

# **The disappearance of state education?**

## **ATL Conference agenda**

18–20 April 2011

Liverpool



# **The Association of Teachers and Lecturers**

## **President**

Andy Brown BEd(Hons), MSSc, FColIT, FRSA, FCIEA, Ballymena Academy, Co. Antrim

## **Immediate past president**

Lesley Ward CertEd, Dip. SEN, Supply teacher, Doncaster

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## **Junior vice president**

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## **Honorary secretary**

Shelagh Hirst CertEd, supply teacher, Calderdale and Kirklees local authorities, West Yorkshire  
John Puckrin, BA, PGCE, Grange Primary School, Southwark

## **Honorary treasurers**

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Caroline Kolek, BA(Hons), QTS, MA, The Taunton Academy, Somerset

## **General secretary**

Mary Bousted BA, MA, PhD

## **Deputy general secretaries**

Martin Johnson BA, MSc  
Peter Pendle MBA, DipIR, FIAM, FRSA

## Welcome to conference 2011



It is a huge pleasure to welcome you back to Liverpool for our 2011 annual conference. Liverpool is becoming a regular fixture on our conference circuit, and I know that we will enjoy the usual warm welcome, hospitality and friendly service from the staff at the BT Convention Centre, the hotels, and the local businesses throughout this historic city.

Conference is the flagship event for ATL. With members' pensions under attack and government policies that target not just the heart of state education but have reverberations across the entire education system, it is more important than ever that we have this opportunity for debate. Again this year, branches and the Executive Committee have done a fantastic job encapsulating these issues into clear resolutions, which signal ATL's views, concerns and actions to the rest of the educational community. I would like to thank those who have worded resolutions and, in advance, those who will propose and second them, and I would like to encourage as many of you as possible to speak; it is only by hearing, and listening to, the views of members that we can truly say we are proud to be a member-led organisation. Our resolutions not only let those outside ATL know what we stand for, but also set our policy direction for the incoming year, so your attendance and input at conference are of great importance to our organisation. I look forward to the usual robust debate, articulated with the passion, enthusiasm and vision for education for which ATL members are famed.

This year, we have another full agenda outside the conference auditorium with learning zones, sector conferences and fringe meetings. So much of what makes for a good conference happens in these areas, and in the opportunities for networking through receptions, social events and the conference dinner, all of which I hope that you will enjoy fully.

This year marks a new era for ATL as, following our merger with ACM, we welcome for the first time delegates from AMiE, our leadership section. They, along with our newest members in ATL Future, will add to the breadth of experience already brought by you who teach, lecture and support learning across the UK. I want to also especially welcome those of you who are attending conference for the first time; I hope that you enjoy the experience and quickly feel part of all that goes on.

This conference wouldn't happen without the tireless work of our fantastic professional staff, who have done so much in so many ways in the run-up to the event, who will do so much afterwards in implementing our decisions, and who deserve our deepest gratitude. Nor would this conference exist without you, our delegates; to you, and to our reps, branch secretaries, and Executive Committee members, ATL owes you huge thanks.

Along with my fellow national officers, I want to wish you a great conference, and I look forward to meeting you throughout the week.

**Andy Brown**

ATL president

## 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 **will** be taken during the first session or **any scheduled to be taken at the start of any** 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 20 April 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**

**ACM** Association of College Managers

**AMiE** Association of Managers in Education

**BME** Black and minority ethnic

**CPI** Consumer Prices Index

**CPD** Continuing professional development

**CRB** Criminal Records Bureau

**DSG** Dedicated schools grant

**DfE** Department for Education

**FE** Further Education

**FMSiS** Financial Management Standard in Schools

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

**HR** Human resources

**HSE** Health and Safety Executive

**IfL** Institute for Learning

**IT** Information technology

**ITT** Initial teacher training

**LA** Local authority

**NQT** Newly qualified teacher

**RPI** Retail Prices Index

**SATs** Standard Assessment Tests

**SEN** Special educational needs

**SSSNB** School support staff negotiating body

**STG** Special task group

**STRB** School Teachers' Review Body

**TLR** Teaching and learning responsibility

**TUC** Trades Union Congress

**WAMG** Workforce Agreement Monitoring Group

# Conference agenda

## Summary of programme

### Monday 18 April

9.30–12.45

#### **First session of conference**

*Main auditorium*

During this session there will be an address by Rt Hon Kevin Brennan MP, Shadow Schools Minister.

14.00–15.30

#### **Sector conferences:**

- Early years/primary
- The future of teacher professionalism
- The pupil premium
- ATL Future
- Branch secretaries
- Support staff
- Academies
- Independent
- Leadership
- Post-16

15.30–16.20

#### **Second session of conference**

*Main auditorium*

During this session there will be an address by Andy Brown, ATL president.

16.20–18.30

#### **Third session of conference**

*Main auditorium*

*This session will be closed.*

## Tuesday 19 April

9.00–12.45

### **Fourth session of conference**

*Main auditorium*

14.00–15.30

### **Learning zones:**

- Protecting your professional identity
- EAL behaviour management
- Leadership
- Using games in the classroom
- Talking hands
- Writing a press release
- Campaigning
- Getting practical – improving practical work in science

15.30–18.00

### **Fifth session of conference**

*Main auditorium*

## Wednesday 20 April

9.00–12.15

### **Sixth session of conference**

*Main auditorium*

During this session there will be an address by Rt Hon Nick Gibb MP, Minister of State for Schools.

13.30–16.00

### **Seventh session of conference**

*Main auditorium*

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

VOTE OF THANKS

# 1

## First session of conference

Monday 18 April 9.30–12.45

### 1 AMENDMENTS TO STANDING ORDERS

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

- (i) In SO 1 (ii), delete 'the minutes', insert 'a record'.
- (ii) In SO 2 (ii), delete '43', insert '11'.
- (iii) In SO 6 (i), delete 'and signed'.
- (iv) In SO 8 (i), delete '43', insert '11'.
- (v) In SO 13 (xv), delete '150', insert '100'.
- (vi) In SO 14 (ii), add: (e) That the motion be remitted to the National Executive.
- (vii) In SO 20 (ii), second sentence, after 'resolution', add 'or part of it', and after 'whether it' add 'or part of it'.
- (viii) In SO 21, delete '(Rule 44)'.

