESHIRE AND PETERBOROUGH BRANCH

THAT Conference requests that the Executive Committee campaigns for the rights of supply teachers to ensure that those who are subject to complaints made against them will:

- (i) be informed promptly of the exact nature of the complaint;
- (ii) have the matter dealt with as speedily and equitably as possible.

Proposer: *Pat King, Supply teacher, Cambridgeshire*

Seconder: *Margaret Street, Retired member, Cambridgeshire*

Low emission transport for pupils

59 KENT AND MEDWAY BRANCH

THAT Conference calls upon ATL to lead the way forward in encouraging all local authority provided transport for pupils to be low-emission.

Proposer: *Zöe Fail, Supply teacher, Kent*

Seconder: *Nicola Brocklesby, Chatham South School, Medway*

Behaviour support in early years

60 WILTSHIRE BRANCH

THAT Conference, mindful of the number of permanent exclusions of young primary school children, calls on the Executive Committee to press the government and local authorities to give a greater priority to primary behaviour support and to increase the resources available for early intervention as a way of assisting pupils at risk and their parents.

Proposer: *John Hawkins, Unattached member, Wiltshire*

Seconder: *Tom Hill, Newtown Primary School, Wiltshire*

Collective bargaining

61 EXECUTIVE COMMITTEE

THAT Conference notes the work already undertaken by ATL in the independent, FE and academy sectors on workplace trade union recognition and collective bargaining. Conference is aware of the potential further fragmentation of national collective bargaining in schools through the growth of academies and calls upon the Executive Committee to further develop its strategy for workplace negotiation capacity in schools and colleges, based upon the common issues.

Proposer: *Geoff Pye, Executive Committee member*

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

Education rights and responsibilities

62 WILTSHIRE BRANCH

THAT Conference, believing that education is a partnership, and that ‘responsibilities’ are as important as ‘rights’, and mindful of the fact that the presently proposed education bill has included 23 legally binding rights for pupils and parents with regards to the provision of education, calls on the Executive Committee to press the government to balance this by introducing a similar number of legally binding responsibilities for parents and pupils.

Proposer: *Elizabeth Greed, Unattached member, Wiltshire*

Seconder: *Liz Wrighton, South Wilts Grammar School, Wiltshire*

Teacher retention

63 INNER LONDON BRANCH

THAT Conference regrets the large numbers of both newly qualified and experienced teachers leaving the profession and calls upon the Executive Committee to investigate further the true reasons why this is so.

Proposer: *Anupameya Jain, The Bridge Academy, Hammersmith and Fulham*

Seconder: *Abdul Choudhury, Mulberry School for Girls, Tower Hamlets*

Independent school teachers and QTS

64 EXECUTIVE COMMITTEE

THAT Conference, aware that there are a growing number of teachers within independent schools who may find themselves seeking employment in the state sector but who do not have QTS, asks the Executive Committee to examine the pathways by which independent school teachers can gain QTS whilst in service, and to lobby the government to extend provision of such opportunities for all teachers and educators in a similar position.

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

Seconder: *Geoff Pye, Executive Committee member*

VOTE OF THANKS

ATL is the union for education professionals across the UK. Active in the maintained, independent and post-16 sectors, we use our members' experiences to influence education policy, and we work with government and employers to secure fair pay and working conditions. From early years to HE, teachers to support staff, lecturers to leaders, we support and represent our members throughout their career.



ATL – the education union
7 Northumberland Street
London WC2N 5RD

Tel: 020 7930 6441 Email: info@atl.org.uk
Fax: 020 7930 1359 Website: www.atl.org.uk

Cardiff

Tel: 029 2046 5000
Email: cymru@atl.org.uk

Belfast

Tel: 028 9078 2020
Email: ni@atl.org.uk

Edinburgh

Tel: 0131 272 2748
Email: scotland@atl.org.uk

