

General secretary's foreword

I commend this year's *Executive report* to Conference. ATL's measured approach continues to gain increased respect from government, employers and other stakeholders, enabling the union to maintain a strong impact and presence in all of its work representing and defending members' professional interests. During the past year ATL has further raised its profile within the education community and increased its influence over policy.

The constructive oversight of the Executive Committee is essential to inform the work of myself and my staff colleagues in support of the membership. This *Report* illustrates the range of the Executive's contribution.

ATL's president and Chair of the 2010 annual Conference, Lesley Ward

This *Executive report* covers the year between Conferences 2009 and 2010. The Executive Committee cycle is biennial and based on the academic year, with the current Executive Committee serving until August 2010.

I hope you will be impressed by the volume and quality of the work undertaken by ATL under the direction of the Executive Committee. I know I was when reading this report. It is easy to forget just how hard ATL's staff work on behalf of all our members.

My presidential year so far has been a real learning experience. Working closely with the general secretary, I understand the vital governing role of the Executive Committee. The Executive Committee has to create and maintain ATL's vision, and then ensure that vision is translated into the right activity. I hope you agree that this *Report* illustrates how this is being done. I commend this report to Conference.

Introduction

During 2009-10 the Executive Committee oversaw the continued expansion of ATL's activity across a range of members' interests. Aware of its position within highly competitive markets, it has endorsed action to enable ATL to continue to work faster and more skilfully than its competitors, whilst remaining mindful of the need for careful resource management.

The Executive Committee welcomed the success of its five-year deficit budget strategy and the return to a balanced budget for 2010, together with good financial results for 2009. It also welcomed revised financial reporting arrangements. The Executive Committee recognised the importance of its high quality staff resource and welcomed the award of Investors in People status to the organisation.

In 2009-10, Executive Committee's strategic planning was summarised in two key documents:

- the Handling Plan for Conference Motions, adopted in May 2009. This set priorities for policy development;
- The Strategic Plan, updated in January 2010. This is an annual plan of staff activity, drafted in an abbreviated form when compared with previous three-year plans. It does not attempt to list the whole range of activity, but clarifies which activities have highest priority. This reinforces the understanding that ATL cannot do everything it would wish to, but must make decisions about the allocation of resources.

The Executive Committee recognised the need to review its structure and function by establishing a Specialist Task Group on Governance, which is expected to report in mid 2010. It also agreed to put a completely revised set of rules before a special Conference on 15 May 2010.

The Executive Committee monitored the development of the Association of Managers in Education (AMiE), which supports members in leadership roles in all education settings. It also agreed Heads of Terms for the planned transfer of engagements of the Association of College Management (ACM) and welcomed ACM's decision to proceed to a ballot on the transfer.

In addition to these major strategic decisions, the Executive Committee monitored a large range of detailed work as described in the following sections.

Member recruitment and development

The Executive Committee again identified active and strong member recruitment and development as the foundations upon which other union activities and influence are built. It recognised that this is a two-way street; wider union activity brings indirect recruitment benefits, such as high profile policy work which increases both the visibility and the reputation of the union. But likewise it also recognised that a continued and dedicated emphasis on a variety of direct recruitment and development work is also of paramount importance.

2009 was an extremely challenging year for recruitment, particularly amongst newly qualified teachers (NQTs), where we faced the twin threat of a significant contraction of the NQT jobs market in September 2009, plus a step-change in competitive pressures as the NUT finally matched our free subscription offer for first year NQTs. As a direct consequence the number of NQT joiners during 2009 fell by 40% compared to the previous year. In order to ensure this year-on-year decline does not continue in 2010, the Executive Committee has already agreed to improve our free subscription offer to first year NQTs from one year to four terms free, effective from 1 April 2010, thereby matching the subscription offers of both the NASUWT and the NUT.

Our field-based, direct mail, telephone and e-marketing efforts to convert student to NQ members continue to lead the market, and the Executive Committee is confident that these activities, combined with the improved subscription offer, will ensure ATL recovers its market-share of NQTs in the coming years.

More than four in five of our NQ joiners are converted from ATL student membership, so it is very positive that at the end of 2009 our student membership was up by three percent on the total at the end of 2008, as was our membership density amongst trainee teachers across the UK. This directly reflects the efforts of branches and reps, supported and co-ordinated by our team of organisers with targeted recruitment materials, at ITT freshers' fairs, enrolment events and student lectures. Although our overall working membership declined by 1.4% during 2009, this was almost entirely driven by the decline in NQ joiners. In fact, excluding NQ members, the remainder of our working membership actually increased by 0.7%.

The Member Benefits, Communications and Training Review Committee (MBCTRC) maintained an overview of the extensive press coverage for ATL as well as its direct marketing to key target audiences, including specific posters, flyers and giveaway items. In addition, the MBCTRC also oversaw a wide-ranging review of ATL's publishing output, with feedback from members and reps translated into a new publishing programme. This has thus far included new-look newsletters, new editions of advice publications, more accessible publications on the benefits of membership, a new format for position statements, and the addition of targeted e-bulletins for students, NQTs, FE and sixth form, independent schools, support staff, academy schools and supply teachers. The roll-out of this publishing programme will continue throughout 2010. In addition, *Report* magazine continues to receive positive feedback from members, and ATL's redeveloped website has continued to support the provision of key information to members.

The MBCTRC also maintained an overview of ATL's learning and development work. Pursuant to Conference resolution A5, the union learning project went from strength to strength; more than 3,500 members have accessed continuing professional development (CPD) via the union over the past three years, a third of them through local learning events organised by our network of union learning reps (ULRs). Union Learning Fund (ULF) finance has been secured for a further two years from April 2010. As requested by Conference resolution 6, this will enable the union to maintain current levels of support to ULRs for local learning events and to increase our team of learning organisers from three to five, thereby boosting our capacity to support newly trained ULRs and extend the ULR network into all branches and sectors. ULF finance will be worth £380,000 over the next two years, alongside matched ATL funding of £1.8 million; concrete evidence of

the Executive Committee's focus on mainstreaming union learning work into ATL's core activities.

ATL's partnership with Edge Hill University registered more than 1,500 ATL members on postgraduate degree credits during its second year of operation. Reflecting the concerns raised in Conference resolution A5, a wide variety of Edge Hill modules: SENCO, CEDP, behaviour management, MfL plus Foundation Degree options, have extended the benefits of the partnership to ATL membership groups. Likewise, ATL's in-house course programme has continued to adapt to our members' learning needs, including our first online CPD course on leadership and management. Almost all ATL's in-house courses are now oversubscribed and have waiting lists. It is therefore a priority for the MBCTRC to explore new ways of utilising existing resources to further extend learning opportunities to members.

The AMiE Council has taken the lead to ensure that, as also raised in Conference resolution A5, AMiE is a vehicle through which ATL membership is portable with career progression. This has been achieved through a range of dissemination activities (workshops at branch secretaries' termly meetings), new information resources (monthly newsletter to all ATL's AMiE members), new training opportunities (an online leadership and management course and a 'signposts' publication directing members to other training providers) and new advice and guidance resources (How to Survive handbooks).

