General secretary’s foreword
The year 2012–13 was never going to match the previous year for drama or intensity of effort. This report includes an account of developments in the teachers’ pension schemes in England and Wales, Scotland, and Northern Ireland, following the historic campaign by ATL and others during the previous year to retain schemes acceptable to members. It also reports on the huge amount of other work undertaken during the year.

In part, the work has been reactive. Faced with a Westminster government in a hurry on education policy, ATL responded on what sometimes felt like a daily basis to new ideas, many produced with insufficient development and consultation.

To some extent, ATL has been proactive. Conference took a decision that developments in the education scene in England necessitated a comprehensive strategic review of our purposes, resources and the challenges facing us. Its outcomes are reported here. ATL members are well served by an Executive Committee, which is prepared to respond swiftly and innovatively to a fast-changing situation, and I commend to Conference the outcomes of the review.

ATL’s president and chair of the 2013 Annual Conference, Hank Roberts
As your president since September 2012, it has been my main concern to ensure that the principles of member leadership of ATL are maintained. The Executive Committee has major responsibility, subject to Conference decisions, for giving strategic direction to the vast amount of work undertaken by our outstanding professional staff. This report shows exactly how vast and varied that work has been.

The Executive Committee, its committees and especially its officers’ committee, need to keep themselves under constant review in order to face the ever-increasing challenges. I am pleased that this report includes an account of work done to increase their effectiveness as the governing body of the union.

As previous presidents have said, the presidency is a steep learning curve, and I have been supported by the advice of officer and Executive Committee colleagues and the general secretary with our professional staff.

I hope that you will be as impressed as I was to read this report, which shows clearly how Conference decisions influence the work of the union as well as how effectively ATL has dealt with issues as they have arisen during 2012–13. During this period, our general secretary has been a highly visible public face of the union, to the benefit of all ATL members. I am delighted that she has been re-elected unopposed for a further term of office showing the well-deserved confidence that members have in her.

Strategic issues
ATL subscribes to the need for constant self-review and the search for continual improvement. During 2011 and 2012, and in response to resolution 23, **Support for members in schools**, it undertook its third and most comprehensive strategic review in the past decade. A rigorous programme of consultation with members, via branch secretaries, Executive communities and staff, led to a wide-ranging set of proposals, which were adopted by the Executive Committee in October 2012.

At its meeting held on Saturday 8 September the Executive Committee received a paper prepared following the ATL strategic planning framework review (SPFR), for preliminary discussion prior to decision at its October meeting. A detailed outline of each section contained in the paper was given and the conclusions were highlighted. A full debate followed during which the Executive Committee agreed that it was a very challenging document which would need careful consideration.

In summary, the paper showed that ATL was at one of the highest points in its history. Yet each year it was becoming more of a challenge to make income and expenditure balance. Costs continue to increase faster than income. Increasing income is difficult in a highly competitive and price-sensitive market, but controlling expenditure would permit the continued long-term viability of the organisation.

The paper explored a background of an increasingly devolved education system where a growing number of schools and colleges acquire the ability to independently negotiate terms and conditions, including pay. To be an effective union, members must be able to access union support at the workplace when and where they need it, including the three-quarters of members who work in schools in England. If ATL is unable to achieve a representative in every workplace, how would we manage to support and grow our membership? The paper suggested that we needed to consider radical alternatives, such as partnerships or closer working relationships with other organisations, potentially including competitors.

The paper concluded that in the short term ATL should address necessary changes, including reviewing and enhancing support to branches and branch structure, and reviewing the regional staff structure. ATL should also continue to focus on its work on policy influence, its CPD offer, pay, conditions and pensions negotiations, and defending members.

It was recognised that in the longer term it would become more difficult for ATL to thrive as an independent organisation in such a competitive and price-sensitive environment and that it would be even more difficult for ATL to grow into a modern 21st century union capable of systematically leading change in the education system. The paper put forward various options on taking partnership forward. These included establishing a federation of like-minded teaching unions, each retaining their own independence and memberships but sharing services, local representatives and training, or alternatively joining together with one or more of ATL’s larger competitors.
to create a new, single organisation, with a new constitution and rules, governance arrangements and regional structures.

