THE ASSOCIATION OF TEACHERS AND LECTURERS

President
Andy Ballard Cert.Ed, BEd (Hons), Dip Counselling, Somerset

Immediate Past President
Julia Neal BA, Torquay Grammar School for Girls, Devon

Senior Vice-President
Lesley Ward Cert.Ed, Dip SEN, Supply teacher, Doncaster

Junior Vice President
Andy Brown BEd (Hons), MSc, FCollT, FRSA, Ballymena, Co. Antrim

Honorary Secretaries
Shelagh Hirst Cert.Ed, Supply teacher, Calderdale and Kirklees local authorities, West Yorkshire
Chris Wilson MA, MA (Cantab), Cert.Ed, Cambridge Regional College, Cambridge

Honorary Treasurers
Angie Rutter BEd (Hons), Launceston College, Cornwall
Stephen Buck, BSc, PGCE, Frederick Gough School, North Lincolnshire

General Secretary
Mary Bousted BA, MA, PhD

Deputy General Secretaries
Martin Johnson
Paul Day

7 Northumberland Street
London WC2N 5RD

Tel: 020 7930 6441
Fax: 020 7930 1359
Email: info@atl.org.uk
Website www.atl.org.uk

April 2009. © Copyright Association of Teachers and Lecturers 2009. Information in this document may be reproduced or quoted with proper acknowledgment to the Association.
Welcome to Conference 2009

It is with great pleasure that I welcome you all to the 2009 Annual Conference at the BT arena Liverpool. This splendid venue provides us with a great setting for our debates, discussions and all the other activities we expect from Conference, as well as being set in the heart of a great city so well known for its cultural and sporting heritage.

The core business of Conference remains the debating of motions and I am grateful to individual members, the branches, the Executive Committee members and the professional staff for all the hard work that goes into the preparation of the agenda and the writing of speeches. As a member-led organisation Conference presents a vital opportunity for individual members to shape the policies of our union. Once again, children and learning are at the heart of many of the motions and I’m sure that there will be lively debate on the wide range of topics put forward. In addition, there are motions which show that ATL is a vibrant forward-looking union keen to be involved in a range of issues, and to make its mark in a wide spectrum of topics that matter to our members.

Outside the debating chamber there are many attractions and events and we are delighted to welcome a broad selection of organisations to our exhibition. We are excited about the development of fringe meetings which will address matters that are broadening our activity. There are new activities this year including sector Conferences and an impressive range of learning zones and taster sessions.

Conference only happens because of the strenuous work of a large number of people too numerous to mention individually, but ATL is fortunate indeed to have such a committed collection of lay members and professional staff.

For those new to Conference especially, but also to all those who attend regularly do please make sure your voice is heard and do not be unduly daunted by the prospect of speaking in front of your colleagues. I hope that you all enjoy being part of a democratic process and collective effort to further develop our union, the Association of Teachers and Lecturers, the education union.

Andy Ballard
ATL President

Welcome from the Lord Mayor of Liverpool

It gives me great pleasure as Lord Mayor of the City of Liverpool to welcome ATL to our City for their 2009 Conference.

Liverpool is now a World Heritage City and was European Capital of Culture in 2008 – a massive turn around for a city that only a couple of decades ago was a byword for inner city deprivation and decay. The current academic year (2008-09) is also a landmark for Liverpool in terms of its educational success. The City’s pupils have passed the national GCSE average for the first time. Almost 68% of pupils achieve A*-C grades, and passes in English and Maths have rocketed. Investment in education has also seen A*-C grades jump 30% in just eight years! Personally I feel this is a monumental achievement for Liverpool and I am thrilled that the investment in education in this City is paying off.

The City has announced plans to invest a whopping £485 million as part of the Building Schools for the Future programme, which will transform education provision in the City and drive up standards even further; I feel that you have chosen an ideal location for this Conference where, as experts in your field, you can exchange knowledge on all aspects of the teaching profession.

We are delighted to be hosting your Conference in Liverpool and I hope you will enjoy all that the City has to offer. Liverpool is a dynamic, vibrant City with a go ahead culture and I hope that after the Conference you will return to enjoy the City’s hospitality with family and friends.

Right Worshipful, the Lord Mayor of Liverpool

Councillor Steve Rotheram
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 ATL 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 should be taken during the first session or at the beginning of 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 Thursday, 9 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 for College Management
**AMiE** Association of Managers in Education
**AoC** Association of Colleges
**CPD** Continuing professional development
**CRB** Criminal Records Bureau
**DCSF** Department for Children, Schools and Families
**ECM** Every Child Matters
**ECPAT UK** End Child Prostitution, Child Pornography and the Trafficking of Children
**EYFS** Early Years Foundation Stage
**FE** Further Education
**FTUB** Federation of Trade Unions – Burma
**FTUK** Federation of Trade Unions – Kawthoolei
**Government** The Government of the United Kingdom of Great Britain and Northern Ireland
**GTC** General Teaching Council
**HE** Higher Education
**HLTA** Higher level teaching assistant
**IfL** Institute for Learning
**IT** Information Technology
**ITT** Initial teacher training
**KS** Key stage
**LA** Local authority
**LDD** Learning difficulties and disabilities
**MAPPA** Multi-Agency Public Protection Agency
**NEETS** Not in employment, education or training
**NGO** Non Government Organisation
**NPQH** National Professional Qualification for Headship
**NQT** Newly qualified teacher
**PE** Physical education
**PPA** Planning, preparation and assessment
**PGCE** Postgraduate Certificate of Education
**RIG** Rewards and Incentives Group
**SEN** Special educational needs
**SEAL** Social and emotional aspects of learning
**STG** Strategic Task Group
**TA** Teaching assistant
**TUC** Trades Union Congress
**TDA** Training and Development Agency
**WAMG** Workforce Agreement Monitoring Group
Summary of programme

Monday 6 April

12.00-13.00
Sector Conferences:
• Early years
• Primary
• Secondary
• Support staff
• Academies and trusts
• Special education
• Further education
• Independent
• Leadership
• ATL Future
• New to Conference

14.00–19.00
First session of the Conference
Hall 1a
During this session there will be an address by Rt Hon Ed Balls MP, Secretary of State for Children, Schools and Families.