The Branch Relations Committee (BRC) maintained an overview of our field-based efforts and worked with branches and networks to identify and train more reps, to renew branches through new activity involving members, and to boost member-to-member recruitment activities. It also completed a review into the branch structures, roles and responsibilities in order to reflect the ways in which our members now choose to get involved. As a result, revised model branch rules came into effect on 1 September 2009, incorporating the emerging and new active member roles identified in Conference resolution A13 into more flexible branch Committee structures, including welfare, equalities, union learning, health and safety, and casework. The BRC also identified increased training needs amongst branch officers, most specifically around casework and negotiating skills; and oversaw the addition of new termly, regional training days for branch officers and reps from spring term 2010. Increasing the capacity and confidence of branch officers and reps to undertake casework and negotiations on behalf of members, supported by quality training and the expertise of professional staff, remains a top priority for the Executive Committee.

The BRC also oversaw the continued deployment of Union Modernisation Fund government finance to deliver a programme of training to branch officers equipping them with the skills to remote access our membership

system, publish branch websites, bulk email and esurvey members and project plan branch development and renewal activities. Alongside this project, organisers worked with branches on a project to reduce the number of schools and colleges with more than 10 members but no rep, and succeeded in identifying new reps in more than one thousand (66%) of the workplaces on the initial target list.

The Independent and Private Sector Advisory Group (IPSAG) maintained oversight of support for members in independent schools. Membership in the independent school sector increased by 0.75% during 2009. It implemented Conference resolution A23 regarding the impact of the recession on members' job security in independent schools by calling for a more robust fit and proper person test, including finance and strategic planning, in responses to government consultation on inspectorates for independent faith schools. Moreover, it promoted best practice policies via member newsletters and wider media coverage, which included IPSAG members being interviewed on behalf of ATL for TV news. Locally, reps, branches and staff negotiated with individual schools to protect member interests and, in some cases, avert redundancies.

IPSAG also oversaw the implementation of Conference resolution A26 regarding the long hours of some support staff in independent schools by:

- identifying and supporting the individual members most affected, either because they work excessive hours or are paid less than the National Minimum Wage;
- highlighting pay and workload issues via the annual independent school member pay and conditions survey;
- raising awareness at meetings of branches with the highest concentrations of independent school members;
- local negotiations to improve leave and time-off arrangements.

Working alongside IPSAG, ATL Scotland responded to Conference resolution A22 about mitigating potentially harmful consequences from the new Charities Test, by establishing contact with the Office of Scottish Charities Register (OSCR) as a channel to raise members' concerns. However, the four schools identified in resolution A22 have subsequently submitted revised plans that were accepted by OSCR, thereby negating the need for further action. More widely, ATL Scotland continued to increase the union's profile, establishing an ATL Future network, delivering its second Annual Lecture and working through the Policy Council to submit ATL responses to several Scottish government consultations.

The Further and Higher Education Advisory Group oversaw support for ATL members working in sixth form and FE colleges. ATL membership in post-16 settings increased by 4.2% during 2009. Responding to Conference resolution A6 several e-bulletins were issued to members to encourage participation in the Institute for Learning (IfL) election, leading to one

member being elected. In addition, ATL now also has a stakeholder place on the IfL Council. It also oversaw close collaborative work with the sector skills council, Lifelong Learning UK, particularly around promotion of new professional development opportunities. Professional staff support has also enabled reps to secure a number of new college recognition agreements, and targeted college recruitment campaigns remain a priority.

ATL also played a major role in shaping the new Guidelines for FE governance which, inter alia, places a duty on governing bodies to ensure good industrial relations within colleges.

The Support Staff Members Working Group oversaw support for ATL members working in support staff roles. Membership grew during 2009 by 12%, with most recent efforts targeting support staff working at independent schools. The School Support Staff Negotiating Body (SSSNB) took the first steps on the road to a national framework of conditions for support staff. ATL is not recognised to bargain on behalf of support staff members working in maintained schools; this is limited to the local government unions. Nonetheless, in accordance with resolution A24, ATL monitored the work of the SSSNB via Workforce Agreement Monitoring Group the (WAMG). Ongoing information and advice has been provided to members via newsletter and e-bulletins, as well as representation of individual members by branches and staff on matters such as job evaluation and working hours. ATL's in-house and brokered CPD provision has continued to develop new opportunities specifically for support staff. The Executive Committee continues to support continued cross-union calls for the establishment of national pay and conditions for support staff, most recently in ATL's election 'manifesto'. In Wales some limited progress was made by the union in establishing a similar body.

Defending members

The Executive Committee responded actively to 2009 Conference resolutions.

ATL's general secretary wrote to Ed Balls, the Secretary of State for Children, Schools and Families, on the subject of violence and malicious intrusion into the private lives of school staff (resolution A17) and requested that he consider convening a meeting with the Department for Children, Schools and Families (DCSF), appropriate representatives from the police, local authorities (LAs) and ATL to develop a way forward.

Responding to resolution A18, ATL drafted a model code of practice/advice sheet on the use of physical interventions (or restraint), which will be shared with appropriate colleagues for consultation and then added to ATL's series of factsheets for members.

In line with resolution A33, a survey on human resources provision in LAs was carried out with branch secretaries. It identified the different types of provision which are now used as well as strengths and weaknesses which have been observed by ATL caseworkers. The results will be used to assist if future concerns are raised.

The difficulty for supply teachers sometimes having to obtain multiple CRB checks raised in resolution A41 remains and ATL believes that there could be a better system put in place to ensure the checks are current. ATL Cymru raised similar concerns regarding the problems confronting members who are required to submit a CRB check before they can register with the GTCW.

ATL continues to take the lead in the removal of asbestos in schools campaign (resolution A47). ATL set up an inter-union asbestos committee, which was joined by the NUT and the NASUWT and subsequently the GMB, UNISON and Unite. ATL raised its objections to both the government and the Health and Safety Executive (HSE) that the management, rather than removal, of asbestos is a failed system.

The DCSF and the HSE carried out a survey of 155 LAs to find out how they were managing asbestos in their schools. Of these responses 34 were identified by the HSE as providing inadequate responses on the management of asbestos and the HSE is now undertaking further official investigations. ATL wrote to Ed Balls to ask for details of the 34 LAs and for details of what further action the DCSF intends to take. ATL is concerned that the survey did not cover independent schools, or schools in Scotland and Wales. ATL will continue its action and campaign that the safest way to manage asbestos is by its removal.

As set out in resolution A48, the Executive Committee oversaw action on the dangers of Wi-Fi technology. ATL wrote to Gillian Merron, Minister of State for Public Health, to request an investigation that takes into consideration biological and thermal effects and for the results to be made public. ATL expressed its concerns over the safety of Wi-Fi. ATL received a response which stated that: 'The Health Protection Agency (HPA) has concluded that there is no consistent evidence to date that exposure to radio waves from wireless networks adversely affects the health of the general population and that there is no reason why schools and others should not use Wi-Fi equipment. The frequencies used in Wi-Fi are broadly the same as those from traditional radio frequency applications.' In 2007, the HPA undertook a systematic programme of research and further measurements in school classrooms are planned. Information on these studies can be found on the HPA website. ATL was given the following assurance: 'that the Department will maintain a precautionary approach and keep the situation under ongoing review.' ATL will also continue to monitor the situation.