The paper argued that ATL was probably in its strongest negotiation position and that it was vital to take forward discussions with potential partners whilst this remained the case. The paper also recognised that the organisation should not stand idle in the interim and proposed a number of further actions that would be taken in the short to medium term to secure the future of ATL and ensure that members continued to receive top quality support and representation.

It was reported to the Executive Committee that these conclusions had been arrived at by the officer group and senior management team (SMT), following extensive discussions.

The Executive Committee subsequently approved the SPFR at its meeting in October, together with the package of strategic objectives included in the paper, as follows:

That ATL should:

- continue to work in partnership with those organisations that share a similar vision, values and objectives as ATL at national, regional and local level
- explore with other education organisations the creation of a new education union or federation
- increase market share via partnerships with smaller associations within the education sector
- maintain financial viability and achieve annual surpluses in order to contribute towards reserves
- improve the balance sheet position in order to strengthen negotiations with potential partners
- continue to increase membership through more efficient recruitment
- ensure that members are retained by offering a high quality professional service
- enhance support to branches and workplace reps in the context of increased plant-bargaining demands and constraints on rep/branch facilities
- explore with branches ways to increase the coverage of reps in schools and colleges
- review the regional staffing structure and adopt one of the four options outlined earlier in the SPFR paper for implementation from September 2013, unless progress with partnership discussions dictates otherwise
- review the branch structure along the lines identified in this paper with a view to implementing new arrangements from September 2013, unless progress with partnership discussions dictates otherwise
- use ATL’s policy work to effect its influence politically and with education stakeholders, and enable members to ‘join up, join in and get on’
continue to develop ATL’s CPD offer in partnership with Edge Hill University to offer members accredited postgraduate training at a fraction of the market cost; over 4,000 members are enrolled

• maintain strong negotiations on pay, conditions and pensions and offer strongest possible defence of members in generally worsening environments

• develop ways of supporting members to share evidence-led and peer-reviewed practice, to enhance professional accountability and improvement.

The outcomes of this review respect resolutions 2, Industrial action on pensions, and 3, Industrial action, in insisting that ATL values be honoured in any future developments.

Subsequently, the Executive Committee has received reports of the implementation of these decisions. In particular, a revised regional staffing structure has been agreed, and the Branch Relations Committee (BRC) is working on the review of branch structure.

Within the context of this review, the Rules and Procedures Committee (RPC) and the Executive Committee received reports pursuant to resolution 33, Size of the Executive Committee. A report produced in consultation with the honorary secretaries summarised the history from the start of the process in 2006.

Full discussions took place during which a number of concerns were expressed including the difficulty of separating the size from the way the Executive Committee was composed; regionalisation; the problems of representing and engaging with members in larger constituencies; the potential for facilities time to be put at risk by any changes; that the current Executive Committee was too large to exercise its responsibilities as an effective governing body and that Executive regionalisation should not mean branch regionalisation. The Executive Committee agreed to reaffirm the decision to reduce its size (to 53) whilst instructing the RPC to reconsider how the Executive Committee should be composed and to prepare new proposals for consideration by the Executive Committee. The RPC formed a small working group to prepare options on electoral constituencies for the RPC and the Executive Committee to consider before the end of the 2012-13 academic year, taking on board the concerns expressed by Conference and members in respect of the previous proposals on electoral constituencies.

During 2012-13 the officers’ committee completed its self-review. After lengthy discussion on its remit and membership, proposals were debated by the Executive Committee in July and September. In October, the Executive Committee approved that from September 2014, following a period of transition, the officers of the Association shall be president, vice-president, immediate past present, treasurer and member governance, AMiE president
and policy. The new focus or remit, consistent with the governance STG should primarily be:

i) **Vision, values and strategic planning**
   Working together, as an officer team, with the general secretariat and SMT to ensure that these are in place, implemented, updated and monitored.

ii) **Challenge and support for general secretariat and SMT**
   To ensure that the leadership and SMT are given appropriate support and are challenged to develop ATL in members’ interests.

iii) **Leadership**
   Working in partnership with the general secretariat to provide strong leadership for the Association.

iv) **Representation**
   Acting as a conduit for the representation of members’ interests and representing the Association both internally and externally.

v) **Internal liaison**
   Each officer to have a relationship with one or more ATL departments depending on expertise or officer role.