Tuesday 7 April

9.00–11.00
Second session of the Conference
Hall 1a
During this session there will be an address by Mr Andy Ballard, ATL President

11.00-13.00
Learning zones:
• Using your voice
• Your voice as a leader
• Assertiveness
• Work-life balance and wellbeing
• Coaching and mentoring
• Conditions for learning
• Continuing your professional development
• Managing performance
• Why organise?
• Organising around health and safety
• School teachers’ pay
• Equalities
• Bullying
• Cyber-bullying
• Sustainable education

14.00–18.00
Third session of the Conference
Hall 1a
During this session there will be an address by Mr Zigi Shipper, Holocaust survivor.
**Wednesday 8 April**

9.00–13.00

*Fourth session of the Conference*

*Hall 1a*

During this session there will be an address by Mr Rong Chhun, President of the Cambodian Independent Teachers’ Association.

14.00–16.00

*Learning zones:*

- Using your voice to manage behaviour
- Coaching and mentoring
- Leadership skills
- Communication skills
- Writing a press release
- Social emotional behavioural difficulties
- Engaging members through learning
- Working in teams
- Recruiting members through one-to-one communication
- Building an ATL team for membership growth
- School teachers’ pay
- Equalities
- Bullying
- Cyber-bullying
- Sustainable education

16.00–17.30

*Fifth session of the Conference*

*Hall 1a*

During this session there will be an address by Kathleen Tattersall OBE, Chair of Ofqual.

**Thursday 9 April**

9.00–12.30

*Sixth session of the Conference*

*Hall 1a*

During this session there will be an address by Dr Mary Bousted, ATL General Secretary followed by a debate with Michael Gove MP, Conservative Shadow Secretary of State for Children, Schools and Families, and David Laws MP, Liberal Democrats Shadow Secretary of State for Children, Schools and Families.

VOTE OF THANKS
Please note that the Chair of Conference may request a suspension of the relevant Standing Order to enable a variation in the sequence of motions during this session. This would be to facilitate the attendance of a guest speaker.

1 MINUTES OF THE PREVIOUS MEETING

2 APPOINTMENT OF TELLERS

3 REPORT OF ELECTIONS TO NATIONAL OFFICE

4 APPOINTMENT OF APPEALS COMMITTEE

   THAT the following be appointed to the Appeals Committee:

   Felicity Bunker, Coventry
   Geoff Coggins, Lewisham
   Diana Manville, Bromley
   Richard Martin, Leeds
   Jean Roberts, Hammersmith and Fulham
   Alan Scarrott, Lancashire
   Pam Smith, Hillingdon

   Proposer: Chris Wilson, Executive Committee
   Seconder: Shelagh Hirst, Executive Committee

5 ANNUAL REPORT OF THE EXECUTIVE COMMITTEE

   Presented by Julia Neal, Immediate Past President

6 ANNUAL STATEMENT OF ACCOUNTS

   Presented by Angie Rutter, Honorary Treasurer

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

   Monday 29 – Wednesday 31 March 2010, Manchester

RESOLUTIONS

Fragmentation and privatisation of education in England

1 COMPOSITE

From resolutions submitted by Brent, Coventry, and Oldham branches.

   THAT Conference continues to oppose current government policy in England leading to the fragmentation and disintegration of the education system, and, in particular, the academies and trust schools programmes where unaccountable private sponsors spend public monies, as in the case of companies such as Edison who manage state schools for profit.

   Conference opposes the consequential centralisation of power to Whitehall and the erosion of local democratic accountability of schools.

   Conference calls upon the Executive Committee to regard saving locally accountable state education as the top priority of ATL, and in particular to:

   (i) campaign for all publicly-funded schools to be accountable to the local communities they serve and for the only sponsor of public education to be public authorities;
(ii) explore urgently the setting up of an umbrella organisation incorporating trade unions, the TUC, Governors and parents’ organisations and other relevant education and campaigning organisations such as the Anti-Academies Alliance to coordinate action;

(iii) work with other unions and the TUC on the campaign;

(iv) campaign for a reduction in the roles of the DCSF and OfSTED, with powers transferred to LAs including responsibility for strategic direction of schools in their areas;

(v) form an Academies team to establish a dedicated person as a first point of contact for members regarding academies and to advise and negotiate on:
   (a) effective strategies relating to objecting to academies;
   (b) the timeline and process of consultation;
   (c) vetting of sponsors;
   (d) negotiating the best deal for members if and when the academy/sponsors are selected;
   (e) implications and weakness of TUPE;
   (f) negotiating local recognition agreements and facilities time.

Proposer: Hank Roberts, Copland Specialist Science Community College, Brent
Seconder: David Kinnen, President Kennedy School and Community College, Coventry

Maintaining positive relationships in schools

2 HERTFORDSHIRE BRANCH

THAT Conference recognises not only the progress made in eradicating a range of discrimination in schools, but also the new challenges to social harmony inside and outside schools posed by the current adverse economic situation.

Conference urges the Executive Committee to consider the perceived issues and then, as appropriate, enter into discussions with others on how to address them sensitively.

Proposer: Michael Catty, Unattached member
Seconder: Adrian Petty, St Edmund's College, Hertfordshire

Daily act of worship

3 NORTH WALES BRANCH

THAT Conference believes that a daily act of worship should not be a statutory requirement in a secular school.

Proposer: Gareth Lewis, Ysgol Clywedog, Wrexham
Seconder: David Healey, Ysgol Friars, Bangor
Teacher training

4 COMPOSITE

From resolutions submitted by Kent and Medway branch and individual members.

THAT Conference recognises that inadequate support from a training institution and the in-school mentor leads to negative teaching practice experiences and results in drop-out from PGCE courses.

Conference asks the Executive Committee to lobby the TDA to enforce guidelines for training providers and host schools, including the training of mentors and annual checks of the suitability of host schools.

Proposer: Anne Spratt, Unattached member
Seconder: Richard Marshall, St. Josephs Primary, Sunderland

Union learning project

5 COMPOSITE

From resolutions submitted by Stoke-on-Trent branch and individual members.