In conjunction with the University of Glamorgan and resolution A64, ATL conducted a survey of members into workplace bullying in schools and colleges. Over 3,500 responses were received from ATL members, significantly above the average, highlighting the importance of this issue for ATL members. Whilst the full findings of the survey will not be available until the summer of 2010, initial indications suggest some significant trends and concerns articulated by members. The 2009 Conference motion asked for a plan of action to be put forward to Conference in 2010. The following plan of action has been guided by the initial findings:

- ATL branches to carry out training for branch reps on how to identify workplace bullying and assisting members with this issue;
 - branches to organise meetings with members to discuss bullying and to obtain feedback;
 - branches to consider carrying out local surveys to establish the extent of bullying in workplaces in their regions;
 - branches to draw members' attention to the recently revised ATL publication, *Bullying at work*, which can be accessed and downloaded from ATL's website;
 - branches to consider raising concerns about workplace bullying at local negotiating forums, to seek an agreement that policies and procedures on bullying be re-examined to see if they can be improved and, if appropriate, to assert that employers should do more to tackle bullying in schools and colleges;
 - the Executive Committee to consult branches to gauge the extent of bullying reported by ATL members and, depending on the information received, to formally raise the issue with the DCSF.

ATL's *Bullying at work* publication was revised in 2009. It defines bullying and provides scenarios which may or may not amount to bullying and makes it clear that perpetrators can be any colleague, governor, parent or student. The publication spells out the legal avenues that can be of assistance to those who are bullied. It also contains a new section on how ATL reps can give practical assistance to members. A model bullying/harassment at work policy and procedure is also included.

The publication, *Taking students off site* has also been substantially revised. The publication covers the responsibilities of those involved in educational visits, such as group leaders and Educational Visits Co-ordinators, legal liability, risk assessments, adult to student ratios, risk assessments and accident and emergency procedures. There is a new section on activities in or near water, where most fatalities/accidents have occurred in recent years, as well as a section on farm visits. The publication will be published in 2010, after the government has replaced its *Good Practice Guide on Educational Visits* with *Health and Safety of Learners Outside the Classroom*.

The Executive Committee monitored the development of the Independent Safeguarding Authority (ISA). ATL has been a member of a TUC Co-ordinated group of unions looking at the implications for members. A factsheet on the ISA was subsequently produced to inform members about the issues concerned. The work of the TUC union group continues.

ATL's popular set of factsheets was further increased in 2009 and there are now close to 40 different titles, with more in the pipeline. The factsheets are available to download from ATL's website.

The Executive Committee had oversight of member support, which in 2009 included just fewer than 40,000 telephone contacts with members by staff based at ATL's London office. Almost £4 million was won for members in compromise agreements by regional officials and £774,000 recovered for injured ATL members and their families.

Significant success was also achieved at the Criminal Injuries Compensation Authority for members who had been assaulted in the workplace which included two awards of £180,000 and £43,881 respectively.

During 2009, ATL undertook a total of 11 industrial action ballots. Unusually, only one of these arose from the proposed readmission of a disruptive/violent pupil. Significantly, the dominant area of contention concerned proposals to change teachers' terms and conditions, related to the introduction of an Academy. This generated eight disputes of which ATL was able to resolve three without strike action. The other two ballots concerned one school's unreasonable imposition of redundancies and an FE college's proposal to introduce new contracts.

In Northern Ireland, ATL responded to resolution 36 by persuading the Northern Ireland Teachers' Council to make teacher unemployment a priority issue next year within the negotiating machinery.

ATL's support for members in European schools continued with a success in the Court of Appeal. These are test cases against the government, concerning the employment rights of teachers who are employed on fixed-term contracts in the 10 schools throughout Europe which educate the children of EU employees and officials. Together with the NASUWT, ATL is claiming unfair dismissal and permanent status (under the Fixed-Term Contracts Regulations) following the DCSF's refusal to renew their contracts. The test cases are significant because the outcome will establish the rights, not only of the several hundred teachers who are directly affected, but also the rights of other employees who work abroad on a fixed-term basis for a UK employer.

In December 2009, the Court of Appeal ruled that ATL's members were entitled, not only to claim permanent contracts, but also to pursue unfair

dismissal claims. However, the government is seeking to appeal to the Supreme Court.

Pay, conditions and pensions

Pay and conditions in schools

For teachers in England and Wales, the Executive Committee approved the second stage of evidence to the School Teachers' Review Body, submitted in February 2009, for the review of the three-year pay award which included a 2.3% increase from September 2009 and a further 2.3% increase from September 2010. ATL Cymru continued to lobby for the maintenance of the joint England and Wales arrangements.

In December 2009, the Executive Committee approved evidence to the Rewards and Incentives Group (RIG) (comprising the DCSF, ASCL, ATL, NASUWT, Voice and WAG) on special educational needs allowances and leadership criteria. Disagreements in RIG over the contents of this evidence led to the suspension of the NAHT from both WAMG (comprising the DCSF, ASCL, ATL, GMB, NASUWT, NEOST, Unison, Voice and WAG) and RIG in December 2009.

The RIG evidence supported the continuation of a separate allowance for those teachers involved in teaching pupils with special educational needs but recommended greater flexibility to the current system of two levels of award by proposing that schools were allowed to allocate a teacher an allowance within the existing range.

The RIG evidence also proposed to establish criteria for leadership roles and progression, analogous to the framework for teaching and learning responsibility posts, and to provide a consistent, transparent, fair national framework that could be used by the relevant body when establishing Deputy head and Assistant headteacher posts. ATL relied on the comments received at the Teachers' Pay workshops held at Conference 2009 as well as from members of the Pay and Conditions Email Consultative Group to help develop this evidence along with elements of Conference resolution A35.

Work will continue on the roles and responsibilities of all teachers this year with further moves to drive down the working time of teachers by ensuring that the Working Time Regulations in the School Teachers' Pay and Conditions Document (STPCD) are correctly implemented and by considering an entitlement to CPD for all teachers.

As a result of the introduction of the Apprenticeships, Skills, Children and Learning Act 2009 ATL is better placed to be able to respond to concerns raised by members through Local Social Partnerships about non-compliance of the National Agreement and failure to apply all aspects of the STPCD. The Executive Committee has continued to monitor ATL's work through WAMG

to ensure that the National Agreement has been fully implemented in accordance with resolutions A43 and A50. This has included, where issues have not been resolved at a local level, raising concerns nationally and seeking DCSF intervention.

ATL responded to the government consultation on the legislation to implement the EU Directive on Agency Workers to give those employed through agencies equal treatment to pay and holidays as received by directly employed staff. ATL's response was in line with Conference resolution A34 and surveys of ATL supply teacher members. ATL evidence secured agreement from the Department for Business, Innovation and Skills (BIS) that school closure periods will not be counted as a break when determining entitlement to equal treatment. ATL is engaged in dialogue with DCSF and BIS to further improve the legislation by recognising the LA as the employer of agency staff in maintained schools.

There have been no negotiations on The Conditions of Service for School Teachers in England and Wales (the Burgundy Book) this year so we have not been able to progress the issue of paternity pay. However, proposed changes in family friendly legislation will allow mothers to share part of their maternity leave with partners from April 2011. The government is not receptive at this time to improvements to the statutory entitlement to paternity pay.