The decisions on the membership of the officers’ committee require rule changes, which will be put to Conference 2013.

Tracking Committee monitors the implementation of Conference resolutions and Executive decisions. As detailed in this report, action has been taken on every resolution with two exceptions. Resolution 13, *Aim higher*, asked for lobbying for a replacement for the cancelled programme; resolution 46, *Targets*, asked for an investigation into the effects of aspirational targets on pupil morale. In both cases pressure of work prevented progress.

**Member recruitment and development**
Once again, the concerted and coordinated efforts of branches, reps and field-based staff reaped strong recruitment results. During 2012, we recruited more teachers and lecturers, including newly qualified teachers (NQTs), than in any of the previous seven years, except for the bumper recruitment associated with the pension dispute in 2011. Recruitment was particularly strong in further education (FE) and sixth form colleges, and independent schools; up 42% and 10% on the average of the previous seven years, respectively. Recruitment of school and college leaders, alongside progression into leadership roles amongst our existing membership, helped our AMiE membership grow by six percent. Support staff recruitment slowed, although more than one in eight working members still work in such roles. Retention of members in schools converting to academy status has been strong, and one in seven of our working members now work in such schools. However, whilst recruitment remained strong, reductions in workforce headcount and vacancy rates, alongside increased levels of retirement, drove our leaver rates up by close to 20% on 2011,
which itself was higher than any year since 2004. Consequently, ATL’s membership shrank by 3.1%.

The BRC continued to oversee our branch and rep support activities, with particular attention focused, pursuant to resolution 32, *Trade union facilities*, by conducting a facilities survey, disseminating guidance and sharing best practice. At our twice-yearly meetings of branch secretaries, briefings on new performance management and capability policies were one key issue, whilst we built new links with key stakeholders in the shape of guest speakers; Graham Stuart MP, chair of the House of Commons select committee on education, and Cllr David Simmonds, the Local Government Association’s lead member for children and young people. The BRC worked actively throughout the year to integrate AMIE members into branch activities. Perhaps most significantly, branch secretaries actively contributed ideas and suggestions to the Executive Committee’s strategic review.

Our field-based organisers have worked alongside branches to identify another 1,000 new reps and contacts, matching the achievements of previous years, although not quite matching the number of reps who stood down from the role as they retired from education or moved jobs. Organisers also undertook targeted work to support reps and members working in chain academies and in schools undergoing Ofsted inspections, alongside regional network events briefing reps on other hot topics, such as performance management and redundancy. We succeeded in boosting the numbers of reps attending accredited training back up to previous highs achieved in 2007, and identifying new ways to boost numbers further remains a top priority, especially as devolved bargaining places ever more formal bargaining responsibilities on the shoulders of our workplace reps.

Once again, organisers also supported union learning reps (ULRs) to organise dozens of local events which provided learning opportunities for thousands of our members; an area where we continue to outstrip the work of other education trade unions. Our in-house programme of professional development courses continues to attract full-house bookings, and this year we delivered our first online course on leadership. Hundreds of members continue to benefit from discounted postgraduate accreditation via our partnership with Edge Hill University.

The ATL Future steering group continued to lead our work engaging student and newly qualified members in the life of the union. In line with resolution 47, *Trade unionism in the curriculum*, guidance was developed for branches on promoting the TUC’s ‘Unions into Schools’ materials in schools and colleges and developing a flyer on ‘What ATL and other unions have done to support young people.’ Pursuant to resolution 4, *Young people and the current socio-economic context*, ATL Future proposed a motion at the TUC Young Members’ Conference to initiate greater TUC focus on the impact the government’s austerity policies are having on young people, as well as leading sessions at our summer seminars for NQTs. Reflecting the concerns expressed in resolution 6, *Internships*, ATL Future’s convenor attended a
TUC conference on internships, shared information on Facebook groups and circulated a petition to student and newly qualified members.

Sector member committees continued to ensure that diverse communities of members working in different education sectors and settings received bespoke support and were actively engaged in union activities.

The Independent and Private Sector Advisory Group worked alongside professional staff to secure a new recognition agreement at the Coventry Foundation of schools and monitored developments in Capability and older teachers (resolution 26) and fair pay.