THAT Conference congratulates ATL’s Learning and Development team on the effective promotion of union learning and its integration into the work of ATL, and requests the Executive Committee to ensure funding for local events organised by ATL’s ULRs, especially where facilities funding is unavailable, and to ensure that its effectiveness and aid to organising is not diminished.

Proposer: Peter Lane, Eturia Industrial Museum, Stoke-on-Trent
Seconder: Diana Manville, Unattached member

Trade union support for learning

6 COMPOSITE

From resolutions submitted by Cambridgeshire and Peterborough branch and the Executive Committee.

THAT Conference welcomes the Executive Committee’s efforts to promote a model of trade unionism, which seeks to raise aspirations, encourage and support members as they develop their careers. Conference therefore calls upon the Executive Committee to:

(i) enhance the provision of ATL’s partnership with Edge Hill University so that it is relevant to all membership groups within ATL;

(ii) celebrate the establishment of AMIE, and the consequent opportunity for ATL’s membership to become portable with career progression;

(iii) campaign for strengthened member involvement within the GTCs and the IfL, including the on-going identification and support of ATL candidates for the IfL Council.

Proposer: Chris Wilson, Executive Committee
Seconder: Niamh Sweeney, Cambridge Regional College, Cambridge
Change to the Constitution and Rules: membership of Conference

7 EXECUTIVE COMMITTEE

THAT Conference amends the Constitution and Rules of the Association as follows:

In Rule 41.3 delete ‘Up to 10 student members’ and insert ‘Up to 20 student members’;
In Rule 41.4 delete ‘Up to 10 standard members’ and insert ‘Up to 20 standard members’;
In Rule 41.5 delete ‘Up to 10 standard members’ and insert ‘Up to 20 standard members’;
In Rule 41.5 after ‘members of Conference’ insert ‘or who belong to a moribund branch’.

Proposer: Lesley Ward, Executive Committee
Seconder: John Puckrin, Executive Committee

Membership of Conference

8 EXECUTIVE COMMITTEE

THAT Conference grants full status as members of Conference for the remainder of Conference 2009 to those members attending as observers who would otherwise have been attending under Rules 41.3, 41.4 or 41.5.

Proposer: Lesley Ward, Executive Committee
Seconder: John Puckrin, Executive Committee

AMiE

9 EXECUTIVE COMMITTEE

THAT Conference welcomes the establishment of AMiE, ATL’s partnership with the ACM, and the addition of approximately 4,000 members who have already joined ATL as a consequence.

Conference recognises that even greater benefit can be achieved by the two unions formally joining together and authorises the Executive Committee to make any necessary amendments to the Constitution and Rules that are required to enable a full transfer of engagements from ACM at the earliest opportunity.

Proposer: Lesley Ward, Executive Committee
Seconder: TBC, Executive Committee

ATL’s name

10 COMPOSITE

From resolutions submitted by Dorset and Lancashire branches

THAT Conference, in the light of the current diverse and inclusive membership of ATL, calls upon the Executive Committee to explore the appropriateness of the
current name and the cost implications of altering it and to initiate procedures to change the name to one that is more representative, if appropriate.

**Proposer:** Andrew Rowden, St Mary’s School, Dorset  
**Seconder:** Carvel Lonsdale, Walter Street County Primary School, Lancashire

**Modern communication at Conference**

**11 LANCASHIRE BRANCH**

**THAT** Conference seeks to amend the current rules regarding the requirement for branch members, who have been formally nominated by their branch as delegates and who wish to propose or second a resolution, to attend Conference in person to instead be allowed to do so using modern communication techniques.

**Proposer:** Alice Robinson, School of our Lady’s Catholic College, Lancaster  
**Seconder:** Andrew Shipley, St Ninian’s High School, Isle of Man

**Supporting new teachers**

**12 INDIVIDUAL MEMBERS**

**THAT** Conference requests the Executive Committee to investigate the degree of support and advice that new teachers receive from ATL in terms of career progression in the initial years after induction.

**Proposer:** Carla Powell, Burnside Business and Enterprise College, North Tyneside  
**Seconder:** Ruth Hanson, Elmore Green Primary, Walsall

**Branch welfare and equalities officers**

**13 CAMBRIDGESHIRE AND PETERBOROUGH BRANCH**

**THAT** Conference calls upon the Executive Committee to review existing Model Branch Rules to make provision for:

(i) a Welfare Officer and/or;

(ii) an Equalities Officer;

with such powers and responsibilities as are deemed useful and appropriate.

**Proposer:** Niamh Sweeney, Cambridge Regional College, Cambridge  
**Seconder:** Alan Shinn, Cambridge Regional College, Cambridge

**Credit Union**

**14 CAMBRIDGESHIRE AND PETERBOROUGH BRANCH**

**THAT** Conference, calls upon the Executive Committee to:

(i) explore the possibility of establishing or formally linking with a Credit Union as a way of enhancing ATL’s membership offer;

(ii) review and improve the financial support available for members when taking part in ATL activities.

**Proposer:** Frances Platten, Chesterton Community College, Cambridgeshire  
**Seconder:** Barry Williams, Abbey College, Cambridgeshire
Child prostitution

**15 DORSET BRANCH**

**THAT** Conference, recognising that child prostitution is one of the worst abuses of basic human rights, requests that the Executive Committee takes all reasonable action to stop this evil by:

(i) lobbying the Government to legislate to ensure that British sex offenders convicted abroad are automatically placed on the sex offenders’ register and to take steps to ensure that MAPPA arrangements apply fully to offenders travelling or working abroad;

(ii) working closely with, and being affiliated to, a major NGO such as ECPAT UK, that specialises in action against child prostitution;

(iii) raising the profile of this evil with the TUC to gain support for action by all UK affiliates;

(iv) working through Education International to encourage teachers’ trades unions around the world to lobby their own governments to take concerted action to prevent prostitution of children; and

(v) undertaking any other form of action as found to be appropriate.

**Proposer:** Phil Jacques, Shaftesbury School, Dorset

**Seconder:** Kathryn Booth, Downlands School, Dorset

Deteriorating behaviour/influence of TV

**16 BRADFORD BRANCH**

**THAT** Conference, acknowledging the fact that behaviour patterns in some young children are deteriorating, calls upon the Executive Committee to lobby television broadcasters to consider the consequences of showing programmes containing examples of bad behaviour before the watershed.

