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Are your details up-to-date?

Contact ATL Scotland with updated mailing, email addresses and telephone numbers

ATL 'Work-Life Balance' Campaign

As you read this, the ATL Scotland 'Work-Life Balance' campaign in the independent sector is in full swing. See below for coverage of our Reps & Members Network Event which highlighted life-work balance issues and over work. In addition, if you are a teacher in an independent school, you will have received surveys and other campaign materials for use in your school. If you haven't already returned them, please do so as soon as possible.

The ATL Scotland campaign kicked off on April 16 when Reps and active members came together in Perth to learn more about ATL policy on workload and Work-Life Balance. The seminar included discussion of strategies through which members in workplaces could secure an improved life-work balance.

Certainly, there is need for action with regard to workload and work-life balance. Members who attended spoke of being on call or at work, in their capacity as teachers and housemasters or housemistresses, 24 hours a day, seven days a week. Others told of working practices where, including extra-curricular activities, Saturday teaching, and Sunday events and duties, members worked long hours on every single day of the week. Simply put, this is against the law. These examples constitute

clear breaches of the European Working Time Directive. Depending upon salary levels, it is also possible teachers in the independent sector in Scotland are working for a wage level below the national minimum wage.

Whilst ATL Scotland are keen to work cooperatively with schools when those schools recognise and acknowledge members' workload concerns, as a member-led union we must be collectively vigilant and directly address occasions where independent schools flout employment law and exploit members' commitment to the profession, their schools, their colleagues, and their pupils. If you have workload and work-life balance concerns, talk to your colleagues, contact ATL Scotland, and together we can address the problem in your school.

Time Management CPD Seminar

Following the learning needs survey the second of our CPD seminars will be on the theme of **Time Management**. This two-hour taster workshop, which will precede the inaugural Annual General Meeting, will begin at 10am and will be delivered by Dr Ross Deuchar of the University of Strathclyde, Faculty of Education.

The seminar aims to equip participants with the skills required to manage their time effectively through self discipline and prioritisation.

The seminar will enable participants to:

- analyse where their time goes
- identify their own time management weaknesses and apply appropriate techniques to improve their practice
- improve upon personal efficiency in task completion

Dr Deuchar designs and delivers CPD courses for local authorities and schools which enable staff to see the link between citizenship and enterprise education. In addition, he delivers 'Teamwork' and 'Time Management' courses for project and team managers and members of senior management teams in schools.

He also delivers time management courses as part of the PG Certificate/Diploma in 'Management and Leadership in Education' at the University of Strathclyde.

To reserve a place on this seminar call the ATL Scotland office on 0131 272 2748 or email us at Scotland@atl.org.uk

ATL Scotland AGM

The inaugural ATL Scotland Annual General Meeting will take place on **Saturday 17 May** from 1.30pm to 2.15pm at CBC House, Edinburgh following the CPD Seminar.

Are you passionate about the difference ATL can make in the workplace? Do you want to further your own professional development and that of your peers? Then stand for election to the first ever ATL Scotland Committee or as a representative to the 2009 ATL Annual Conference in Liverpool!

If you would like further information on standing for a position or wish to confirm your attendance at the AGM then please email Scotland@atl.org.uk or call the ATL Scotland office on 0131 272 2748.

This is your chance to develop the work of ATL Scotland. Remember, there is no UNION without U and !!

INDEPENDENT REPS TRAINING

20-21 June, Edinburgh

Are you a rep in an independent school who wants to hone existing skills and develop new skills for their role? Are you thinking about becoming rep and need some training? Are you a rep who has had training but are looking for a refresher?

If the answer to any of those questions is YES, then contact training@atl.org.uk and book yourself onto this course.

ATL Scotland School Visits

Keith Robson, ATL National Official for Scotland, and Duncan Woodhead, ATL Organiser, are making the rounds and visiting schools across Scotland. They can meet one-to-one or with groups of members and other staff. As ATL Scotland builds the work-life balance campaign we are particularly keen to meet with teachers in independent schools to discuss their experience of working hours and other expectations made of staff in their schools. We are happy to talk with staff about ATL membership, CPD opportunities, workplace issues, the role of ATL Rep, or anything else people wish to discuss. Email Scotland@atl.org.uk or call 0131 272 2748 to arrange a visit.

NQT Seminar, 25 June 2008

Following the success of last year's event, ATL is once again hosting its free seminar for students upgrading to NQT membership or joining as NQTs. We'll give you some extra tips and advice before you enter the classroom as fully qualified teachers for the first time. This year's event will take place in Glasgow at the Teacher Building on June 25.

The event will include sessions on voice care, professional development and managing challenging behaviour. There will also be the opportunity to pick up some free publications as well as to meet and talk to other NQTs in the same position as you.

Lunch and refreshments will be provided and travel expenses will be paid.

Places are limited and will fill up quickly, so to secure your attendance, make sure you upgrade to NQT membership and book your place soon. Email organise@atl.org.uk and we'll get you signed up to the seminar and to NQT membership. We're looking forward to seeing you there!

New ATL website needs you!

ATL is in the process of developing new content for its website. This new content will more effectively represent

ATL's presence across all sectors of education and in all the nations of the United Kingdom. Are you working as an ATL rep? Are you looking to take a role on the soon-to-be-formed ATL Scotland Committee? If so, we need you to feature on the website. If you are interested, email us at ATLScotland@atl.org.uk or call our Edinburgh office on 0131 272 2748.

Glasgow Women's Library

Consistent with ATL's progressive policies regarding equality and inclusion, we would like to bring to your attention the Glasgow Women's Library (GLW). GLW is a provider of information by and about women. It is a popular meeting place for women and its creative, supportive environment acts as a catalyst for projects, friendships and laughter.

The Library offers a number of opportunities including a wide range of creative courses, events, and a lending library and helpdesk accessed by thousands of women.

The Library is well known for its original events and for its lively learning programmes. First time visitors and old friends are always assured of a warm welcome.

For more information visit <http://www.womenslibrary.org.uk> or email info@womenslibrary.org.uk



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ATL+ Fritzell

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ATL+ Britannia Building Society

As the official ATL mortgage provider, Britannia has a wide range of mortgages available plus:

- A special offer for ATL members - £150 cashback on completion of your Britannia mortgage
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