An authoritative and unique survey was conducted on the pay and conditions of teaching and support staff working in independent schools around the UK, in response to 2008 Conference resolution A45. Its results received extensive media coverage, have been reported at ATL events, and are now available on ATL's website. The survey led to a briefing note on Collective Bargaining in the Independent Sector.

The dispute within the Northern Ireland Teachers' Council was finally resolved through a conciliation exercise hosted by the Irish Congress of Trades Unions. The Council reconvened in May 2009 and has re-established constructive working relations internally and with employers. The delay in implement the Education and Skills Authority, a single employer of education staff, has nonetheless impeded the work of the Council.

Further education

Following a consultation exercise, the Executive Committee accepted a 1.5% pay offer for FE College staff in England from 1 August 2009; the offer was accepted by all six unions recognised within the FE sector.

ATL produced, with the Association of Colleges and the other unions, new agreements, covering all staff, on working hours, local and procedural agreements, disciplinary and grievance procedures. In Wales, FE staff continue to enjoy pay parity with teachers and, as a result of continued

campaigning, Colegau Cymru (the employers' forum) has agreed to commence negotiations about a common contract for FE staff.

ATL has continued to take an active role in the area of equality in FE and has revised the existing joint agreement on disability equality.

Acting on resolution UB2, ATL met with the Learning and Skills Council and the relevant DIUS Minister in order to press for action to be taken to assist Colleges affected by the mismanagement of the FE capital programme.

In Wales, ATL reached an agreement with the employers' side on a pay increase of 2.3% from 1 August 2009. This maintained the parity of pay. ATL Cymru ensured that members in FE received these increases.

Academies

The Executive Committee maintained its policy of opposition to the academies programme, coupled with support for members affected by it. Members joined a number of local campaigns against their establishment, with ATL officers prominent.

A number of recognition agreements, at national and local level, have been signed, based on the TUC Model Recognition Agreement.

ATL has continued to negotiate at national level on terms and conditions with the United Learning Trust, Absolute Return for Kids, OASIS Community Learning, Edutrust Academies Charitable Trust and the Harris Federation. ATL provides the Secretariat of the Trade Union Side which meets at OASIS. All of these sponsors have either agreed to follow the STPCD in its entirety, or have reached agreements which, taken, as a whole, are at least as favourable as the provisions of this document.

In accordance with resolution A1, ATL established a cross-department working group to co-ordinate activity around academies. A toolkit launched at last year's Conference assist members in schools which are in the process of becoming an academy. ATL continues to work with groups such as the Anti-Academies Alliance and Campaign for the Advancement of State Education to change the government's direction on academies. ATL has established a regular newsletter for members in academies. Following academy ATL reps' training a network of reps has been developed to share ideas and concerns.

ATL responded to government consultation on the accreditation of the sponsors of academies in accordance with resolution A1. Under this proposed legislation accreditation would be required by new sponsors of academies. Existing sponsors do not need to apply retrospectively unless they wish to sponsor further schools. ATL continues to raise concerns over certain aspects of the legislation with the DCSF.

Sixth form colleges

The Executive Committee approved a one-year phased agreement on pay of 1.5% from 1 September 2009 rising to 2.3% from 1 April 2010. Although the agreement did not exactly match the settlement for school teachers, the phased increase will maintain pay scales at the year end, giving ATL's negotiators a starting point for next year's negotiations comparable to schools.

The agreement also provided for the same phased increase for London and fringe area allowances. Further discussions on ATL's claim for a differentially higher increase in these allowances, which have fallen behind comparator pay levels in schools, will take place as part of the 2010 negotiations, when the unions will submit a detailed analysis of the position for consideration by the employers.

Agreement was reached also on formal provisions to determine the pay and working time entitlements for part-time teachers.

ATL took part in a survey of representatives about conditions of service issues. The information obtained will be used to inform the ongoing discussions on possible joint guidance on workload and working time.

ATL continued to monitor the introduction of the Machinery of Government proposals which are likely to have significant implications for sixth form colleges.

Pensions

The work undertaken with the DCSF in 2008 and 2009 to review the new ill-health retirement arrangements is now completed, largely to the satisfaction of the unions, and is currently awaiting Ministerial approval. The consolidation of the Teachers' Pensions regulations is due for public consultation imminently and has, in its process, brought some definite, if small, improvements. For example, there is an improvement to dependent children's pensions brought about by the harmonisation in the way all children deemed to be part of a family unit are treated.

ATL is working closely with other public sector employee representatives within the TUC on a campaign to safeguard our members' pensions in the current political climate. The teaching unions have, between us, developed a set of key messages to disseminate in response to attacks from the press, in order to attempt to dispel some of the myths and popular beliefs.

The Teachers' Pension Scheme (TPS) administration contract was last re-tendered approximately five years ago. This contract is now up for renewal and there are currently four bidders vying for the contract to administer the TPS. The re-tendering process commenced in the autumn 2009, with the

contract to be awarded by September 2010. There was a constructive discussion on what the Teachers' Side is looking for from the new administrators at the Teachers' Side meeting of 15 May 2009 and further discussions at the TSWP on 11 January 2010. Following these meetings, the DCSF has received comments from the Teachers' Side along with an initial assessment submitted by Hewitts HR Consulting. The DCSF has confirmed that they will involve union and employer representatives further in the re-tendering process. As a minimum ATL will get presentations from the bidders, as was the case in the previous re-tendering exercise.

In Northern Ireland, changes to the Premature Retirement Compensation Scheme has reached Equality Impact Assessment stage and is anticipated to bring the Northern Ireland scheme in line with that in England and Wales.

ATL has welcomed Endsleigh as a new partner for providing financial advice. Endsleigh, with the support of ATL's Pay, pensions and conditions department, has developed a retirement planning DVD exclusively for ATL members available from Endsleigh. Endsleigh also supports and attends ATL's Preparing for Retirement Seminars, which continue to be well attended and very positively received. ATL's Legal and member services department have become involved in the delivery of the courses, which is an excellent developmental opportunity for staff.

ATL has contributed to the resolution of legal cases to restore pension rights for part-time workers on re-employment after retirement. This work is ongoing.

Education policy

In the Annual Plan the Executive Committee agreed to organise education policy work via five projects:

1. Every Child Matters and its implications for policy and practice around extended services, multi-agency working and teaching

The Executive Committee continued to support the Every Child Matters agenda and the principles of the Extended Services programme, approving a position statement which highlighted the challenges for teachers, support staff and headteachers. These include concerns about professional boundaries, workload and accountability. The statement also reiterates ATL's opposition to the privatisation of public services, the need for sustainable funding and the important role of LAs. It calls in particular for a review of funding provision relating to special and additional needs. The position statement and its accompanying documents cover aspects of resolutions 2: Maintaining positive relationships in schools; 28: Counsellors; and 45: Every Person Matters. Responses were submitted to consultations on regulations and guidance for designated teachers for Looked After Children; ending violence against women; the inspection of Children's Centres; and the Common Core. ATL also submitted written evidence and

gave oral evidence to the Select Committee investigation of Children's Centres.