**Proposer:** Alison Sherratt, Riddlesden St Mary’s C E Primary School, Keighley

**Seconder:** Anne Musgrove, Thackley Primary School, Bradford

Violence and malicious intrusion

**17 COMPOSITE**

From resolutions submitted by Avon and North Wales branches.

**THAT** Conference deplores the increasing levels of violence against staff and students and of malicious intrusion into the private lives of staff. Conference calls upon the Executive Committee to consider a zero-tolerance policy and to lobby the law enforcement agencies to take effective action to protect staff privacy.

**Proposer:** Maxine Bradshaw, Ysgol Llywelyn, North Wales

**Seconder:** Ian Martin, City of Bristol College, Bristol

Training in challenging behaviour

**18 COMPOSITE**

From resolutions submitted by Derbyshire and Oxfordshire branches.

**THAT** Conference notes that one in five teachers leave the profession within
the first five years and that one of the main reasons cited is challenging behaviour. Conference is concerned that members are acting without clear guidelines on the use of physical interventions or restraint.

Conference calls on the Executive Committee to:

(i) investigate the level of training given to deal with challenging behaviour during ITT;

(ii) campaign across ITT providers for minimum levels of training in challenging behaviour in ITT and NQT and NQT-second year;

(iii) produce a model code of practice for schools and authorities regarding the use of physical interventions (or restraint);

(iv) lobby the Government for increased ring-fenced resources to allow for more early intervention and support for children with violent tendencies and behavioural difficulties.

Proposer: Wendy Hardy, The Kingsmead School, Derbyshire
Seconder: Bob Martyn, Unattached member

Cost of teacher recruitment

19 ESSEX, SOUTHEND AND THURROCK BRANCH

THAT Conference recognises the gross educational inequality experienced by students pursuing their education in localities where the cost of housing and living is relatively high, and whose schools and colleges struggle to recruit experienced and qualified teachers. Conference acknowledges the additional costs faced by those schools and colleges in advertising, overseas sourcing fees, running internal training programmes and in recruitment incentives.

Conference requests that the Executive Committee campaigns for enhanced budgets for schools and colleges in these localities to address this systemic educational and social disadvantage.

Proposer: Robin Bevan, Southend High School for Boys, Southend
Seconder: Jeff Fair, Brentwood County High School, Essex

Small schools

20 COMPOSITE

From resolutions submitted by Derbyshire, Wakefield 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. Conference recognises possible future strains on public expenditure, but urges the Executive Committee to:

(i) increase its active support for the preservation of small schools in isolated rural areas;

(ii) lobby the Government for increased funding in small schools to acknowledge the impact of workload and related issues for teaching and support staff in these schools;
(iii) establish an STG to examine the issues of small schools and consider the solutions being trialled across the country.

**Proposer:** Ken Turner, Unattached member  
**Seconder:** Cathy Tattersfield, Peak School, Derbyshire

### Diplomas: inclusion and entitlement in rural areas

#### 21 DEVON BRANCH

**THAT** Conference notes with increasing concern the serious inclusion issues for young people in rural areas with regard to their full entitlement in the 14-19 Diploma provision. Conference accepts that poor transport infrastructure, personal cost implications and a paucity of opportunity with limited choice can put these young people at a disadvantage compared to their peers in urban areas.

Conference therefore calls on the Executive Committee to ask the Government to conduct a rural impact assessment that addresses these issues with a view to finding and implementing urgent remedies.

**Proposer:** Julia Neal, Torquay Girls' Grammar School, Torquay  
**Seconder:** Philip Smith, Ridgeway School, Plymouth

### Charities Test and Scottish independent schools

#### 22 SCOTLAND BRANCH

**THAT** Conference, in light of the recent failure by four independent schools in Scotland to pass the Charities Test as set by the Office of Scottish Charities Regulator, is concerned by the threat of redundancy or worsened conditions of service to members in such schools.

Conference calls on the Executive Committee to work with all appropriate agencies to safeguard members’ jobs where their school fails to meet the requirements set by the regulator and subsequently loses VAT relief.

**Proposer:** Alastair MacPherson, Edinburgh Academy, Scotland  
**Seconder:** Peter Russell, Dollar Academy, Scotland

### Independent school closures

#### 23 EXECUTIVE COMMITTEE

**THAT** Conference notes that the present challenging economic conditions have resulted in independent school closures, which, in some cases, has exposed poor management. Conference urges that the Executive Committee campaigns vigorously to ensure that all independent schools have a long-term strategic plan to avoid closure and, where this is not possible, due process to ensure that the employer’s obligations to staff are met.

**Proposer:** Malcolm St. John Smith, Executive Committee  
**Seconder:** Peter Walker, Executive Committee
National pay and conditions for support staff

**COMPOSITE**

From resolutions submitted by Cheshire and North Wales branches.

**THAT** Conference, while welcoming the improvement in work-life balance that the Workload Agreement has, in principle, brought to teachers, deplores the ensuing exploitation experienced by support staff.

Conference requests that the Executive Committee lobbies for the forthcoming national pay and conditions structure to reward and develop the professionalism of support staff and ensure all who are involved in the direct day-to-day teaching of children are treated fairly.

**Proposer:** Marjorie Barnes, Flint High School, Flint  
**Seconder:** Stuart Hart, Fallibroome High School, Cheshire

Misuse of support staff

**COMPOSITE**

From resolutions submitted by Berkshire, Bradford, Derbyshire and Wolverhampton branches.

**THAT** Conference is appalled at the misuse of, and the inferior terms and conditions applied to, support staff in schools. Conference also believes that support staff are in class to support and not to lead; Conference notes that support staff in education settings may commence work with no prior training or induction. The mismanagement of science lessons to key stage 3/4 in the absence of qualified teachers is widespread. In particular:

(i) most TAs and HLTAs are not qualified to present day degree level in a given specific subject;

(ii) no risk assessments are carried out for the delivery of practical lessons;

(iii) the 31 Teaching Standards as applied to aspiring HLTAs are not considered by school managers when requiring TAs/HLTAs to carry out science tasks in the classroom;

(iv) where support staff are fulfilling similar roles to care staff in social services settings they do not receive mandatory training prior to commencing work.

