

## Happy with your Work-life Balance?

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### **ATL launches a new Work-Life Balance Toolkit – Take an active role in developing a ‘working to live’ rather than ‘living to work’ culture in your workplace!**

ATL’s Work-Life Balance Toolkit was specifically written for members working in the independent sector, since research across the UK found that independent sector members’ work tended to merge all too easily into their free time on evenings and weekends. Members have found the toolkit can assist them in influencing work patterns, time-management, and school structures, to the benefit of staff and management.

Furthermore, the toolkit has been well received, not just by members, but by many headteachers and independent employers’ associations, many of whom requested their own copies. Many independent schools have already used the toolkit to successfully address work life balance issues.

The European Court of Justice (ECJ) has handed down a further judgment on working time when workers are “on call”. The ECJ decided that working time includes time spent on call. All time spent at work has to be taken into account in deciding whether the working week exceeds the maximum laid down in the Working Time Directive.

Another case, MacCartney v Oversley House Management, involved on-call time and the national minimum wage: a warden at a residential home, worked four days a week, during which time she could not leave the premises (where she also lived). As well as her other duties, she had to answer any emergency calls from residents. She claimed she was not allowed to take rest breaks or daily rest periods.

The Employment Appeals Tribunal (EAT) overturned the decision of the Employment Tribunal and ruled that she was not given a daily rest period. They also held that she had not been given rest breaks (an employer must provide an uninterrupted period of rest, and workers are entitled to know when that starts and ends). Finally, the EAT held that she had not received the national minimum wage because her pay, divided over all the hours worked by her per week, was less than the rate of the national minimum wage.

The ATL toolkit provides practical advice and suggestions to enable staff and management to

discuss how workload might be better managed. If your school has not already used it, why not work with your headteacher/principal to start discussions. More information on the campaign is available on our website [www.atl.org.uk/independent](http://www.atl.org.uk/independent), and if you would like support from the ATL organising team please email us at [organise@atl.org.uk](mailto:organise@atl.org.uk).

Key elements of the toolkit include approaches to:  
 Balancing Life & Work  
 Balancing the needs of the employee & employer  
 Creating the best possible environment for job satisfaction & high performance

Taken broadly, the toolkit recommends members and reps take an active role in addressing issues and working with management to find solutions to work-life balance problems. This can be achieved by initially recognising that work/life balance is an issue for both employees and employers. Then, a further recognition that solutions are different for everyone and that consultation is an essential part of the process.

Engaging ATL members and other staff in building effective work-life balance strategies also ensures they feel responsibility and ownership of the outcomes. In addition, when work-life balance issues are taken seriously, members feel valued; professional and personal relationships are improved; and staff experience boosts in confidence and self-esteem.

To download a toolkit specifically for independent sector professionals go to [http://www.atl.org.uk/atl\\_en/help/help\\_independent/Advice/Toolkit/default.asp](http://www.atl.org.uk/atl_en/help/help_independent/Advice/Toolkit/default.asp)

For further information or advice on work/life balance please contact [worklife@atl.org.uk](mailto:worklife@atl.org.uk) or 020 7930 6441. The Organising team are also available for support with activity and training at [organise@atl.org.uk](mailto:organise@atl.org.uk) or call 020 7782 1599

## ATL NEWS

### ATL Appoints National Official (Scotland)

This summer saw ATL's presence in Scotland grow with the appointment of Keith Robson as National Official (Scotland). Previously Director of National Union of Students Scotland, Keith has worked in education, health and housing and has also served as a school governor in London and on the Scottish Higher Education Funding Council.

Keith is looking forward to working with members to develop the Association's capacity in Scotland.

### ATL Future Event

Saturday 19 January 2008 will see the first ever ATL Future event held in Scotland at ATL's offices in Edinburgh. ATL Future is our new and innovative approach to bringing together student and probationer teachers from across the country to discuss topical issues including how you can make the most of your membership and Get Active in ATL. The event will be of particular interest to postgraduate and/or final year student members as we will look at how the teacher induction scheme operates and how you can maximise opportunities within your induction year.

The event will start at 10.30am and will finish at 2.30pm, details will be emailed to student members shortly. Please check the ATL Scotland website for updates [www.atl.org.uk/scotland](http://www.atl.org.uk/scotland)

## ATL Welcomes Student Members

We are delighted to report a large increase in membership amongst student teachers following ATL presence at each and every teacher training institution in Scotland. If you know of a teaching student who isn't a member then encourage them to join for free by going online at [www.atl.org.uk/join](http://www.atl.org.uk/join)

Members will have received, with the October issue of *Report*, a copy of ATL's magazine dedicated to students and newly qualified teachers which is packed with articles offering advice on classroom observation, induction and much more, including the opportunity to attend ATL's Annual Conference in Torquay 17-20 March 2008.

If you haven't already done so then do visit [www.new2teaching.org.uk](http://www.new2teaching.org.uk) The website is a fantastic resource for student and newly qualified teachers.

## ATL Meets MSPs

ATL Scotland has been meeting with members of the Education, Lifelong Learning and Culture Committee of the Scottish Parliament to introduce MSPs to the work of the Association. ATL will engage with the Committee as it continues its programme of work. We believe ATL can offer a fresh

perspective on a range of policies that will help stimulate the debate on education issues in Scotland from the curriculum to leadership and professional development.

We were pleased to have been able to submit a response to the Scottish Government's consultation on the proposed abolition of the Graduate Endowment Fee.

In addition ATL has become a member of the Cross Party Group on Children and Young People and will look to influence the political agenda and debate alongside other interested groups such as Barnardos, Children in Scotland, Capability Scotland and Penumbra.

## ATL Scotland Events

ATL currently provides a range of training as part of its national training programme and all members are encouraged to participate. The New Year will see the first ever ATL Scotland training event for reps in independent schools and we are seeking your input into potential topics. We're aiming to provide bite-sized sessions which will assist reps in their current roles and encourage members who aren't yet reps to become one. If you have any suggestions then please contact either Duncan Woodhead or Keith Robson, see below for contact details.



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