Pursuant to resolution 39, Intimate care including toilet training, the School Support Staff Working Members’ Group drew up a member survey to gather member experience around the subject, with a view to developing it into policy and guidance for members. ATL worked with ERIC (Education and Resources for Improving Childhood Continence) to highlight the issues of toileting for young children. ERIC issued guidance for schools.

Although few opportunities have arisen to lobby the government directly to re-establish the School Support Staff Negotiating Body, or similar body, as suggested by resolution 11 Professional structure for teaching assistants, negotiations at the Girls’ Day School Trust chain of independent schools are proceeding for a new support staff structure based on the models agreed by SSSNB before it was abolished by the current Secretary of State.

The Further Education Sector Advisory Group (FESAG) continued to oversee sector pay negotiations, discussed the implications of a proposed FE Guild, and campaigned jointly with other unions and the NUS to protest against the government’s withdrawal of tuition fee subsidies to students aged over 24, studying at Level 3 or above. Responding to resolution 25, Lesson observation, FESAG is now developing a new lesson observation factsheet. Local reps secured new recognition and learning agreements at a number of colleges. 2012 also saw the publication of ATL’s guide, Working in the Post-16 Sector, which provided members with contractual and employment rights advice.

**Equalities**

ATL had an active year in terms of equality and diversity. The appointment of an equalities officer provided the capacity to affiliate to and work with a number of important campaigns and organisations such as Schools OUT, Valuing Maternity, the Anti-Bullying Alliance, Stonewall, End Violence Against Women, the Equality and Diversity Forum, the Child Poverty Action Group and Working Families.

Equality and Diversity Committee (EDC) members attended the Schools OUT conference. A training event for reps was organised with Show Racism the Red Card at Crystal Palace, and equalities training was also held at Bristol, Solihull and Derby. An equality module was added to the reps’ stage
3 training day. At Conference itself, members will have the opportunity to attend sessions on tackling homophobic bullying with Schools OUT and on the changing face of racism.

Pursuant to Conference resolution 40, *Domestic violence and abuse*, research was undertaken. Members were interviewed about their experiences, and a meeting with the End Violence Against Women campaign group discussed working with them on their Schools Safe 4 Girls campaign. An article is planned for *Report* magazine, as well as guidance and signposting on ATL’s website for members who are concerned about this issue. Contact has been made with a wide variety of groups working on domestic violence in the lesbian, gay, bi-sexual and transgender communities, among young people and among male victims.

ATL has established a firm presence at TUC equalities and women officers’ meetings, as well as contributing to working groups on the Equalities and Human Rights Commission and the public sector equality duty. Working closely with unions and stakeholders in the post-16 sector, we have contributed to the Forum on Sexual Orientation and Gender Identity. In 2013, ATL will be hosting a stand at Pride for the first time.

Through a variety of articles, blogs, Twitter and Facebook, ATL has made partnerships, informed debate and reached new audiences for its work on equalities. ATL also responded to government consultations including:

- the Department for Work and Pension and Department for Education (DfE) childcare commission
- measuring child poverty
- improving educational outcomes for children of travelling families
- Sure Start Children’s Centres.

At present, the EDC is committed to updating ATL’s internal equality and diversity strategy, *Promoting Equality, Challenging Discrimination* and increasing the number of members involved in activism through the Equality Network.

**Defending members**

The Defence Committee responded actively to the 2012 Conference resolutions it was allocated by the Executive Committee.

A questionnaire was developed around occupational health provision and practices which will be sent to branch secretaries in order to shape a code of practice (resolution 18, *Occupational health*).

The casework experiences and records of ATL’s regional officials, together with a survey of branches, have enabled ATL to monitor the effects of schools linking performance management with capability (resolution 26, *Capability procedures and older teachers*).
A survey on the reasons for full-time teachers becoming part time has been developed and will go out to members to assist ATL in identifying trends relating to stress and workload (resolution 30, *Part-time working*).

The legal and member services department have worked closely with the recruitment and organising department on the subject of trade union facility time, and ATL’s senior regional officials (SROs) have assisted branches throughout the year in defending and trying to improve their current allocations. A survey of branches was carried out to ascertain information about current agreements and the effect of Schools’ Forum’s decisions on the de-delegation of facility time funding to schools was monitored closely by SROs (resolution 32, *Trades union facilities*).