Conference asks the Executive Committee to investigate the number of unqualified teachers practising in schools, and to lobby the Government and the TDA to ensure that:

(a) school managements who ignore guidelines on the use of support staff do so at their peril, so that only qualified teachers are teaching our children;

(b) support staff receive an appropriate induction process;

(c) TAs/HLTAs should teach the sciences only upon completion of a subject-specific qualification.

**Proposer:** Brenda Walters, Wednesfield High School, Wolverhampton  
**Seconder:** Martyne Ellard, Park House School, Berkshire
Residential staff in independent schools

26 EXECUTIVE COMMITTEE

THAT Conference, recognising that many independent schools continue to take advantage of the dedication of their resident support staff by requiring them to work unacceptably long hours well in excess of the Working Time Directive for less than the National Minimum Wage, calls on the Executive Committee to campaign vigorously to ensure that support staff members have a reasonable work-life balance and fair rates of pay.

Proposer: Geoff Pye, Executive Committee
Seconder: Peter Walker, Executive Committee

Student loans

27 WIGAN BRANCH

THAT Conference deplores the burden of lifetime debt that today’s students face as a result of the high cost of tuition fees and student loans with interest rates linked to the retail price index. Conference requests that the Executive Committee lobbies the Government to abolish the interest charged on student loans and, furthermore, that it follows the example of the Scottish Parliament by abolishing tuition fees altogether.

Proposer: Janet Walch, Wigan Education Support Service, Wigan
Seconder: Andrea Gaskell, Lowton St Mary’s CE Primary School, Wigan

Counsellors

28 BERKSHIRE BRANCH

THAT Conference, whilst welcoming the Government’s recognition that one in 10 pupils in our schools will have a mental health problem at some point during their education and its promise to address this, requests that the Executive Committee urgently considers ways of ensuring that only correctly trained and supported counsellors are offered to treat our children.

Proposer: Jenny Inglis, Unattached member
Seconder: Michael Freeman, Denefield School, Berkshire

The importance of knowledge

29 WILTSHIRE BRANCH

THAT Conference supports the notion that pupils and students who have been taught coherent knowledge are likely to become more highly skilled than those who have just been taught skills.

Proposer: John Hawkins, Unattached member
Seconder: Phil Whalley, Hardenhuish School, Wiltshire
Emotional intelligence and teaching styles

**30 HERTFORDSHIRE BRANCH**

THAT Conference urges the Executive Committee to investigate:

(i) the growing expectation for teachers to modify their teaching styles to accommodate the demands of SEAL and emotional intelligence;

(ii) the expected potential for raising standards of children’s education through SEAL;

(iii) the challenges that the SEAL initiative may pose for members;

(iv) whether it is appropriate to produce a publication on SEAL.

**Proposer:** Aneurin Hathway, Heathcote School, Hertfordshire

**Seconder:** Joyce Field, Prae Wood Primary School, Hertfordshire

Censorship of English literature

**31 BERKSHIRE BRANCH**

THAT Conference recognises that censorship of English literature is a current problem for teachers in our schools and urges the Executive Committee to raise the issue with the Secretary of State for Education.

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

**Seconder:** Carly Prout, Student member

Contemporary trade unionism

**32 CAMBRIDGESHIRE AND PETERBOROUGH BRANCH**

THAT Conference calls upon the Executive Committee to campaign for the inclusion of contemporary trade unionism within all the relevant curriculum areas.

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

**Seconder:** Alan Shinn, Cambridge Regional College, Cambridge

Human resources services

**33 EXECUTIVE COMMITTEE**

THAT Conference:

(i) registers its concern in the decline in quality of the advice offered by LA human resources departments and commercial providers to headteachers and governing bodies;

(ii) asks that the Executive Committee undertakes an investigation into the role of such providers of personnel advice; and

(iii) requests that such an investigation should include an examination of whether the personnel advice is provided to management in an objective and unbiased basis.

**Proposer:** David Ambler, Executive Committee

**Seconder:** Peter Walker, Executive Committee
Teacher agencies

34 MID AND SOUTH GLAMORGAN BRANCHES

THAT Conference views with concern the growing role of teacher agencies in teacher supply, and:

(i) asserts the right of qualified teachers and lecturers to secure posts without reference to an intermediary and to draw the relevant salary in full;
(ii) condemns outright the operation of a closed shop, formally or de facto, between teacher agencies and LAs or individual institutions;
(iii) requests that the Executive Committee lobbies for legislation designed to ensure that:
(a) teachers who choose to offer themselves for employment on casual supply via a teacher agency do so on a purely voluntary basis; and
(b) supply teachers, employed on a non casual basis, are paid the full salary to which they are entitled by virtue of their qualifications and experience with an agreed scale of agency fees met by the employer.

Proposer: Gwyn Moses, Unattached member
Seconder: Ken Farrar, Unattached member

Rewarding experience

35 INNER LONDON BRANCH

THAT Conference asserts that experience should be valued and rewarded. Conference notes with concern the perceived trend in appointments to post of responsibility of relatively inexperienced staff, consequently limiting the opportunities for career development of more experienced colleagues. Conference calls upon the Executive Committee to investigate this issue.

Proposer: Jovan Trkulja, Unattached member
Seconder: Kim Knappett, Forest Hill School, London

Teacher unemployment in Northern Ireland

36 NORTHERN IRELAND BRANCH

THAT Conference notes with great concern the numbers of NQTs in Northern Ireland who leave ITT without securing employment. Conference calls on the Executive Committee to lobby the Northern Ireland Executive and Assembly, and the Department of Education for Northern Ireland to:

(i) make prudent adjustments to intake numbers to ITT;
(ii) create opportunities for NQTs to secure employment;
(iii) cease the practice of re-employing teachers who have taken early voluntary retirement at the expense of those trying to enter the profession.

Proposer: Angelina McKenna, St Mary’s University College, Belfast
Seconder: Ashley Dickey, Unattached member
Single union recognition workplaces

37 LEEDS BRANCH

THAT Conference depletes the current legislation which enables a single union to monopolise the representation of workers with management, and therefore requests the Executive Committee to lobby the Government to amend the relevant sections of the Employment Relations Act 1999 that permit this practice.