**Proposer:** *John Puckrin, Executive Committee*

**Seconder:** *Shelagh Hirst, Executive Committee*

### 2 APPOINTMENT OF TELLERS

## RESOLUTIONS

### University funding and the impact on ITT

#### 1 INDIVIDUAL

**THAT** conference is concerned about the long term recruitment of teachers based on changes to funding for undergraduate courses, which are likely to have a detrimental impact on both the numbers and the range of people who become teachers in the future.

Conference asks the Executive Committee to conduct an indepth analysis of how these changes will affect teaching and to lobby the government and campaign accordingly.

**Proposer:** *Carly Prout, Park House School, Newbury*

**Seconder:** *Matt Mugan, Strode College, Somerset*

### Teacher training and qualifications

#### 2 COMPOSITE

From resolutions submitted by Bradford, Birmingham and Nottinghamshire & Nottingham City branches.

**THAT** conference notes that it is not the class of the degree that makes a good teacher but the class of the person.

Conference also notes with grave concern the Secretary of State's confirmation that free schools will not be required to employ teachers who hold teaching qualifications. Further, conference disagrees with the government that fast track teacher training conducted in schools on a one-year basis is the answer to teacher shortage or is the best preparation for the profession.

Conference instructs the Executive Committee to:

- (i) produce a position statement on ITT, to include clarification of the extent to which teaching has become more demanding and whether difficulties identified are harmful to well-being;

(ii) lobby the Westminster government and parents:

(a) to look again at the entry qualifications for those wishing to be a teacher or lecturer, since academic excellence and first class honours degrees are no guarantee of anyone's ability to teach;

(b) to retain regulations which allow the employment of unqualified teachers only when attempts to employ qualified teachers fail;

(c) to realise that the vast majority of ATL's membership in independent schools hold qualified teacher status.

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

**Seconder:** *Stuart Herdson, Unattached member, Bradford*

## Academies

### 3 COMPOSITE

From resolutions submitted by Bradford and Brent branches.

**THAT** conference rejects the policy that potentially all schools and educational establishments in England with pupils of school age may become academies in the future and confirms its support for members who are opposed to their school becoming an academy to take action, including ballots for industrial action.

Conference believes that everything possible should be done to build support amongst parents, teachers, support staff and governors for the maintenance of a democratically accountable LA-based state education system and opposition to privatisation.

Conference congratulates the Executive Committee for its work, including joint union work, to prevent the privatisation of the management of state education and commits itself to developing further work with the other unions on this issue.

Further, conference asks the Executive Committee to lobby the Westminster government to change its direction.

**Proposer:** *Hank Roberts, Copland Community School, Brent*

**Seconder:** *Glyn Kenyon, Buttershaw Business & Enterprise College, Bradford*

## Supporting members in academies

### 4 COMPOSITE

From resolutions submitted by Avon, Bedfordshire, Inner London and Wiltshire branches.

**THAT** conference requests the Executive Committee to examine ways to ensure that it is best placed to represent staff in academies, including by means of legal advice and employment rights information through specific targeted publications.

Further, conference urges the Executive Committee to adopt a more pragmatic and positive attitude towards those schools that wish to become an academy provided that the following procedures are followed:

- (i) school staff are given a final and binding vote as to whether the school becomes an academy and that this is preceded by a period of consultation which lasts for at least four weeks;
- (ii) the academy has a founding 'Charter and Constitution' or similar document, which will be published at the beginning of the period of consultation and lays down the values and ethos of the new academy;

- (iii) the Charter or Constitution covers issues such as admissions and specific commitments to pupils, parents and staff including the provision of the national curriculum and religious studies in parity with maintained schools;
- (iv) staff are protected by an ‘employment’ chapter in the Charter or Constitution stating that national teachers’ pay and conditions and pension arrangements would be adhered to for existing and new staff;
- (v) union recognition and formal negotiations based on the TUC model agreement which includes the establishment of a school joint consultative and negotiation committee and appropriate facilities time for the school representatives or a contribution to the LA facilities budget;
- (vi) the Charter should be protected by a Constitution, which would ensure it could only be altered through the approval of the majority of staff in the academy.

Conference requests the Executive Committee to lobby for adequate study and social space within the design of new academies and free schools.

**Proposer:** *Philip Whalley, Hardenhuish School, Wiltshire*

**Seconder:** *Jennifer Caola, St Bede’s Catholic School, Bristol*

## Exclusion of girls

### 5 DERBYSHIRE BRANCH

**THAT** conference expresses concern at the increasing number of girls being excluded from secondary school. Conference asks the Executive Committee to:

- (i) investigate this issue and to survey members to identify actions that they would wish taken;
- (ii) call upon the Ministers responsible for exclusions in the UK to coordinate work in order to develop robust programmes to support pupils, schools and staff.

**Proposer:** *Wendy Hardy, Kingsmead School, Derby*

**Seconder:** *Ian Robinson, Tupton Hall School, Chesterfield*

## Changing support structures

### 6 SCOTLAND BRANCH

**THAT** conference is concerned by the mergers and re-organisation between the major agencies involved in Scottish education. Conference asks the Executive Committee to lobby the Scottish government in line with the vision in the ATL 2011 Scottish Parliamentary Election Manifesto to ensure there will be no adverse impact on the necessary support for teachers at a time of massive change in Scottish education.

**Proposer:** *Paul Campbell, University of Strathclyde, Scotland*

**Seconder:** *Alastair MacPherson, Edinburgh Academy, Edinburgh*

## Child poverty

### 7 INNER LONDON BRANCH

**THAT** conference calls on the government to publish detailed plans for how it intends to meet its commitment to abolish child poverty by 2020.