A working group was set up to consider the effective use of retired or trained lay members. It reported back to the Defence Committee in March 2013 (resolution 34, *Retired member support for members in schools*).

A draft document on tackling issues of mental health amongst members of the education profession was approved by the Defence Committee for consideration by the Executive Committee (resolution 38, *Mental health*). FESAG also continued work with the Health and Safety Executive to develop stress management standards.

ATL has continued to monitor the dangers of asbestos in schools and to campaign via its membership of the Joint Union Asbestos Committee (resolution 43, *Asbestos*).

The General Purposes Committee (GPC) and the Executive Committee considered resolution 31, *ATL benevolence organisation*, which called on the Executive Committee to consider the relationship between the Teachers’ Support Network (TSN) and ATL. The resolution requested that ATL’s Trust Fund should be involved.

It was noted that ATL’s Trust Fund was independent from ATL. The GPC and Executive Committee were reluctant to review that relationship until such time as the TSN were willing to extend coverage to all groups covered by ATL membership. The financial implications were also noted. In the light of this it was decided not to take the matter further at this stage. The general secretary wrote to TSN along these lines and has yet to receive a reply.

Over £4.3 million was achieved for members in compromise agreements by regional officials and the union’s solicitors, and approximately £1.2 million recovered for injured ATL members and their families.

During 2012, ATL carried out four individual school industrial action ballots. Three of the ballots were in response to reorganisations whilst the fourth concerned a proposal for a school to convert to an academy. None of the ballots resulted in strike action.
AMiE
It has been an excellent year for AMiE with an increase in membership of 4.5%. Overall, improvements have been seen in retention figures with members choosing to stay within the ATL family and register with AMiE, resulting in a 20% reduction in the number leaving to join other leadership unions.

Work has been undertaken to map leadership reps across the UK and to identify where efforts to build our organising capacity need to be concentrated. This information has been used to inform recruitment and organising work, leading to the appointment of 24 new reps; a fantastic achievement when compared with previous years where the number of new reps was around four or five. Two very successful reps’ training events were held in November, receiving excellent feedback, and other new reps were trained on an individual basis.

In February, a document resource bank was launched giving members easier access to many employment-related documents as part of an effort to enhance the help to members where they most need it.

AMiE’s high quality casework service continues to receive excellent feedback, with 89% of members having used the service rating it good/excellent. Indeed, recommendations from members having used the service continue to be the most effective method of recruitment.

Work with the communications team over the year looked at how to develop and promote AMiE within ATL and to take it to the next level following the merger in 2011. Research was undertaken earlier in the year which has informed decisions around branding and positioning, and work is ongoing to this effect.

Two new publications were published in our Nuts and Bolts series, Managing Change and A Practical Guide to Finance and in May a very successful ‘Managing change’ seminar was held. Working with the education policy and research team, responses to key consultations were submitted throughout the year. AMiE continues to be represented on a number of sector working groups.

Working more closely with schools and colleges, AMiE has attended staff development days, undertaken in-house training, promoted sharing of best practice, networking and support mechanisms via the exchanges programme as well as publicising services to those with an interest across the education sector.

Pay, conditions and pensions

Pay and conditions in schools
The School Teachers’ Review Body (STRB) recommended far-reaching changes to the pay structure for teachers in England and Wales, which will
come into effect from September 2013. The changes include an extension of performance-related progression, an end to the permanence and portability of pay points when moving schools and an end to the statutory national pay scale. ATL submitted robust written evidence to the STRB against the proposed changes and followed this up during our oral evidence session.

Responding to resolution 22, *National pay arrangements*, ATL presented standalone evidence to the STRB and also collaborated on various pieces of joint evidence with the NUT, ASCL, NAHT, Voice and UCAC. This included commissioning original research from Incomes Data Services and the Labour Research Department on regional pay and the differentials between the pay of public and private sector employees. Fair pay was promoted through ATL’s annual pay survey of independent school teachers and support staff members and newsletter articles in trade magazines. Negotiations are taking place with a major employer in the sector with a view to securing a commitment to pay the living wage.