Proposer: Alvin Wood, Leeds College of Technology, Leeds
Seconder: Richard Martin, Unattached member

Contracts for teachers covering maternity leave

38 HUMBERSIDE BRANCH

THAT Conference believes that teachers covering for maternity leave should have a contract of employment and should not be treated as supply teachers.

Proposer: Mary Grady, Unattached member
Seconder: Colin Cranmer, East Riding Schools Music Service, Humberside

Paternity pay

39 WEST SUSSEX BRANCH

THAT Conference requests that the Executive Committee lobbies for a national agreement on paternity pay for all staff in schools, with a minimum of five days leave on full pay plus the option of a further five days on statutory paternity pay.

Proposer: John Apsey, Hazelwick School, West Sussex
Seconder: Malcolm Hawke, Arundel CE Primary School, Arundel

SEN provision

40 WIRRAL BRANCH

THAT Conference notes with concern the discontinuation of the regional partnerships and the alignment of SEN/LDD support under the national strategy and believes that provision and support for the more than 1.5m children with SEN deserve acknowledgement through a structure designed to meet all their needs, including low incidence ones. Conference seeks a full review of SEN provision.

Proposer: John Williamson, Wirral Inclusion Officer, Wirral
Seconder: Jake Heslop, Wirral Home Education Service, Wirral
Centralised CRB check

41 CHESHIRE BRANCH

THAT Conference believes that one of the simplest things that could be done to assist all supply teachers would be the availability of a centralised source of up-to-date CRB checks to which every employer, or prospective employer, could have access upon request without the need for a new process to be undertaken for every new employer.

Proposer: Stuart Hart, Fallibroome High School, Cheshire
Seconder: Ian Bonner, Unattached member

Child protection/false allegations

42 SWINDON BRANCH

THAT Conference calls on the Executive Committee to:

(i) commence a campaign to replace in child protection cases the mantra ‘every child should be believed’ to ‘every child should be heard and their evidence assessed’;

(ii) lobby for a review of the way child protection cases involving educational professionals are handled to ensure justice for all parties.

Proposer: Phil Baker, Unattached member
Seconder: Rob Kiver, Lethbridge Primary School, Swindon

Workload

43 COMPOSITE

From resolutions submitted by Inner London, Oxfordshire, Wiltshire and Wirral branches.

THAT Conference expresses concern that six years after its inception, the National Agreement: Raising Standards and Tackling Workload has still to be implemented effectively in many establishments. In particular:

(i) teachers’ working hours are increasing;

(ii) levels of stress-related illnesses in the profession are rising;

(iii) PPA time is over-prescribed;

(iv) members are expected to attend more than one after-hours meeting a week;

(v) management time has not been implemented for all those entitled to it;

(vi) many establishments have not put in place measures to ensure that members will only cover in exceptional circumstances from September 2009.

Conference calls upon the Executive Committee to:

(a) continually remind the national Social Partnership that its original objective of achieving adequate workload reduction and a better work-life balance in the process of raising standards is far from complete and should remain a priority for early action;
(b) promote the principle that all schools and colleges should have a designated member of the leadership team who is responsible for staff wellbeing issues and programmes;

(c) produce clear guidance for members working in schools on their terms and conditions and how to make sure that their establishment conforms to all aspects of the agreement and promotes staff wellbeing programmes.

**Proposer:** Bob Martyn, Unattached member  
**Seconder:** Elizabeth Greed, Unattached member

### Social partnership

#### 44 BRENT BRANCH

**THAT** Conference believes that the present Social Partnership with the Government is too one-sided. Conference calls on the Executive Committee to:

(i) lobby the Government to treat the union as a true partner;

(ii) review the situation, and if necessary ATL’s position, if this does not happen.

**Proposer:** Hank Roberts, Copland Specialist Science Community College, Brent  
**Seconder:** Azra Haque, Hay Lane Special School, Brent

### Every person matters

#### 45 COMPOSITE

From resolutions submitted by Hertfordshire and Norfolk branches.

**THAT** Conference, believing that the ECM agenda has drawn attention to the importance of the partnership between parents or guardians and their children’s schools for both the wellbeing and the education of children, also believes that Every Person Matters.

Conference calls upon the Executive Committee to set up an STG to consider an Every Person Matters agenda, which would encourage a caring attitude to all people within schools and establish the roles, rights and responsibilities of staff, parents/guardians and students, with a view to putting its findings on the agenda of the Social Partnership.

**Proposer:** Shirley Buxton, Unattached member  
**Seconder:** Jackie Harvey, Mill Mead Primary School, Hertford

### Prostate cancer

#### 46 KENT AND MEDWAY BRANCH

**THAT** Conference asks the Executive Committee to support a campaign to highlight the risks of male teachers developing prostate cancer and to work with a cancer charity to do so.

**Proposer:** Zoë Fail, Unattached member  
**Seconder:** John Paul, Barming Primary School, Kent
Asbestos

47 BRENT BRANCH

THAT Conference condemns the Government for its totally inadequate response to the 2008 Conference resolution on asbestos-related diseases. Their response continues to condemn yet more pupils, staff and external contractors to an early and often horrible death. Conference calls for a national advertising campaign organised with the TUC to:

(i) highlight the problems of asbestos in educational premises;
(ii) demand that the Government ensures that all educational premises are fully and comprehensively surveyed and that a central register is kept;
(iii) lobby the Government for an urgent programme of removal.

Proposer: Hank Roberts, Copland Specialist Science Community College, Brent
Seconder: Azra Haque, Hay Lane Special School, Brent

The dangers of Wi-Fi technology

48 NORTHERN IRELAND BRANCH

THAT Conference notes that Wi-Fi technology is now present in over 70% of post-primary schools and 50% of primary schools despite a lack of studies into long-term Wi-Fi exposure. Conference is concerned that the precautionary path recommended by Sir William Stewart, Chair of the Health Promotion Agency, does not seem to have been accorded sufficient weight.

Conference believes that the welfare and safety of children and education professionals is paramount and calls upon the Government to carry out an investigation, which takes into consideration biological and thermal effects and for the results of it to be made public.