**Proposer:** *John Puckrin, Grange Primary School, Southwark*

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

## Healthy food and young people

### 8 INDIVIDUAL

**THAT** conference notes the continued rise in obesity, diabetes and rickets among young people and children. Conference condemns the lack of action by central government on the extension of free school meals, nutritional standards, food labelling, controls on advertising, the need for sustainability, and the well-being of British farming.

Conference urges the Executive Committee to continue campaigning on these issues in conjunction with other organisations.

**Proposer:** *John Puckrin, Grange Primary School, Southwark*

**Seconder:** *Alison Sherratt, Riddlesden St Mary's C of E Primary School, Keighley*

## Public examinations

### 9 COMPOSITE

From resolutions submitted by Brent and Essex, Southend & Thurrock branches.

**THAT** conference notes that:

- (i) public examinations are now a competitive business;
- (ii) the fees charged by the awarding bodies have escalated unprecedentedly in recent years.

Conference calls for:

- (a) an immediate investigation by the government into the level of examination entry fees;
- (b) an end to for-profit practices such as the marketing (by some awarding bodies) of course-specific texts that have very limited shelf-life;
- (c) a separation of duties that precludes senior examiners from not only selling teaching materials but also preparing classes for papers they have compiled;
- (d) the development of a sustainable, ethical and affordable national framework of examination fees;
- (e) the examination system to be run on a not-for-profit basis under the profession's input and guidance.

**Proposer:** *Robin Bevan, Southend High School for Boys, Southend*

**Seconder:** *Hank Roberts, Copland Community School, Brent*

## Public examination marking

### 10 INNER LONDON BRANCH

**THAT** conference asks the Executive Committee to investigate whether or not the level of marking by teachers in public examinations has gone too far and is being exploited by examination boards which continue to increase charges but pay nothing.

**Proposer:** *Jim Taylor, Lady Margaret School, Fulham*

**Seconder:** *Jovan Trkulja, Lady Margaret School, Fulham*

# 2

## Second session of conference

Monday 18 April 15.30–16.20

### Reform of 14-19 education

#### 11 COMPOSITE

From resolutions submitted by Cheshire branch, the Executive Committee and individual members.

**THAT** conference notes both the Westminster government's expectation that an expanding private sector will be the principal engine of economic recovery and the severe cuts visited upon 16–19 provision. Conference believes that the forthcoming rise in the participation age will not benefit young people or the economy unless a range of appropriate learning programmes are available to meet the diverse educational needs of young people, many of whom will be unmotivated by the English Baccalaureate.

Conference accordingly urges the government to provide a coherent system of vocational education to prepare young people for such opportunities and to aid the recovery by ensuring that young people have qualifications relevant to the needs of employers.

In particular, conference urges the Executive Committee to:

- (i) support a system which allows pupils to focus on qualifications that are right for them with:
  - (a) national examinations at age 14 to replace the present GCSEs;
  - (b) a fully developed 14-18 education and qualification programme which gives students the opportunity to choose either academic, technical, or vocational 'pathways';
  - (c) campaign for pupils who have attained a level of education needed in order to be a responsible citizen in the 21st century, and have permanent employment and be able to leave full-time education before reaching the school leaving age.

**Proposer:** *Molly Giles, Unattached member, Cheshire*

**Seconder:** *Philip Whalley, Hardenhuish School, Wiltshire*

### Parity between teachers in schools and FE

#### 12 COMPOSITE

From motions submitted by Devon and Cambridgeshire & Peterborough branches.

**THAT** conference recognises the contributions made by a wide variety of professionals teaching in all sectors and settings. A significant number of students, especially in the 14-19 sector, are prepared for programmes shared by professionals working in link programmes between schools and colleges of FE.

Conference calls on the Executive Committee to research this situation and then to lobby the government to:

- (i) change the status of teachers in the FE sector to bring them into parity with teachers in the school sector in terms of their status, remuneration, conditions of service and teaching qualifications;

- (ii) reclassify unqualified teacher status more appropriately and give clear guidance regarding its use;
- (iii) ensure a route exists for instructors working across sectors to be appropriately recognised in both sectors without a misuse of the term ‘unqualified’.

**Proposer:** *Philip Smith, Plymouth LA Children’s Services, Plymouth*

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

## **Guidance on learning partnerships – Northern Ireland**

### **13 NORTHERN IRELAND BRANCH**

**THAT** conference welcomes the Northern Ireland Department of Education’s drive towards providing a pupil entitlement (the ‘Entitlement Framework’) by 2013, providing for wider curricular choice at Key Stage 3 and 4 and for all and a more balanced ‘vocational’ and ‘academic’ balance. Conference recognises that to deliver the Entitlement Framework there is a need for larger, educationally viable, schools, as well as for greater collaboration between schools and colleges, through area learning partnerships.

Conference calls on the Northern Ireland Teachers’ Negotiating Committee to urgently address the need for guidance on the operation of learning partnerships to address the many terms and conditions of service issues arising from the new arrangements.

**Proposer:** *Gordon White, Lisneal College, Northern Ireland*

**Seconder:** *Carolyn Roberts, Ballyclare Secondary School, Northern Ireland*

# 3

## Third session of conference

Monday 18 April 16.20–18.30

This session will be closed.

- 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:

Kathryn Booth, Dorset  
Geoff Coggins, Lewisham  
Simon Hipps, Rochdale  
Diana Manville, Bromley  
Richard Martin, Leeds  
Tendai Mashapure, Cambridgeshire  
Sarah-Jane Whyte, Inner London

**Proposer:** *Shelagh Hirst, honorary secretary*

**Seconder:** *John Puckrin, honorary secretary*

- 4 ANNUAL REPORT OF THE EXECUTIVE COMMITTEE

Presented by Lesley Ward, immediate past president

- 5 ANNUAL STATEMENT OF ACCOUNTS

Presented by Caroline Kolek, honorary treasurer

- 6 RULE CHANGES

**THAT** conference endorses the following amendments or additions to the rules made by the Executive Committee in accordance with Rule 10(n):

- (i) amended Rule 10 (i)
- (ii) amended Rule 3
- (iii) additional Rule 6.9
- (iv) amended financial regulations, appendix to Rule 14.