September 2013 sees the end of the government imposed two-year pay freeze for teachers and the introduction of an average of one percent increase. In February 2013, ATL submitted evidence to the STRB on how the one percent increase should be applied. It argued strongly that at a time of upheaval in the pay structures for teachers in England and Wales the one percent should be applied to all pay and allowances. We expect to hear the STRB’s recommendations at the end of May 2013.

Support staff members paid on the local government pay scales have been subject to a pay freeze since April 2010. Discussions are ongoing with the recognised unions as to any increase for 2013.

Soulbury officer members have likewise been affected by a pay freeze since 2010 and negotiations with the recognised unions continue for 2013.

*Workload* (resolution 36) continues to be a primary concern of teachers. Although the government abolished the Workload Agreement Monitoring Group the provisions of the Workload Agreement entered into in 2003 remain in place and are published each year in the School Teachers’ Pay and Conditions Document. Casework has continued in schools where the Workload Agreement has not been fully implemented. In late 2012, ATL surveyed members on the pattern of their school day to ascertain how much time teachers spent in school before and after lessons. This was in response to comments made by the Secretary of State around extending the school day and potentially also cutting short the summer holidays, and by the Chief Inspector of Schools that inspectors would mark down schools that gave pay increases to teachers who were “out the gate at 3 o’clock.”

Excessive observation remains a concern for ATL members and the consultation on changes to the performance management procedures in England gave ATL the opportunity to press for stricter controls. Unfortunately, the government’s direction of travel is less regulation and the
new performance management regulations remove any limit on observation. ATL, along with the NUT and NAHT, published a model performance management policy for schools in England and updated the guidance for members. This was an unprecedented collaboration between unions representing headteachers and those representing classroom teachers.

Lesson observation guidance has also been updated for members in schools and we continue to monitor members’ experiences (resolution 25, *Lesson observation*).

ATL has surveyed branch and regional officials for evidence that the performance management process is disproportionately affecting older teachers. We will continue to monitor this issue and raise concerns with the government if we have sufficient evidence (resolution 24, *Performance management and capability*).

**Academies**

In the past year the number of academies has risen to 2,619 (as at 1 February 2013), an increase of 1,039 since last February. ATL maintains its policy of opposition to the academies programme coupled with support for members affected by it. ATL’s policy was refined by means of an updated position statement entitled *Academies*. Members joined a number of local campaigns against their establishment, with ATL officers prominent. ATL remains active in the Campaign for State Education and this relationship has proven highly effective in terms of exchanging information, developing links with education trade unions and other organisations and coordinating joint campaigning work.

The toolkit for school representatives has been revised and substantially improved over the year taking examples from campaigns across the country. With one in seven of our members now working in academies, ATL also published its handbook entitled, *Working in an Academy*, which provides members with detailed information about their contractual and employment rights, and factsheets covering issues such as continuous service when moving from the maintained sector to an academy or vice versa; all of which represent a unique resource provided by no other education union.

A number of recognition agreements, at national and local level, have been signed, based on the TUC model recognition agreement. Whilst remaining opposed to the academies programme, ATL believes that, where conversion cannot be resisted, protection of the employment conditions for staff is essential. Through the TUC, ATL has improved the model recognition agreement and has held discussions with the Schools Co-operative Society about cooperative trust schools, responding to resolution 7, *Governance in academies*. ATL has also drawn up a table of school types which sets out differences in governance and submitted evidence to the Academies Commission and the Select Committee on governance and the lack of
democratic accountability of academies (resolution 19, Democracy in education).

ATL has continued to negotiate at national level on terms and conditions with the United Learning Trust, Absolute Return for Kids, Academies Enterprise Trust, OASIS Community Learning, E-ACT, Kemnal Trust, Ormiston Academies Trust and the Harris Federation. ATL provides the secretariat of the trade union side which meets at OASIS. In addition, ATL has signed recognition agreements with the ATT, Prospects and Woodard. All of these sponsors have either agreed to follow the national pay and conditions in its entirety, or have reached agreements which, taken as a whole, are at least as favourable as the provisions of this document.

ATL is mapping the expansion of academies, providing support to branches as required and trying to ensure that schools converting to academies adhere to the national pay and conditions framework.