Proposer: Colin Kinney, Cookstown High School, Cookstown
Seconder: Gordon White, Lisneal College, Londonderry

Solidarity with Burma

49 NORTHERN IRELAND BRANCH

THAT Conference notes that Burma is one of the worst countries in the world for human rights abuses, yet there is a growing trade union movement within and outside of Burma. Conference calls on the Executive Committee to:

(i) raise human rights and education concerns in Burma with relevant ministers of the UK Government;
(ii) work with partners in the TUC to support the FTUB and FTUK;
(iii) support a visit to the UK of prominent members of the Burmese trade union movement;
(iv) assist trade unionists in Karen and Burma in documenting their plight;
(v) support Burmese refugees in the UK.

Proposer: Carolyn Roberts, Ballyclare Secondary School, Ballyclare
Seconder: Theo Laverty, Dominican College, Portstewart
IT in schools

50 WAKEFIELD BRANCH

THAT Conference expresses serious concern about the implementation of IT and Virtual Learning Environments and the intrusive nature and increased workloads these create for staff.

Proposer: Julia Owen Smith, Kirkhamgate Junior & Infant School, Wakefield
Seconder: Malcolm St John-Smith, Silcoates School, Wakefield

Lone working in educational settings

51 AVON BRANCH

THAT Conference calls on the Executive Committee to consider ways of developing good practice for lone working in educational settings.

Proposer: Jennifer Caola, Greenfield Primary School, Avon
Seconder: Carolyn Dutton, Kingsfield School, Avon

Exit questionnaires

52 WILTSHIRE BRANCH

THAT Conference, acknowledging the importance of exit questionnaires and their value in providing data which improves the management of schools and colleges and the recruitment and retention of staff, calls on the Executive Committee to convene an STG to create ATL policy on the effective use of exit questionnaires.

Proposer: Phil Baker, Unattached member
Seconder: Elizabeth Greed, Unattached member

Admission and appeals system

53 BRADFORD BRANCH

THAT Conference requests the Executive Committee to lobby the Government to review the system of admissions and appeals that:

(i) places pupils within a school environment that puts them at a distinct disadvantage compared with pupils in what may be termed a normal setting;

(ii) puts our members at a clear disadvantage when being assessed by all and sundry against staff in schools that are not overcrowded;

(iii) makes the classroom an unsafe environment for all.

Proposer: Ann Nash, Thackley Primary School, Bradford
Seconder: Glyn Kenyon, Butttershaw Business and Enterprise College, Bradford
School inspections

**54 CHESHIRE BRANCH**

**THAT** Conference recognises how OfSTED inspections may find weaknesses in leadership together with satisfactory or better teaching and learning. Conference believes that any consequences of such findings should be targeted at the weaknesses.

Conference requests the Executive Committee to work to ensure that in such circumstances the senior leadership should bear the brunt of any interventions.

**Proposer:** Ian Bonner, Unattached member  
**Seconder:** Bruce Murdin, Halton School, Cheshire

Tests and benchmark culture

**55 COMPOSITE**

From resolutions submitted by Bradford, Cheshire, Coventry, Hertfordshire, and Inner London branches and the Executive Committee.

**THAT** Conference congratulates the Government for listening to teachers and removing key stage 3 tests and congratulates ATL on its consistent and forthright opposition to these tests which has brought this about. However, Conference deplores the decision by most secondary schools to impose the tests on pupils and staff in 2009 and the continued benchmark culture, which reduces a child to a statistic and is in direct conflict with the tenets of ECM. Conference believes that education should get back to basics and recognises that any reductions in members' workload brought about by the introduction of PPA time are increasingly being eroded by the demands for more data analysis, detailed lesson planning and assessment with their associated bureaucracy.

Conference endorses the advice of the Executive Committee on appropriate assessment policy in secondary schools and urges the Executive Committee to:

(i) intensify the campaign to abolish key stage 2 tests and league tables and fight for the right of every child to achieve their own success at their natural rate of learning and never to be subject to individual targeting or categorised as failures;

(ii) campaign for the return of enjoyment in teaching and learning;

(iii) address these issues as a matter of urgency within the Social Partnership and by working, as far as possible, with the other education unions.

**Proposer:** Jean Roberts, Old Oak Primary School, London  
**Seconder:** Ian Bonner, Unattached member
Curriculum three-11

**COMPOSITE**

From resolutions submitted by Cambridgeshire and Peterborough, Leeds and Wigan branches and individual members.

**THAT** Conference recognises that the focus of the current curriculum three-11, and the associated assessment agenda, do not meet the needs of a significant minority of learners in the EYFS or key stages 1 and 2. In particular, they force our youngest and most vulnerable children to be tested against developmentally inappropriate targets, causing them to be labeled as failures before they have commenced statutory education. Conference also recognises that the introduction of a minimum four hours of PE per week in primary schools creates a ‘curriculum squeeze’. Conference further believes that homework in the primary school is a waste of children’s and teachers’ time, which could be spent much more profitably on effective learning both in and out of the classroom.

Conference welcomes Jim Rose’s independent review of the curriculum in England and in particular the first core aspect of the review, ‘creating a broad and balanced inclusive curriculum that has the flexibility to meet the strengths and needs of every pupil.’ Conference urges the Executive Committee to lobby the Government to:

(i) designate the Foundation Stage and key stage 1 as a time for active learning and development through play;

(ii) investigate the effects of curriculum squeezing;

(iii) abolish formal homework for all children in primary schools.

**Proposer:** Angela Forkin, Wigan Sure Start, Wigan  
**Seconder:** Cecily Hanlon, Unattached member

Growing demands on members working in the Early Years Foundation Stage

**HERTFORDSHIRE BRANCH**

**THAT** Conference, recognising that the demands of delivering the expectations of the new EYFS curriculum have created both workload challenges and implications for staffing levels, urges the Executive Committee to investigate the challenges faced by members working in this key stage and to raise issues that are highlighted to the DCSF and other appropriate bodies such as RIG and WAMG.

**Proposer:** Phillipa Kearns, Essendon Primary School, Hertfordshire  
**Seconder:** Karen Clout, St John’s Infant and Nursery School, Radlett
Continuing professional development and new professionalism

58 COMPOSITE

From resolutions submitted by Kent and Medway and Stoke-on-Trent branches.