2. 14-19 curriculum and its assessment, and how it may be provided to students

In response to aspects of resolutions: 21 (Diplomas, inclusion and entitlement in rural areas), 59 (Post-14 education) and 60 (FE lecturers teaching 14-16 year-olds) the Executive Committee agreed a position statement on 14-19 curriculum and assessment, reiterating ATL's support for an equitable and integrated curriculum framework, building on KS3 and offering a broad and engaging entitlement for all pupils. This included support for the different pathways, but highlighted concerns about implementation as well as serious unease about the continued dichotomy between vocational and academic learning, the difficulty of combining or transferring between routes and the lack of imagination in developing useful and suitable assessment. Members also highlighted the importance of properly resourced and independent Information, Advice and Guidance for students. The Executive Committee also approved responses to consultations on the Specification of Apprenticeship Standards for England; Impartial Careers Education; and Functional Skills Criteria. ATL also submitted evidence to the Select Committee on young people not in education, employment or training.

3. Behaviour

Research is ongoing into issues of behaviour (resolutions 16: Deteriorating behaviour/influence of TV and 18: Training in challenging behaviour). ATL is represented on the Ministerial Stakeholder group on behaviour and attendance, and regularly highlights members' concerns about behaviour. These include the need for better quality ITT and CPD in behaviour, and issues related to government policy such as the Behaviour Challenge and the forthcoming DCSF guidance around restraint of pupils, Behaviour and Attendance Partnerships and Screening and Searching Pupils for Weapons. These concerns have also been the focus of a range of published articles and media interviews.

4. Key stage assessment

ATL has continued to highlight its assessment policy call for a review of the primary assessment system. In press releases, ATL has repeated the claims that children should enjoy their learning and see its relevance in their lives today and in the future, and reiterated its objection to the pernicious accountability system which makes external testing at key stage 2 such high stakes. In responding to the QCA's consultation on curriculum reform, ATL argued again that this culture leads to narrow test-focused teaching and a focus on data instead of children's learning. ATL reiterated its recommendation of national tests in key skills on a when-ready basis and at the level of functional competence (resolution 55: Tests and benchmark culture).

5. Early Years Foundation Stage

Budgetary constraints precluded the development of a research project. However, the Executive Committee approved responses to consultations on

Early Years Foundation Stage Profile data arrangements; changes to the admissions code to allow children to start school from the September after they reach age-four; and the code of practice for extending the free entitlement for three and four year-olds. The Executive Committee also issued guidance for members on extending the free entitlement. ATL advised the government on the introduction of the Early Years Single Funding Formula and welcomed its postponement.

Additional education policy development

In addition to the five main projects, the Executive Committee oversaw a huge range and extent of other work undertaken on education issues. Research was undertaken into large schools (resolution 63), resulting in an article for reps on 3-19 Academies; male role models (resolution 66: Male teachers) which will be published as an article in *Report*; and class sizes (aspects of resolutions 62: Stress, health and safety, and class size), with media coverage. Research is ongoing into emotional intelligence and learning styles (resolution 30). A survey on the use of IT in schools will be covered in a future article in *Report* magazine (resolution 50).

The Executive Committee approved a wide range of consultation responses. ATL highlighted issues of contemporary trade unionism (resolution 32) in response to the Specification of Apprenticeship Standards and the Curriculum Reform consultation. ATL also responded to consultations on draft regulations for the training of newly appointed SENCOs; the proposed development of a workforce strategy for English as an additional language in schools; science and learning; amendments to the education (school teachers' qualifications) regulations; draft requirements for the proposed assessment only route to QTS; and a carbon management strategy for schools. ATL fed into the Lamb Review, calling for consistency around SEN provision, and joined with other unions to lobby the DCSF on inclusive education and professional training.

Following interrogation of data on OfSTED judgements, where inspection finds weaknesses in leadership and satisfactory or better teaching and learning, ATL lobbied OfSTED on the issue. The number of schools which fall within this category is extremely small (resolution 54: School inspections).

ATL lobbied government on primary curriculum issues (resolution 56: Curriculum 3-11), in particular through extensive consultation on the revised primary curriculum, and through its continuing involvement with the Cambridge Primary Review. ATL also lobbied on the six-month teacher training programme (resolution UB1); issues of teacher training (resolution 4: teacher training); admissions and appeals (resolution 53); provision of free school meals (resolution 67); and coaching skills (resolution 65).

In Northern Ireland, ATL has contributed detailed formal policy response into SEN policy, pupil recording, school development plan regulations,

premature retirement compensation scheme, admissions policy (Transfer 2010), safeguarding vulnerable groups (ISA Vetting & Barring Scheme), the review of public administration (Controlled Schools Body), and the review of public administration (Education Advisory Forum).

In Wales, ATL replied to a number of consultations from the Welsh government including consultations on: travel, community cohesion, the Welsh language, the EMA, behaviour, and sector skills priorities. ATL plays a full and active part in the Foundation Phase Implementation Group and the group monitoring the roll out of the 14-19 pathways. ATL Cymru also commented on the new Estyn inspection regime and the proposed GTCW code. ATL also gave evidence to a number of National Assembly committees.

Linking to trade union and policy communities

ATL is increasingly seen within the TUC as a force for modernisation. For annual Congress in September 2009, ATL proposed motions on bonus culture and asbestos. ATL delegates spoke on a number of other motions and maintained high visibility. ATL continued to be represented on the General Council by Julia Neal and Mary Bousted, with the general secretary achieving an even higher profile for ATL through her appointment as Chair of the Board of Union Learn.

ATL Cymru continued to take a leading role in the Wales TUC by retaining a seat on the General Council and gaining a seat of the Women's committee. ATL holds the Chair and Secretaryship of the LGBT committee.

ATL played a full part in the deliberations of the ICTU with representation on the Northern Ireland Committee, the Women's Committee and the Education Group, as well as on the Union Learning panel. ATL also contributed significantly to the formulation of ICTU economic response to the financial and credit crisis.

The president and senior vice-president, along with the general secretary and the deputy general secretary, played a full role in the triennial conference of the EI Pan-European Conference/European Trade Union Committee for Education General Assembly held in Warsaw in November 2009. Despite active lobbying by the delegation, a proposal to merge the two organisations narrowly failed to gain the necessary two-thirds majority. The deputy general secretary continues to serve on the Executive Board.

ATL's international work has greatly benefited from the work of the government-funded international project worker and the international co-ordinator, leading to a higher profile within the Global Campaign for Education. ATL continued to support Colombian trade unions through Justice for Colombia. The president awarded honorary membership to the Burmese

democracy leader Aung San Suu Kyi, and subsequently led a visit to a refugee camp on the Thai/Burma border.

The Executive Committee received regular reports on links between senior staff and political parties and policy groups across the UK. Regular meetings continued between the general secretary and the Secretary of State as well as other ministers and Downing Street officials. Meetings also took place with leading members of the main opposition parties at Westminster. Close relationships were maintained with the coalition parties in Cardiff and the power sharing parties in Belfast. Successful fringe meetings were held at the Conferences of the three main UK political parties. The Executive Committee approved the content of an education manifesto to be used in connection with the 2010 General Election campaign.