**Proposer:** *Alice Robinson, Executive Committee*

**Seconder:** *Angela Wells, Executive Committee*

- 7 DATE AND LOCATION OF THE NEXT ANNUAL MEETING OF THE CONFERENCE

Monday 2 – Wednesday 4 April 2012, Manchester

## BME representation on the Executive Committee

- 14 EXECUTIVE COMMITTEE

**THAT** conference asks the Executive Committee to investigate a rule change which would create reserved places on the Executive Committee for BME members.

**Proposer:** *Mark Baker, Executive Committee*

**Seconder:** *Sarah Stephens, Executive Committee*

## Support for members

### 15 NORTH WALES BRANCH

**THAT** conference believes that ATL should support members who find themselves in personal difficulties which may have consequences in their professional life.

**Proposer:** *Dean Brown, Ysgol Clywedog, Wrexham*

**Seconder:** *Maxine Bradshaw, Ysgol Llywelyn, Rhyl*

## TUC membership

### 16 BEDFORDSHIRE BRANCH

**THAT** conference requests the Executive Committee to conduct a detailed examination of the benefits and the drawbacks, in terms of finance, influence and recruitment, of ATL continuing its membership of the TUC. The findings of this should be brought to conference in 2012, and also be published to the wider membership.

**Proposer:** *John Laidlaw, Cavendish School, Hemel Hempstead*

**Seconder:** *Geoff Venn, Unattached member, Bedfordshire*

## Health and safety

### 17 COMPOSITE

From motions submitted by Brent, Cambridgeshire & Peterborough and Inner London branches.

**THAT** conference believes that the health, safety and welfare of staff and pupils are seriously threatened by:

- (i) the Browne Report and the Westminster government's attitude, practice and pronouncements regarding health and safety;
- (ii) drastic cuts in the HSE;
- (iii) real terms education funding cuts.

Conference instructs the Executive Committee to:

- (a) seek assurances from the government that the health and safety of students and staff is not compromised;
- (b) set up a group to deal with all aspects of health and safety, including monitoring the effectiveness of health and safety in educational establishments;
- (c) ensure that representation on national bodies concerning health and safety should include appropriate lay membership.

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

**Seconder:** *Steve Taylor, Warboys Community Primary School, Huntingdon*

## ATL Trust Fund

### 18 HAMPSHIRE BRANCH

**THAT** conference, noting that ATL charges the Trust Fund up to £30,000 annually in administration fees, asks the Executive Committee to waive these fees if the trustees of the fund agree to ask ATL to continue to manage the fund.

**Proposer:** *Ian Edney, Unattached member, Hampshire*

**Seconder:** *Anne Edney, Unattached member, Hampshire*

## Retired members

### 19 BEDFORDSHIRE BRANCH

**THAT** conference asks the Executive Committee to consider changes to the rules of ATL's membership that will permit members who have retired from teaching to retain standard membership, hold office in a branch and be a member of conference.

**Proposer:** *John Laidlaw, Cavendish School, Hemel Hempstead*

**Seconder:** *Libby Bevan, Unattached member, Bedfordshire*

## ATL and the voluntary sector

### 20 DEVON BRANCH

**THAT** conference recognises:

- (i) the achievement of many part-time and retired members who are involved in working with marginalised and vulnerable groups through voluntary sector organisations;
- (ii) the ways in which such voluntary work encourages the disadvantaged to access opportunities to gain formal qualifications, develop skills and achieve greater personal fulfilment.

As this voluntary activity becomes more extensive, conference calls upon the Executive Committee to look into a requirement for a new type of membership and annual fee category, so that members can be supported by appropriate legal cover and CPD as part of ATL's membership services package.

**Proposer:** *Adrian Sutton, Unattached member, Plymouth*

**Seconder:** *Philip Smith, Plymouth LA Children's Services, Plymouth*

### Lesson observation

#### 21 YORK AND NORTH YORKSHIRE BRANCH

**THAT** conference views with concern the ‘open door’ lesson observation policies that are being encouraged in many schools and asks the Executive Committee to:

- (i) investigate how ‘drop-ins’ are being used and check that they are not just another way of judging staff performance;
- (ii) ensure that schools are not exceeding the recommendations for the number of observations during a school year.

**Proposer:** *Liz Smith, York High School, York*

**Seconder:** *Rosemary Readman, Stokesley School, North Yorkshire*

### Risk averse mentality

#### 22 BRADFORD BRANCH

**THAT** conference notes the growing trend of a risk averse mentality in schools and colleges which acts as a brake on a pupil’s preparation for life experience. Conference notes also that this trend constricts the curriculum, constrains activities and misuses risk assessment.

Conference asks the Executive Committee to survey schools to establish the extent of the loss of traditional activities and to present the government with the findings with a view to halting the risk averse mentality.

**Proposer:** *Alison Sherratt, Riddlesden St Mary’s C of E Primary, Bradford*

**Seconder:** *Glyn Kenyon, Buttershaw Business & Enterprise College, Bradford*

### Safety of school trips

#### 23 EXECUTIVE COMMITTEE

**THAT** conference, whilst confirming ATL’s support and encouragement for independent schools to engage their students in off-site visits and trips, urges that necessary and proper arrangements are in place to ensure that such activities are carried out as safely as possible. Further, that a suitable check is made by outside official agencies to ensure that necessary procedures have been installed and are rigorously followed by those responsible for such activities in independent schools.

**Proposer:** *Geoffrey Pye, Executive Committee*

**Seconder:** *Alastair MacPherson, Executive Committee*

### Teachers’ Pension Scheme

#### 24 COMPOSITE

From motions submitted by the Executive Committee and Wiltshire branch.

**THAT** conference condemns attempts to reduce the quality and benefits of the Teachers’ Pension Scheme, including the decision to change the method of indexation of pensions from RPI to CPI and proposals to make all public service workers pay more for their pension. Conference confirms that a pension scheme for all teachers, including those in independent schools, is integral to maintaining consistent standards, professionalism and mobility between sectors.

