



**PVG consultation on Draft  
Scottish Statutory  
Instruments November  
2009:  
Fees Regulations**

**ATL Scotland's response to  
the Scottish Government's  
consultation document**

**2 Feb 2010**

## **ATL – the education union**

The Association of Teachers and Lecturers (ATL), as a leading education union, recognise the link between education policy and our members' conditions of employment. Our evidence-based policy making enables us to campaign and negotiate from a position of strength. We champion good practice and achieve better working lives for our members. We help our members, as their careers develop, through first-rate research, advice, information and legal support. Our 160,000 members – teachers, lecturers, headteachers, support staff and students – are empowered to get active locally and nationally.

ATL is affiliated to the Trades Union Congress (TUC), Irish Congress of Trade Unions (ICTU), European Trade Union Committee for Education (ETUCE) and Education International (EI). The union is a member of the Social Partnership – working with the UK Government, employers and other unions on education issues. ATL is not affiliated to any political party and seeks to work constructively with all the main political parties.

## **Introduction**

ATL Scotland welcomes the opportunity to comment upon the Draft Scottish Statutory Instruments and the Draft Guidance document issued in November 2009. We support the principle of safe and effective public protection and welcome the steps taken by the Scottish Government to improve safeguarding and to protect children and vulnerable adults.

ATL members across the UK are currently experiencing changes in safeguarding regulations with the introduction of the Independent Safeguarding Authority in England and Wales. ATL has made representation to the Westminster Government on behalf of its members as their trade union and collectively as part of the TUC coalition on Independent Safeguarding Authority. We believe that one of the strengths of being a UK-wide union is that we can draw upon our collective experiences in England, Wales and Northern Ireland to comment constructively on pertinent issues within the guidance document, and vice-versa when the occasion arises.

## **Fees Payable**

We note that the proposed fees levels are lower than the £64 fee proposed in England and Wales and marginally higher than the £58 fee proposed in Northern Ireland. We also note that the Scottish Government is "committed to raising a particular revenue profile from fees" and only "revenue-neutral adjustments to fees can be considered".

ATL does not believe, however, that employees should be personally responsible for paying the PVG membership fee. We believe the payment of the fee should be met by employers and not by individual employees. We are concerned that the question of who pays the fee is left open-ended. If employers refuse to pay the fee, previously factored into their recruitment costs, then it will have a disproportionate and detrimental impact upon the low-paid and part-time workers, most of whom are women; a school cleaner would be expected to pay the same amount as a headteacher.

**This submission was prepared on behalf of  
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