Certificates of honour 2009–10

Andy Ballard, Somerset
Elizabeth Butler, Northumberland
David Clout, Hertfordshire
Terry Cox, Berkshire
Peter Graham, Avon
David Jones, Hampshire
Ruth Nettleship, Nottinghamshire
Victoria Newman, Hampshire
Graham Ryan, Bedfordshire & Luton
Heather Shields, Northern Ireland
Angela Swindell, Jersey
Chris Wilson, Cambridge Regional College

Executive Committee 2008-10

Officers

President

Mrs Lesley Ward, South Yorkshire (from Sept 09)

Mr Andy Ballard, Somerset (until Aug 09)

Senior vice-president

Mr Andy Brown, Ballymena College, Co Antrim (from Sept 09)

Mrs Lesley Ward, South Yorkshire (until Aug 09)

Junior vice-president

Mrs Alice Robinson, Our Lady's Catholic College, Morecambe Road,
Lancaster, Lancashire, LA1 4RX (from Sept 09)

Mr Andy Brown, Ballymena College, Co Antrim (until Aug 09)

Immediate past-president

Vacant (from Sept 09)

Miss Julia Neal, Torquay Grammar School for Girls, 30 Shiphay Lane,
Torquay, South Devon, TQ2 7DY (until Aug 09)

Honorary secretaries

Mrs Shelagh Hirst, West Yorkshire

Revd Chris Wilson, Cambridge Regional College, Kings Hedges Road,
Cambridge, CB24 2QT (until Aug 09)

Honorary treasurers

Mr Stephen Buck, Frederick Gough School, Grange Lane South, Scunthorpe,
North Lincolnshire, DN16 3NG

Ms Angie Rutter, Launceston College, Dunheved Road, Launceston,
Cornwall, PL15 9JN

Members

Mr David Ambler, ATL Birmingham Office: Martineau Centre, 74 Balden
Road, Harborne, Birmingham, B32 2EH
(Birmingham)

Mr Mark Baker, Redwood Secondary School, Hudson's Walk, Rochdale, OL11
5EF
(Greater Manchester)

Ms Fiona Barclay, All Saints RC School, Mill Mount Lane, York, YO24 1BJ
(North Yorkshire, York)

Dr Sam Bechler, The ATL Office, The Graiseley Centre, Pool Street,
Wolverhampton, WV2 4NE
(Dudley, Sandwell, Walsall, Wolverhampton)

Mr Jeff Bevan, Wallasey School, Birket Avenue, Moreton, Wirral, CH46 1RB
(Merseyside)

Mr Robin Bevan, Southend High School for Boys, Prittlewell Chase,
Southend on Sea, Essex, SS0 0RG
(Essex, Southend, Thurrock, Germany)

Miss Maureen Boneham, Queen Elizabeth School, Witherley Road,
Atherstone, Warwickshire, CV9 1LZ (until Oct 08)
(Coventry, Solihull, Warwickshire)

Miss Ann Boxall, Suffolk
(Suffolk)

Miss Helen Brook, The Vine Inter-Church Primary School, The Vines, Upper
Cambourne, Cambridge, Cambridgeshire, CB23 6DY
(Cambridgeshire, Peterborough)

Mr John Clark, Victoria College, Mont Millais, St Hellier, Jersey, JE1 4HT
(Surrey, Guernsey, Jersey)

Ms Liz Coston, Torridon Junior School, Hazelbank Road, Catford, London,
SE6 1TG
(Greater London)

Mr Colin Cranmer, East Riding Schools' Music Service, 8 Lord Roberts Road,
Beverley, East Yorkshire, HU17 9BE
(Humberside: Kingston-upon-Hull, East Riding, NE Lincolnshire, N
Lincolnshire)

Ms Louise Davies, Falmer High School, Lewes Road, Brighton, BN1 9PW
(East Sussex, Brighton and Hove)

Ms Kathy Eagar, Beardwood High School, Preston New Road, Blackburn,
Lancashire, BB2 7AD (from Dec 09)
(Isle of Man, Lancashire, Blackburn, Blackpool)

Mr Ian Edney, Basingstoke College of Technology, Worting Road,
Basingstoke, Hampshire, RG21 8T
(Hampshire, Portsmouth, Southampton, Isle of Wight)

Mr Glyn Edwards, Oxfordshire
(Oxfordshire)

Miss Zöe Fail, St Mary's Catholic Primary School, Chapel Green,
Crowborough, East Sussex, TN6 2LB
(Kent, Medway)

Miss Ellen Ferguson, King Charles 1 School, Comberton Road,
Kidderminster, Worcestershire, DY10 1XA
(Herefordshire, Worcestershire, Shropshire, Telford & Wrekin)

Mrs Angela Forkin, Wigan Sure Start Team, 7 Worsley Terraces, Gateway
House, Standishgate, Wigan, WN1 1AE
(Greater Manchester)

Miss Joyce Frost, Lincoln
(Lincolnshire)

Mr Steven Haswell, Houghton Kepier Sports College, Dairy Lane, Houghton
le Spring, Tyne and Wear, DH4 5BH (from Dec 09)
(Sunderland, South Tyneside, Teesside & District, Durham)

Mr Malcolm Hawke, West Sussex

(West Sussex)

Mrs Anne Hood, Ashwood Education Centre, Ashwood Way, Basingstoke, Hampshire, RG23 8AA (from Dec 08)
(Hampshire, Portsmouth, Southampton, Isle of Wight)

Mrs Jenny Inglis, Berkshire
(Berkshire)

Mr Phil Jacques, Dorset
(Dorset, Poole, Bournemouth)

Mrs Stella Jales, Wiltshire College Devizes, Southbroom Road, Devizes, Wiltshire, SN10 5AB
(Wiltshire, Swindon)

Mrs Phillipa Kearns, Sheredes School, Benford Road, Hoddesdon, Herts EN11 8LL (from Dec 08)
(Hertfordshire)

Mrs Angela Kidd, Shropshire (until Dec 09)
(Herefordshire, Worcestershire, Shropshire, Telford & Wrekin)

Mrs Kim Knappett, Forest Hill School, Dacres Road, Forest Hill, London, SE23 2XN
(Greater London)

Mrs Caroline Kolek, Ladymead Community School, Cheddon Road, Taunton, Somerset, TA2 7QP
(Somerset)

Dr Theo Lavery, Dominican College, 2 Strand Road, Portstewart, BT55 7PF
(Northern Ireland)

Mr Gareth Lewis, Ysgol Clywedog, Ruthin Road, Wrexham, LL13 7UB
(Wales)

Dr Alastair MacPherson, The Edinburgh Academy, 42 Henderson Row, Edinburgh, EH3 5BL (from May 09)
(Scotland)

Mrs Emma Moore, Performing Arts Service - Chace, Chase Studio Centre, 239a Robin Hood Road, Coventry, West Midlands, CV3 3AN (from Dec 09)
(Coventry, Solihull, Warwickshire)

Mr Richard Marshall, St Josephs Washington Roman Catholic Primary School, Village Lane, Washington, Tyne and Wear, NE38 7HU (until Dec 09)

(Sunderland, South Tyneside, Teesside & District, Durham)

Mr Bruce Murdin, Halton School, 31 Main Street, Halton Village, Cheshire,
WA7 2AN (until Feb 10)
(Cheshire)

Mr John Paul, Barming Primary School, Belmont Close, Barming, Maidstone,
Kent, ME16 9DY
(Kent, Medway)