THAT Conference believes ATL policy on CPD should be widened to include:

(i) an acceptance that staff would be more motivated to actively engage in developing professionally when in-service training takes place in appropriately stimulating environments;

(ii) encouraging the Government to follow the example of many other countries by providing a sabbatical year after substantial years of service.

Conference asks the Executive Committee to press the Government to accept these principles.

Proposer: Peter Lane, Eturia Industrial Museum, Stoke-on-Trent
Seconder: John Paul, Barming Primary School, Kent

Post-14 education

59 COMPOSITE

From resolutions submitted by Bradford and Wiltshire branches.

THAT Conference believes that the structure of the education system and the curriculum taught post-14 is not fit for purpose and is failing not just a great number of young people but the Country as well. Conference is therefore:

(i) alarmed that the numbers of NEETS is continuing to rise when the demand for unskilled labour is set to fall rapidly in the next 10 years;

(ii) worried by the lack of relevant vocational education that is delivered when compared with neighbouring countries and major competitors in the world economy;

(iii) not convinced that Vocational Diplomas are the answer for many young people seeking employment;

(iv) seeking an expansion of the Apprenticeship scheme that allows pupils to follow that route from the age of 14 with a nationally recognised route of qualifications from level one to level five;

(v) seeking an expansion of local FE and HE sites so that education is taken to the people rather than people learning at a distance or having to travel great distances.

Conference strongly urges the Executive Committee to lobby the Government:

(a) for the re-introduction of technical schools specialising in vocational education as an optional choice for young people rather than the continued expansion of standalone academies that are outside the parameters of the LA;
(b) to reconsider its decision to raise the age at which young people can leave compulsory education or training to age-18;

(c) to hold an enquiry into the educational needs of the nation in the next 30 years.

Proposer: Stuart Herdson, Unattached member
Seconder: Philip Whalley, Hardenhuish School, Wiltshire

FE Lecturers teaching 14-16 year-olds

INDIVIDUAL MEMBER

THAT Conference recognises that over the past few years, FE Colleges have experienced a growth in the provision of vocational courses for 14-16 year-olds. This growth has lead to increased challenges for lecturing staff, many of whom have had no specific training for this new role.

Conference therefore asks the Executive Committee to work with the AoC and appropriate agencies to devise a programme of staff development and training which should be compulsory for all lecturers before they start teaching 14-16 year-old students. They should also identify and support ATL candidates for membership of the IfL on an on-going basis in order to lobby to make such a programme mandatory in all FE Colleges. Such a programme should include as a basic requirement:

(i) behaviour management training for dealing with 14-16 year-old students;
(ii) opportunities for experience in a secondary school setting;
(iii) relevant information, advice and guidance training;
(iv) planned provision for student welfare and emotional support;
(v) planned update provision for training on new policies and procedures as they arise.

Proposer: Stephen Sidgwick, Carlisle College, Carlisle
Seconder: Ian Edney, Basingstoke College of Technology, Basingstoke

Fixed Spring break

ESSEX, SOUTHEND AND THURROCK BRANCH

THAT Conference urges the Executive Committee to survey the membership over its views on a fixed Spring break.

Proposer: Mike Everett, The Honywood Community Science School, Essex
Seconder: Jeff Fair, Brentwood County High School, Essex
Stress, health and safety and class sizes

62 SURREY BRANCH

THAT Conference notes the increase in teacher stress levels, the decline in pupil benefits and the health and safety risks in schools exceeding recommended class sizes, especially in practical subjects. Conference requests that the Executive Committee lobbies for sanctions against such schools, and/or incentives for those complying.

Proposer: Tamsin Buckingham, St Andrews RC School, Surrey
Seconder: Leslie Jackson, Esher CE High School, Surrey

Large schools

63 INNER LONDON BRANCH

THAT Conference is extremely concerned at the increase of schools with very large numbers of children. Conference calls on the Executive Committee to organise a vigorous campaign to oppose these massive schools and to approach other education unions/bodies for support.

Proposer: Jean Roberts, Old Oak Primary School, London
Seconder: Kim Knappett, Forest Hill School, London

Bullying of staff

64 BRENT BRANCH

THAT Conference abhors bullying in any shape or form and recognises that bullying can be a serious problem in schools and colleges both for children and young people, but also for employees. Conference is alarmed at the rise in bullying of staff, particularly from senior managers in schools. Conference asks the Executive Committee to survey members to ascertain the type and extent of bullying by other staff and to put forward a plan of action to Conference 2010.

Proposer: Azra Haque, Hay Lane Special School, Brent
Seconder: Kevin Alderton, Copland Specialist Science Community College, Brent

Coaching skills

65 DERBYSHIRE BRANCH

THAT Conference considers it vital for school heads and managers to develop coaching skills as part of their leadership role. Conference requests the Executive Committee to lobby the National College of School Leadership to ensure the content of the NPQH and other leadership courses reflects this priority.

Proposer: Cathy Tattersfield, Peak School, Derbyshire
Seconder: Ian Robinson, Tupton Hall School, Derbyshire
Male teachers

66 WILTSHIRE BRANCH

THAT Conference, recognising the need to improve the gender balance in the profession, especially in primary schools, urges the Executive Committee to lobby the TDA to campaign actively and openly on recruiting more male teachers into the profession.

Proposer: Philip Whalley, Hardenhuish School, Wiltshire
Seconder: Elizabeth Wrighton, South Wilts Grammar School, Wiltshire

Free school meals

67 INNER LONDON BRANCH

THAT Conference welcomes the Government’s decision to undertake two pilot schemes of providing free school meals to primary pupils. Conference calls on the Executive Committee to lobby the Government to:

(i) increase the number of pilots in order to test various methods of delivery;
(ii) set ‘target’ criteria before the pilots;
(iii) ensure that, as far as possible, the food provided is from sustainable sources.

Proposer: John Puckrin, Unattached member
Seconder: Jim Taylor, Lady Margaret School, London

VOTE OF THANKS
ATL, the education union, uses its members’ voice to influence education policy, impacting positively on pay, conditions and career development across the UK. From early years to post-16, support staff to leaders, we represent education professionals throughout their career.