ATL’s cross-department working group continues to coordinate activity around academies and update material for representatives in schools who wish to oppose the change to academy status. 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 and updates for branches on developments in academies. Following training courses for ATL reps in academies, a network of reps has been developed to share ideas and concerns.

**Free schools**
The Academies Act 2010 also introduced free schools as a new style of academy, with less regulation of curriculum and working conditions. Fifty-five free schools opened in September 2012 bringing the total to 79. There are a further 116 approved to open in 2013 and beyond.

Information for members who may wish to work in free schools has been produced. The advice is along the lines of that provided to members in the independent sector as there is no requirement to provide national pay or conditions in free schools.

ATL was disappointed to see that the government had enacted its policy of allowing fast-track planning regulations so that free schools can be located in empty shops and other vacant buildings. Our written submission to the consultation process had vigorously opposed these new regulations from both an educational and health and safety perspective. ATL will continue to campaign against the privatisation of state education and remains opposed to the free school initiative on the basis that the money would be better spent improving existing schools instead of opening new schools for a small number of children.

**FE**
Following a consultation exercise, FESAG, ATL’s Further and Higher Education Sector Advisory Group, recommended that, while dismayed at the prospect of the final pay offer put forward by the Association of Colleges (AoC) for FE college staff in England, ATL should accept the offer in accordance with resolution 22, *National pay arrangements*, with the expectation that the AoC agree to the following guiding principle: ‘that nationally agreed pay increases are implemented by all institutions at the point of agreement.’ The Executive Committee accepted this recommendation, which was as follows:

- A consolidated salary increase of £200 for staff earning below £15,000 (equivalent to spine points 4 to 7 of the AoC harmonised pay scale). This increases the recommended minimum hourly rate to £7.30 per hour, in response to the trade unions’ living wage campaign.
- A consolidated salary increase of 0.7% for all staff earning above £15,000 per annum (equivalent to spine points 8 and above of the AoC harmonised pay scale).
- Increases to be payable from 1 August 2012.

In response to other aspects of the unions’ claim, the AoC agreed to reiterate the recommendations of the Joint Agreement on Guidance for the Employment of Part-Time Employees in Further Education, and to remind its members of the recommendations of the Joint Agreement on Guidance for Regulating Working Hours in Further Education Colleges.

The offer was also accepted by AMiE, the GMB and UNISON. The AoC has recommended the offer to colleges on the basis of acceptance by a majority of the recognised unions.

ATL is a member of a working party developing examples of good practice and case studies in respect of lesson observations.

ATL worked with the AoC to produce a new single Joint Agreement on Equality in Employment which incorporated and updated the large number of separate equality agreements we have negotiated with the AoC over the years.

Regrettably, the AoC has written to the FE trade unions stating that it is withdrawing from the national agreement on guidance on sickness leave in FE colleges. This important agreement sets out the minimum entitlements to paid contractual sick leave recommended by the AoC to individual colleges. Negotiations on this issue are continuing at national level and the unions are campaigning to ensure that colleges continue to implement the provisions set out in the agreement.

**Sixth form colleges**

In the sixth form college sector, the Sixth Form Colleges’ Forum (SFCF), the colleges’ national body, refused to offer any pay increase at all to sixth form college teachers for September 2012, arguing that any increase would be unaffordable given the current funding situation. This follows their refusal to
offer any pay increase for September 2011. They also made it clear that they did not expect to be able to provide some form of pay increase and begin to restore comparability with school teachers in the near future.

ATL made clear its extreme disappointment and asked the employers to reconsider their position. We argued that current levels of inflation made it imperative that the 2012 pay negotiations should provide some form of pay increase and begin to restore comparability. Despite the similar funding position in general FE colleges, we pointed out that the FE employers had made a pay offer to their staff for both 2012 and 2011.

The employers said in response that due to issues around affordability and sustainability they were not in a position to make any offer at all for 2012-13 and that this view would not change.

The employers did, however, agree to continue discussions on joint employment procedures, an agreement on facilities time and a review of the joint guidance on workload and working time, following a joint union survey of union representatives requesting information on these issues.