Conference calls on the Executive Committee to continue vigorous support for the TUC campaign on public service pensions.

**Proposer:** *Chris Dutton, St Laurence School, Bradford upon Avon*

**Seconder:** *Alice Robinson, Executive Committee*

## Public sector pensions

### 25 CHESHIRE BRANCH

**THAT** conference calls on the Executive Committee to mount a campaign for all those paid out of the public purse to have a common pension scheme with equal retirement ages and equal benefits for all, flowing from an equal percentage level of contributions for all new entrants and applicable to all in five years' time. All public servants should be given a pension scheme like the new teachers' scheme since presently that appears to be in surplus.

**Proposer:** *Shirley Barnwell, Unattached member, Cheshire*

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

## Business model for schools

### 26 CHESHIRE BRANCH

**THAT** conference notes the government's rhetoric on opening new style academies and free schools in order to increase parental choice, and its aspiration for every school to be made an academy. Conference understands that the purpose of the policy is to create a competitive market and to allow schools to open, grow or fade and die according to the demands of parents.

If this business model is the answer to under achievement in schools and parental choice is such an important element in education, conference calls upon the Executive Committee to support the government's policy to convert all schools to academies, fully funded and properly cared for centrally by the DfE, and to remove all restrictions of any kind.

**Proposer:** *Bruce Murdin, Halton School, Cheshire*

**Seconder:** *Stuart Hart, The Fallibroome Academy, Cheshire*

## Education and Skills Authority, Northern Ireland

### 27 NORTHERN IRELAND BRANCH

**THAT** conference deplores the sharp cuts to the Northern Ireland education budget as short-sighted and counterproductive. Conference accepts that cuts of the magnitude proposed cannot be effected, piecemeal, by the current balkanised educational authorities without significant damage.

Conference calls for immediate legislation to set up the Education and Skills Authority in Northern Ireland, as the best way to strategically reconfigure educational administration in Northern Ireland and to effectively manage a very challenging budget.

**Proposer:** *Colin Kinney, Cookstown High School, Northern Ireland*

**Seconder:** *Sandra Douglas, Victoria Primary School, Northern Ireland*

## Support staff jobs

### 28 COMPOSITE

From motions submitted by individual members and Dorset and Essex, Southend & Thurrock branches.

**THAT** conference deplores the abolition of the SSSNB and is concerned that support staff in England will continue to be undervalued and underpaid, with their invaluable contribution to pupil learning underestimated.

By contrast, conference welcomes the Welsh government's commitment to establishing a common set of terms and conditions for support staff in Wales, which demonstrates the Welsh

government's appreciation for the contribution that support staff make to education.

Further, conference expresses its concern that the real reduction in school budgets will lead to the loss of teaching assistant posts and the erosion of the principles and working practices of the national workload agreement which has contributed so much to raising standards in schools. Conference also notes with serious concern the deployment of teaching assistants and cover supervisors to teach whole classes.

Conference instructs the Executive Committee to express to the Westminster government its dismay at the potential loss of support staff posts and poor deployment practice and to lobby for:

- (i) government action to end poor deployment practice;
- (ii) school funding via the DSG at a level that is consistent with not causing loss of support staff posts.

**Proposer:** *Marina McGuffie, St Peter's RC School, Bournemouth*

**Seconder:** *Alec Clark, Tai Education Centre, Mid Glamorgan*

## Pastoral duties

### 29 HERTFORDSHIRE BRANCH

**THAT** conference, mindful of the stance taken by ATL on the availability of TLRs for pastoral roles in England and Wales, is concerned that some schools are using non-teachers in significant pastoral positions and urges the Executive Committee to examine the effects of using these staff to carry out such duties and then take up any issues that may emerge with the DfE and STRB.

**Proposer:** *Susan Morgan, St Albans Girls' School, Hertfordshire*

**Seconder:** *David Clout, Unattached member, Hertfordshire*

## ATL's principles for an appropriate education

### 30 LEEDS BRANCH

**THAT** conference notes that the first stated aim in ATL's constitution is 'to promote the cause of education generally' and that we describe ourselves as 'the education union'. Conference recognises the current increasing state of turmoil and uncertainty in the existing structures of schools and the curriculum.

In order to reach a consensus view of education, which will underpin all subsequent proposals, ensuring the delivery of an education service for the benefit of all our children and young people, conference instructs the Executive Committee to:

- (i) define ATL's position of what we see as the principles of an education appropriate for the nation's children and young people in the 21st century;
- (ii) enter into dialogue with all other interested parties, including the government, other political parties and professional associations to 'promote the cause of education'

**Proposer:** *Cecily Hanlon, Unattached member, Leeds*

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

## SATs

### 31 CAMBRIDGESHIRE & PETERBOROUGH BRANCH

**THAT** conference believes that SATs do not help children, do not help schools and do not raise standards! Conference, once again, instructs the Executive Committee to continue to lobby the

Westminster government to seek the removal of the remaining SATs.

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

**Seconder:** *Susan Williams, Abbey College, Huntingdon*

## School building programme

### 32 BERKSHIRE BRANCH

**THAT** conference believes that the termination of the Building Schools for the Future programme means that many of our school buildings remain in a very poor and sometimes dangerous condition. Whilst mindful of the current economic climate, we call upon the Executive Committee to lobby the government for assurances that funding will be made to provide all pupils with an environment conducive to learning.

**Proposer:** *Teresa Dawes, Park House School, Newbury*

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

## School governors

### 33 WIRRAL BRANCH

**THAT** conference believes that the role of teacher governors needs further clarification to enable full and realistic participation in school governance. Further, conference believes that following the ending of the FMSiS regulations in England, school governors need clear guidance on financial issues, in particular those that impact on teachers' pay and conditions.

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

**Seconder:** *John Heslop, Wirral Hospitals School, Wirral*

## Assessment and well-being of students

### 34 HERTFORDSHIRE BRANCH

**THAT** conference is concerned that changes to the assessment patterns in key stages three and four will have a detrimental effect on the health and well-being of students and urges the Executive Committee to investigate the extent of the impact and take appropriate action.