Mr John Puckrin, Grange Primary School, Webb Street, London, SE1 4RP
(Greater London)

Mr Geoffrey Pye, Brentwood School, Ingrave Road, Brentwood, Essex, CM15
8AS
(Essex, Southend, Thurrock, Germany)

Mr Ken Richardson, Newcastle upon Tyne
(Gateshead, Newcastle, North Tyneside, Northumberland)

Ms Carolyn Roberts, Ballyclare Secondary School, 19 Doagh Road,
Ballyclare, Co Antrim, BT39 9BG
(Northern Ireland)

Mr Hank Roberts, Copland, A Community Science College, Cecil Avenue,
Wembley, Middx, HA9 7DX
(Greater London)

Mrs Alice Robinson, Our Lady's Catholic College, Morecambe Road,
Lancaster, Lancashire, LA1 4RX (until Aug 09)
(Isle of Man, Lancashire, Blackburn, Blackpool)

Mrs Veronica Rodriguez, Marlwood School, Vattingstone Lane, Alveston,
BS35 3LA
(Avon)

Mrs Alison Sherratt, Riddlesden St Mary's CE Primary School & Nursery,
Grange Road, Riddlesden, Keighley, West Yorkshire, BD20 5AB
(Bradford, Leeds)

Mr Andrew Shipley, St Ninian's High School, Ballaquayle Road, Douglas, Isle
of Man, IM2 5RA
(Isle of Man, Lancashire, Blackburn, Blackpool)

Mr Stephen Sidgwick, Carlisle College, Victoria Place, Carlisle, Cumbria, CA1
1HS (from Dec 08)
(Cumbria)

Mr Malcolm St John-Smith, Silcoates School, Wrenthorpe Lane, Wrenthorpe, Wakefield, West Yorkshire, WF2 0PD
(Calderdale, Kirklees, Wakefield)

Miss Sarah Stephens, Aylesbury High School, Walton Road, Aylesbury, Buckinghamshire, HP21 7SX
(Buckinghamshire)

Mr Eric Stroud, Hertfordshire
(Hertfordshire)

Mr Ralph Surman, Cantrell Primary School, Cantrell Road, Bulwell, Nottingham, Nottinghamshire, NG6 9HJ
(Nottinghamshire)

Mrs Cathy Tattersfield, Peak School, Buxton Road, Chinley, High Peak, SK23 6ES (Derbyshire)

Mrs Jenny Taylor, St Edward's School, Cirencester Road, Charlton Kings, Cheltenham, Gloucestershire, GL53 8EY
(Gloucestershire)

Mrs Janet Trimby, Dylan Thomas Community School, John Street, Cockett, Swansea, SA2 0FR
(Wales)

Mrs Joy Tripp, Simon de Senlis Primary School, Hilldrop Road, East Hunsbury, Northampton, NN4 0PH (from May 09)
(Northamptonshire)

Mr Peter Walker, Norfolk
(Norfolk)

Mrs Joyce Walters, Coombeshead College, Coombeshead Road, Newton Abbot, Devon, TQ12 1PT
(Cornwall, Devon, Scilly Isles)

Mr Brian Ward, South Yorkshire
(Barnsley, Doncaster, Rotherham, Sheffield)

Ms Natalie Ware, Hillborough Junior School, Hillborough Road, Luton, LU1 5EX (Bedfordshire)

Mr Ken Wheatley, Avenue Junior School, Avenue Road Extension, Leicester, LE2 3EJ
(Leicestershire)

Mrs Liz Williams, Cheslyn Hay Primary School, Saredon Road, Cheslyn Hay,
Nr Walsall, Staffordshire, WS6 7JQ
(Staffordshire, Stoke on Trent)

Committee Chairs 2008-10

Executive Committee

Lesley Ward (from Sept 09)
Andy Ballard (until Aug 09)

Policy Council

Lesley Ward (from Sept 09)
Julia Neal (until Aug 09)

Operational Committees

Action

Andy Brown (from Sept 09)
Lesley Ward (until Aug 09)

Branch relations

Kim Knappett

Defence

David Ambler

Equalities advisory

Mark Baker

Finance

Stephen Buck (from Sept 09)
Angie Rutter (until Aug 09)

Human resources

Lesley Ward (from Sept 09)
Andy Ballard (until Aug 09)

Member communications, benefits and training

Ann Boxall

Rules and procedures

Andy Brown (from Sept 09)
Lesley Ward (until Aug 09)

Other Committees

Disciplinary

N/A

Hearings

An officer

Other groups reporting to the Executive Committee**ATL future**

Ashley Dickey (from Jan 10)

Richard Marshall (until Dec 09)

Further education sectors advisory group

Stella Jales/Ian Edney

Independent and private sectors advisory group

Malcolm St John-Smith

TUC activity group (virtual)

Ralph Surman

Co-ordinators**Equalities**

Mark Baker

International

Phil Jacques

TUC

Ralph Surman

Lead members**Admissions and school organisation**

John Puckrin

Appraisal

Kim Knappett

Behaviour

Caroline Kolek

Curriculum (Primary)

John Paul

Curriculum (Secondary)

Veronica Rodriguez

Early years

Angela Forkin

Evaluation and inspection

Ralph Surman

Extended schools, including Every Child Matters

Hank Roberts

FE pay and conditions

Stella Jales

Funding

John Puckrin

Health and safety

Hank Roberts

Independent sector

Malcolm St John-Smith

Leadership

Alice Robinson

Pensions

Andrew Shipley

Pupil assessment

Louise Davied (from Jan 10)

Julia Neal (until Aug 09)

School pay and conditions

Ralph Surman

Sixth form college pay and conditions

Ian Edney

Special educational needs

Caroline Kolek

Support staff

Jenny Inglis

Training, initial and continuing

Ralph Surman

ATL representatives serving on external bodies 2009-10

Amnesty International

Mr J O'Reilly, contact person

Anti-Academies Alliance Steering Committee

Mrs A Robinson

British Council

Fulbright UK/US Teacher Exchange Committee

Phil Jacques

Central Council for Physical Recreation

Mr K Cluett

Crossways Trust

Mrs J Howe

Drug Education Forum

Mr D Ward

General Teaching Council (England)

Mrs C Kolek

Mrs G Stainthorpe

Institute for Learning

Advisory Council

Mr M Freedman

League for the Exchange of Commonwealth Teachers

Mr P Jacques

Migration Alliance

Parliamentary Group on Migration

Vacancy, contact person

National College for School Leadership

Mrs A Robinson

National Joint Forum for Further Education

Ms S Jales

Mr M Freedman, *Technical adviser*

Mr S Crane, *Technical adviser*

National Literacy Association

Mrs A Rutter

National Pensioners' Convention

Executive Committee/National Council
Mr L Ridings

North of England Education Conference

Executive Committee
Mrs L Ward

Public Service Pensioners' Council

Mr K Farrar

Qualifications and Curriculum Authority/Teacher Organisations

Mr J Paul
Mrs A Robinson

Sixth Form Colleges National Joint Committee

Committee for Teaching Staff
Mr I Edney
Mr M Freedman
Mr S Crane, *Technical adviser*

Standing Committee for the Education and Training of Teachers

Mr R Surman
Ms J Neal

Standing Joint Committees

AQA

Mr A Harland
Mr J Readman
Mrs R Readman
Mr L Ridings

Edexcel

Dr P Kyrou
Mr M St John-Smith
Mr J Taylor
Dr A MacPherson

OCR

Mr T Ford
Mr R Peach
Mr D Sharpe
Mrs J Taylor

Teacher Support Network

Teacher Support Advisory Panel

Ms Z Fail

Teachers' Superannuation Working Party

Mr A Shipley
Mr U Gbajabiamila
Mrs S Beckley

Trades Union Congress

TUC Delegation 2010

Mrs L Ward
Ms J Neal
Mr A Brown
Mrs S Hirst
Dr S Bechler
Mr J Puckrin
Mr H Roberts
Mrs A Robinson
Mr R Surman
Mrs J Walters
Ms J Frost
Mr J Bevan
Dr M Bousted
Ms J Dennis

Trust Fund Ltd

Trustees
Stephen Buck
John Paul
John Puckrin
Angie Rutter

TUC General Council

Dr M Bousted
Ms J Neal

TUC Executive Committee

Dr M Bousted

TUC Women's Committee

Dr M Bousted
Ms J Neal

TUC Black Workers' Conference 2010

Mr J Bevan
Mr G Agbi
Mr A Choudhury

TUC Disability Conference 2010

Mrs C Kolek
Ms M Gallacher
Mr K Wheatley
Ms L Davies
Ms A Parkinson
Dr P Kyrou

TUC LGBT Conference

Ms J Neal
Mr D Kinnen
Mr M Wilkinson

TUC Women's Conference 2010

Mrs L Ward
Mrs S Hirst
Mrs K Knappett
Mrs J Walters
Ms J Neal
Ms N Sweeney

TUC Young Members' Conference 2010

Ms J Dennis
Ms C Powell

TUC Young Members' Forum

Ms C Powell Vice-Chair

TUC Regional Councils

Midlands Regional TUC

Mr K Wheatley

North West Regional TUC

Mr J Bevan
Mrs L Lawson
Ms C Barnett, alternate

Northern Regional TUC

Executive Committee
Ms C Powell

Southern and Eastern Regional TUC

Mr J Puckrin
Mr G Venn

South West Regional TUC

Mrs C Kolek

Yorkshire and Humberside Regional TUC

Mr S Buck
Mr N Howe

Unions 21

Mr A Brown

Universities Council for the Education of Teachers

Ms J Frost

Women's National Commission

Mrs A Robinson

University of Bradford Court

Mr S Herdson

University of East Anglia

Mr J Barnes

University of Essex Court

Mr P Linnecar

University of Hull Court

Mr C Cranmer
Mr C Richman

University of Nottingham Court

Mr J Billington

University of Southampton Court

Mr D Gillon

University of Surrey Court

Mr J Frood

Univeristy of Sussex Court

Ms J Baker

Northern Ireland

Northern Ireland Teachers' Council

Mr A Brown
Dr T Laverty
Mr J Pollock
Mr M Langhammer

Mr C Kinney, reserve

Teachers' Negotiating Committee

Mr A Brown

Mr M Langhammer

Joint Working Party

Mr M Langhammer

General Teaching Council

Mr J Pollock

Dr T Laverty

Mrs R Rainey

Teachers' Superannuation Consultative Committee (Pensions)

Dr T Laverty

Mr A Donaghy

DENI Secondary Schools Standing Conference

Mr J Pollock

Mr G White

Centre for Cross Border Studies

Mr J Pollock

Equality Commission

Education Consultative Group

Ms S Douglas

Special Education Standing Consultative Committee

Ms R Bloomfield

Ms A Bell

NIC - Irish Congress of Trade Unions

Mr M Langhammer

Irish Congress of Trade Unions Education Group

Mr A Brown

Mr A Donaghy

Irish Congress of Trade Unions Disability Committee

Mr R Adams

Irish Congress of Trade Unions Womens Committee

Ms T Devenney

Irish Congress of Trade Unions Youth Committee

Ms A Dickie

Northern Ireland Women's Forum

Mrs R Rainey

University of Ulster Court

Mr A Brown

Wales

Association of Directors of Education

Dr P Dixon

Education Partners Liaison Group

Dr P Dixon

Fforwm

Mrs H Thompson

Mr D Hunt

Mr S Crane

Dr P Dixon

Joint Standing Committee for Wales

Mr D Healey

Ms L Pearce

Mr K Pendergast

Mr D Varity

Qualifications and Curriculum Group (formerly ACCAC)

Mr G Moses

Mr R Parsons

Standing Conference for Education in Wales

Dr P Dixon

TUC Wales General Council

Dr P Dixon

Welsh Joint Education Committee

Examinations and Assessment Committee

Mr D Varity

Joint Unions Working Group

Mrs S Evans

Dr N Lloyd-Nesling

University College of Swansea Court

Mrs S Evans

University of Wales Court

Mr V Richards

Cardiff University

Mr V Richards

ATL Subscriptions

Renewal rates for existing members

The Executive Committee set the following annual subscription rates for 2010:

Standard rate

0.6 of a timetable or more, or a two-term contract

Direct debit single payment **£161.00**

Cheque/credit or debit card **£168.00**

Standard rate

Less than 0.6 but more than 0.3 of a timetable

(includes short-term contracts – one term full-time, or two terms part-time)

Direct debit single payment **£87.00**

Cheque/credit or debit card **£90.00**

Standard rate

Less than 0.3 of a timetable

Direct debit single payment **£45.00**

Cheque/credit or debit card **£48.00**

Standard support and affiliated members working 21 hours or more

All payment methods **£102.00**

Standard support and affiliated members working less than 21 hours

All payment methods **£69.00**

Newly qualified second years

Direct debit single payment **£80.50**

Cheque/credit or debit card **£84.00**

Retired members (non-teaching)

Direct debit single payment **£29.00**

Cheque/credit or debit card **£29.00**

Associate members (non-teaching)

Direct debit single payment **£29.00**

Cheque/credit or debit card **£29.00**

Group affiliated members (all payment methods)

NBA members **£168.00**

EOA members **£156.00**

Group affiliated members (non-teaching)

All payment methods

EOA members only **£95.40**

Rates for new joiners

The Executive Committee set the following subscription rates for new joiners only. Membership lasts 12 months from date of joining (*or date of first teaching post for newly qualified members). All rates apply until 31/12/2010.

Standard rate

0.6 of a timetable or more, or a two-term contract

Direct debit single payment **£80.50**

Cheque/credit or debit card **£84.00**

Standard rate

Less than 0.6

(includes short-term contracts – one term full-time, or two terms part-time)

Direct debit single payment **£43.50**

Cheque/credit or debit card **£45.00**

Standard support and affiliated members working 21 hours or more

All payment methods **£102.00**

Standard support and affiliated members working less than 21 hours

All payment methods **£69.00**

Student members FREE

Newly qualified members

* First year (for those qualifying in 2010) FREE

Newly qualified members

* Second year (for those qualifying in 2009)

Direct debit single payment **£80.50**

Cheque/credit or debit card **£84.00**

Group affiliated members

All payment methods

NBA members **£168.00**

EOA members) **£156.00**

Group affiliated members (non-teaching)

All payment methods

EOA members **£95.40**