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

**Seconder:** *Eric Stroud, Unattached member, Hertfordshire*

## Qualifications

### 35 NORTH WALES BRANCH

**THAT** conference believes that qualifications should be for the learner, not the institution.

**Proposer:** *Gareth Lewis, Ysgol Clywedog, Wrexham*

**Seconder:** *Dean Brown, Ysgol Clywedog, Wrexham*

## Early years and key stage one proposals

### 36 INNER LONDON BRANCH

**THAT** conference is appalled at the proposals published in the business plan by the DfE to publish early years and key stage one data by school. Conference calls on the Executive Committee to collate evidence to support a campaign to oppose these initiatives.

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

**Seconder:** *Pat Bennett, Unattached member, Lambeth*

### Mentoring

#### 37 INDIVIDUAL MEMBER

**THAT** conference recognises the hard work already begun in providing research and clarity on the issue of mentoring for ITT and NQTs. However, the government's proposals to increase school-based provision both for ITT and CPD increases the need for mentors, dedicated time for mentors to do their jobs and the need for consistent practice to support newly qualified and student teachers.

Conference calls upon the Executive Committee to continue the campaign for:

- (i) consistent and high quality mentoring support for students and new professionals;
- (ii) allocated time away from teaching for mentors in order to be effective in their role and support to develop their mentoring practice;
- (iii) the production of a publication or website resource to advise and support students, newly professionals and mentors in the light of changes to ITT and CPD provision.

**Proposer:** *Vicky Josiah, Welling School, Kent*

**Seconder:** *Jane Dennis, St Andrew's Primary School, Cheshire*

### Private consultants

#### 38 BRENT BRANCH

**THAT** conference deplores the exorbitant fees paid to a small number of private consultants who give advice that is sometimes useless or worse. This results in the expenditure of staff time and money to no useful end. While personal CPD for most staff declines, some senior managers attend junkets in expensive hotels, money which would be better spent on pupils' education in schools.

Conference calls upon members nationally and locally, school governors, LAs and government to oppose and seek to stop this misuse of taxpayers' money.

**Proposer:** *Hank Roberts, Copland Community School, Brent*

**Seconder:** *Azra Haque, The Village School, Brent*

### Headteacher training

#### 39 HERTFORDSHIRE BRANCH

**THAT** conference, whilst recognising that improvements have taken place in headteachers' training, believes that insufficient attention is paid to their understanding of statutory terms and conditions of employment and urges the Executive Committee to press the appropriate bodies to provide suitable training.

**Proposer:** *Jackie Harvey, Reed First School, Royston*

**Seconder:** *Lesley Gilfrin, Unattached member, Hertfordshire*

## Management qualifications in the FE sector

### 40 CAMBRIDGESHIRE & PETERBOROUGH BRANCH

**THAT** conference calls on the Executive Committee to influence the appropriate bodies to implement the requirement for a series of suitable management qualifications for all managers in the FE Sector.

**Proposer:** *Wally Valentine, Cambridge Regional College, Cambridge*

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

## Institute for Learning

### 41 EXECUTIVE COMMITTEE

**THAT** conference welcomes both the ambition of the IfL and also ATL members' work with the IfL to promote CPD in colleges and adult training establishments.

Conference notes that the IfL will be self-financing from April 2011 and urges the Executive Committee to oppose the introduction of exorbitant fees for teaching staff solely in the FE sector of £68 per year.

Further, conference calls upon the Executive Committee to urge the IfL to:

- (i) develop sustainable resources and opportunities for CPD and prevent the passing on of costs to college staff of IfL administration, legal fees and IT infrastructure;
- (ii) recognise that it has an obligation to represent the interests of FE college and adult training and education staff above all others in matters relating to CPD;
- (iii) focus on college HR services, providing systematic support for IfL CPD;
- (iv) distinguish IfL CPD from college CPD performance monitoring.

**Proposer:** *Stephen Sidgwick, Executive Committee*

**Seconder:** *Stella Jales, Executive Committee*

## Continuing professional development

### 42 SOUTH GLAMORGAN BRANCH

**THAT** conference deplores the reductions in funding for CPD in all areas of the UK, believing that it will have an adverse effect on career development and on the education of students.

Conference calls for curriculum changes to be fully supported by adequate funding for CPD.

**Proposer:** *Richard Baker, Unattached member, South Glamorgan*

**Seconder:** *Martin Rawle, UWIC, Cardiff*

## Extended services

### 43 HERTFORDSHIRE BRANCH

**THAT** conference urges the Executive Committee to work with other organisations to ensure that any continuation of extended services in England is not financed from schools' budgets.

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

**Seconder:** *Joyce Field, Prae Wood Primary School, St Albans*

## Equalities impact of the White Paper

### 44 EXECUTIVE COMMITTEE

**THAT** conference deplores the government's equalities impact assessment of its White Paper, *The Importance of Teaching*. Conference notes policy contradictions and a lack of understanding of the social and economic circumstances which create barriers to learning for disadvantaged groups. Conference regrets the misleading presentation of the pupil premium policy as a contribution to reducing inequalities.

Conference asks the Executive Committee to continue to lobby for policies which:

- (i) reflect the necessity for funded targeted interventions with underachieving groups if the achievement gap is to be reduced;
- (ii) produce curriculum, assessment and qualifications fit for all;
- (iii) introduce economic and fiscal measures to reduce inequality in society, which would lead to substantial reductions in educational inequalities.

**Proposer:** *Veronica Rodriguez, Executive Committee*

**Seconder:** *Brenda Walters, Executive Committee*

## Radicalisation

### 45 CORNWALL BRANCH

**THAT** conference is concerned that teachers of religious education may be asked by their school to assess whether any of their students are becoming or have become radicalised. This follows guidance from the DfE as part of the UK's anti-terrorism strategy.

Conference calls on the Executive Committee to investigate the implications of this and to take whatever steps it deems necessary to help ensure teachers are not put in a difficult position by their school.

**Proposer:** *David Guiterman, Cornwall College, Cornwall*

**Seconder:** *Fizzy Jennings, Launceston College, Cornwall*

## Detrimental changes to contractual conditions within the independent sector

### 46 EXECUTIVE COMMITTEE

**THAT** conference, being aware of the measures, including redundancy, that some independent schools have employed to address increasing financial constraints due to the economic downturn in recent years, asks the Executive Committee to:

- (i) examine the extent to which some employers within this sector are applying new, often detrimental, contractual conditions;
- (ii) produce guidance to support members who are subject to such detrimental changes.

**Proposer:** *Peter Walker, Executive Committee*

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

## Class size limit

### 47 BERKSHIRE BRANCH

**THAT** conference believes that the lack of a limit on class size in secondary schools in England has been shown to be detrimental to truly effective teaching and learning. As class sizes are in danger of increasing further still conference calls upon the Executive Committee to lobby the government to set a statutory limit of 30 pupils in secondary classes.

**Proposer:** *Martyne Ellard, Park House School, Newbury*

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

### Reinstatement of environmental education

#### 48 DERBYSHIRE BRANCH

**THAT** conference recognises that this planet's resources are finite and it is increasingly incumbent on future generations to ensure the health of the planet. Conference also recognises that educators, through their teaching and learning activities, both in and out of the classroom, are a vital tool in promoting environmental sustainability. Further, conference notes that there are long-term savings to be made on the cost of running schools and educational establishments by making them more sustainable.

Conference asks the Executive Committee to:

- (i) raise with Ministers the issue of a lack of commitment to the environment and sustainability in the curriculum and educational infrastructure;
- (ii) campaign to ensure that young people are given a curriculum and infrastructural requirement for interactive learning about the environment and sustainability.

**Proposer:** *Philip Sainty, Derby College, Derby*

**Seconder:** *Andrew Bradley, Bolsover School, Derbyshire*

### Bullying by management

#### 49 BRENT BRANCH

From resolutions submitted by Brent and Bradford branches.

**THAT** conference expresses its deep concern at workplace bullying and harassment and instructs the Executive Committee to campaign for:

- (i) a workable national policy document to deal with bullying in the workplace;
- (ii) a change to non-workable grievance procedures;
- (iii) the creation of an independent ombudsman to investigate contested cases;
- (iv) a greater level of transparency in the top echelons of education authorities on this matter.

**Proposer:** *Azra Haque, The Village School, Brent*

**Seconder:** *Hank Roberts, Copland Community School, Brent*

### Policy change and staff stress

#### 50 BERKSHIRE BRANCH

**THAT** conference believes that recent changes that have been proposed, enacted and abandoned by government have led to feelings of insecurity and stress for staff as well as pupils.

Conference asks the Executive Committee to monitor the situation closely and report any deterioration in the emotional health and well-being of school staff.

**Proposer:** *Jenny Inglis, Unattached member, Berkshire*

**Seconder:** *Mary Clare Leavold, Langleigh Grammar School, Slough*

## School funding

### 51 COMPOSITE

From motions submitted by Birmingham, Hertfordshire and York & North Yorkshire branches.

**THAT** conference deplores the way in which the government attempted to portray the annual 0.1% rise in school budgets in England over the next four years as an increase. Conference notes that the rise in pupil numbers by two percent per annum, and cuts to devolved formula capital, the grants replaced by the Early Intervention Grant and the financial provision for school sixth forms, will result in a one percent average real terms reduction.

Conference therefore instructs the Executive Committee to use every means at its disposal in every possible arena to highlight the reality of the cut, especially by:

- (i) campaigning vigorously for the restoration of funding for schools and colleges that takes fully into account the growth in pupil numbers;
- (ii) funding for music education provision such as Wider Opportunities and Sing Up;
- (iii) funding for sports education provision such as the School Sports Partnership and the Independent and State Schools Partnership;
- (iv) doing all in its power to discredit publicly the Secretary of State's naive belief that a national, 'one size fits all', formula will deliver improved and fairer pupil outcomes because it is simple and does not involve the input of LAs or schools' forums;
- (v) lobbying headteachers to continue funding exciting partnership projects.

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

**Seconder:** *Liz Smith, York High School, York*

## Fairer funding for schools

### 52 WILTSHIRE BRANCH

**THAT** conference, whilst welcoming the Secretary of State's announcement last November of a fairer funding system for schools, calls upon the Executive Committee to require from the Westminster government a rational, clearly-defined and transparent set of criteria by which each child receives an equitable age-weighted pupil unit wherever they live.

**Proposer:** *John Hawkins, Unattached member, Wiltshire*

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

## Local authority cuts

### 53 COMPOSITE

From motions submitted by Norfolk and Wiltshire branches.

**THAT** conference is aware that budget cuts in LAs will result in a reduction of key LA services, including those which provide support for SEN, early intervention, inclusion, traveller children and the visual and hearing impaired. These cuts:

- (i) particularly affect those schools working within deprived communities and the most vulnerable children in our society;
- (ii) put additional pressures on teachers, support staff and pupils.

Conference calls on the Executive Committee to continue the campaign for adequate dedicated funding for those services if pupil education and staff professionalism is not to be adversely affected.

**Proposer:** *Tom Hill, Newton Community Primary School, Trowbridge*

**Seconder:** *John Hawkins, Unattached member, Wiltshire*

## Small schools and academies

### 54 COMPOSITE

From motions submitted by Cornwall, Derbyshire and Devon branches.

**THAT** conference notes the important role small schools play in community cohesion in rural areas and the many new structures and initiatives being developed to sustain and support them, such as federations and shared headteachers. One potential effect of school funding cuts across the UK could be to make it difficult for LAs to protect the budgets of small schools, which could lead to their closure.

Conference also recognises that some academies in rural counties will be geographically isolated and likely to be poorly resourced and supported while reducing the ability of LAs to fund other schools.

Conference calls on the Executive Committee to:

- (i) continue to monitor small schools and increase its active support for them, including considering the provision of targeted professional development for members;
- (ii) lobby the government for funding in small schools which acknowledges the impact of workload and related issues for headteachers, teaching and support staff in these schools;
- (iii) examine the issues of small schools and the solutions being developed across the country;
- (iv) examine the impact of the increasing number of academies on the ability of LAs to fund small schools.

**Proposer:** *Cathy Tattersfield, Peak School, Derbyshire*

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

## Local authorities

### 55 COMPOSITE

From motions submitted by North Wales and Norfolk.

**THAT** conference values the role of LAs in state education. However, conference expresses concern over commissioning priorities for human resources and occupational health provision by some LAs. Conference urges the Executive Committee to draw up recommendations for a code of practice.

**Proposer:** *Helen Rowlinson, Churchill Park Complex, Special Needs' School, Norfolk*

**Seconder:** *Gareth Lewis, Ysgol Clywedog, North Wales*

## Abolition of education maintenance allowances

### 56 EXECUTIVE COMMITTEE

**THAT** conference deplores the abolition of the education maintenance allowance, which provided an incentive for poorer young people to remain in education but welcomes ATL's contribution to the campaign against abolition. Further, conference rejects the government's claim that the learner support fund can become a suitable replacement.

Conference calls on the Executive Committee to continue to campaign for a system of student support, which encourages participation in education by disadvantaged groups.

**Proposer:** *Lesley Ward, Executive Committee*

**Seconder:** *Naimh Sweeney, Executive Committee*

## Publication of staff data

### 57 WILTSHIRE BRANCH

**THAT** conference calls on the Executive Committee to condemn roundly and campaign against the DfE's plan to force all schools in England to publish sensitive details about school staff such as information on staff qualifications, pay, sickness and absence levels, especially when there are no plans to disclose this data for other public sector workers.

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

**Seconder:** *Elizabeth Greed, Unattached member, Wiltshire*

## School libraries

### 58 DERBYSHIRE BRANCH

**THAT** conference believes that every pupil is entitled to effective school library provision, and that qualified librarians and library assistants play a central role in promoting literacy in schools and helping schools achieve their learning targets. Conference urges the Executive Committee to:

- (i) call upon the government to accept that school libraries should be part of statutory provision;
- (ii) put pressure on relevant bodies to:
  - (a) improve training opportunities for school librarians;
  - (b) increase the role of the librarian in school leadership teams;
- (iii) work with and publicise the work of the School Library Association and the Chartered Institute of Library and Information Professionals in highlighting the lack of initial training for school librarians and for teachers in the skills of information literacy and the techniques of effective inquiry learning using source materials.

**Proposer:** *Andrew Bradley, Bolsover School, Chesterfield.*

**Seconder:** *Cathy Tattersfield, Peak School, Derbyshire*

### Workforce agreement, England and Wales

#### 59 BERKSHIRE BRANCH

**THAT** conference condemns the abolition of WAMG in light of the past achievements of the social partnership and asks the Executive Committee to campaign vigorously against any attempt by the Westminster government to undo the content of the workforce agreement now enshrined in the Teachers' Pay and Conditions Document.

**Proposer:** *Paul Scales, Langley Grammar School, Slough*

**Seconder:** *Teresa Dawes, Park House School, Newbury*

### Non-essential duties and paperwork

#### 60 CAMBRIDGESHIRE & PETERBOROUGH BRANCH

**THAT** conference recommends to the Executive Committee that an urgent review of non-essential duties and paperwork imposed upon teaching staff in schools and colleges be carried out with a view to addressing the matter with Ministers at the earliest opportunity.

**Proposer:** *Pat King, Unattached member, Cambridgeshire*

**Seconder:** *Helen Brook, The Vine Inter-Church Primary School, Cambridge*

### AMiE

#### 61 EXECUTIVE COMMITTEE

**THAT** conference agrees to actively promote AMiE, the leadership section of ATL, through its branches, schools and colleges in its aim to recruit, develop and support both existing and aspiring leaders in schools and colleges, acknowledging the broad remit that the term leadership implies and the many challenges that it poses.

**Proposer:** *Julia Neal, Executive Committee*

**Seconder:** *Alice Robinson, Executive Committee*

### Digital technology for teaching and learning

#### 62 INDIVIDUAL MEMBER

**THAT** conference recognises the value of digital technology as a tool for teaching and learning and that current apprehension and variations in local policy and practice cause confusion and concerns among our members. Conference asks that:

- (i) research is conducted to gather examples of best practice;
- (ii) the Executive Committee provides documentation to guide schools and colleges in consistent approaches for the use of digital technology;
- (iii) the Executive Committee lobbies the government to review funding that allows educators to safely harness the potential of digital technologies and resources for their learning potential.

**Proposer:** *Paul Campbell, University of Strathclyde, Scotland*

**Seconder:** *Ravi Gajria, Unattached member, Ealing*

## The use of social networking sites by education practitioners

### 63 EXECUTIVE COMMITTEE

**THAT** conference, mindful of the increasing popularity of social networking sites and their greater acceptance as a useful and legitimate form of communication, asks the Executive Committee to set up an STG to investigate the extent of the use of such sites by education practitioners, examine the possible professional risks involved and produce suitable guidance.

**Proposer:** *Peter Walker, Executive Committee*

**Seconder:** *Brian Ward, Executive Committee*

### CRB fee

### 64 NORFOLK BRANCH

**THAT** conference asks the Executive Committee to make suitable representations to the government to make the CRB fee tax allowable for those who are expected to pay for it themselves in order to meet requirements of their employment.

**Proposer:** *Nadhim Shamoan, The Open Academy, Norwich*

**Seconder:** *Gill Ellis, Unattached member, Norfolk*

## School transport

### 65 WIRRAL BRANCH

**THAT** conference calls upon the Executive Committee to produce clear guidelines that reflect members concerns over issues relating to school transport, namely:

- (i) the clarity of school/local transport plans;
- (ii) bullying on school transport;
- (iii) accidents caused by drivers who are unfamiliar with areas visited on educational trips;
- (iv) that these guidelines be communicated with the government, all LAs and all transport commissioners.

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

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

## 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.



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