We have been advised by the SFCF that sixth form colleges were considering any advantages to be gained by moving to academy status; unlike sixth form colleges, academies are given a VAT rebate and have their insurance premiums paid. However, the employers stressed that no decision had been made and many colleges would be reluctant to make such a move.

**Pensions**

Following our successful pension campaign in 2011, most of the activity on pensions was connected in one-way or another to the negotiations on the future of the Teachers’ Pension Scheme (TPS) across the UK. ATL continues to work with the other education unions on TPS-related matters and with the TUC and its affiliated unions on the continuing negotiations about the future of public sector pensions. We have also been keeping a close eye on the developments with negotiations around the Local Government Pension Scheme (LGPS) although this has proved more difficult as ATL is not directly involved in those negotiations.

In accordance with its statutory duty, the DfE undertook an Equality Impact Assessment, a review of the impact of the proposed changes to the TPS on those with protected characteristics under the Equality Act 2010. During the spring and summer of 2012, ATL attended the discussion meetings and submitted evidence to inform the DfE’s final assessment.

In accordance with resolution 1, *Teachers’ pensions*, ATL is represented at the DfE Teachers’ Pensions Discussion Forum, which is reviewing in detail specific areas of the new TPS based on the Heads of Agreement. This has involved analysing, examining, scrutinising and questioning the proposed changes to the TPS, transitional arrangements and how the scheme will
operate in practice. The meetings commenced in October 2012 and are due to end in April/May 2013. ATL has played a significant role at the discussion forum; our analyses of the practicalities of the new scheme, feedback and comments have been received warmly by the DfE. As result, we have had some success in ironing out key issues that will affect members’ benefits in the new scheme.

ATL also responded to the DfE consultation on the proposed increase to the TPS contribution rate for 2013 in England and Wales. The contribution increases were not part of the pension negotiations and the government refused to discuss the imposed savings in the TPS which had led to the increases. Despite objections from all of the teaching unions and ATL’s insistence that the new contribution tiers did not offer sufficient protection to younger teachers (particularly in London) the government confirmed that it was to implement its preferred contributions structure from 1 April 2013. There were similar consultations on contribution increases in Scotland and Northern Ireland. ATL also responded to the consultation on changes to the LGPS and the new Fair Deal Regulations.

ATL has followed the progress of the Public Service Pension Bill through both Houses of Parliament. In October and November 2012, ATL submitted evidence to the Bill committee, wrote to MPs requesting they table amendments to alter the Bill in line with our concerns, and initiated an online campaign encouraging members to do the same. ATL comments and concerns were quoted during the debates in both Houses of Parliament and recently the Secretary of State confirmed that some of our main concerns have been addressed. ATL continues to monitor the Bill as it goes through its final stages before becoming legislation.

In 2012, we continued our regular programme of ‘Preparing for Retirement’ seminars, for which we have had an overwhelming interest this year. In 2012, we increased the number of attendees from 30 to 40 per session and this has proven to be a great success. We are also continuing in partnership with Endsleigh Financial Services to develop a programme for younger members and members in mid-career to improve our provision of retirement advice.

Education policy
Work has been organised in three main areas:
- the marketisation of education
- poverty and inequality
- quality education.

In accordance with resolution 21, Profit from education, ATL responded to the consultation on the proposal to exempt private higher education (HE) providers from VAT by drawing attention to the discrepancies already existing between schools and FE colleges. Press comments highlighted the lessons that should be learnt from profit-making schools in the US and drew attention to privatisation in FE. In September 2012 ATL brought to public
attention the takeover of IES, the Swedish company which had won a contract to open a free school in Suffolk, by a global private equity company based in the US. Evidence was provided to the Academies Commission, led by Pearson; its report, published in January 2013, reflected many of the perspectives in the ATL evidence.

The focus on poverty and inequality reflected resolutions 4, *Young people and the current socio-economic context* and 5, *Education maintenance allowance*. ATL joined the campaign for free school meals in FE and sixth form colleges, responded to the Department for Business, Innovation and Skills (BIS) Select Committee and the Richard Review on apprenticeships, the BIS consultation on traineeships (pre-apprenticeships) and gave evidence to the Education Select Committee on careers guidance. ATL also responded in the press to the Office of National Statistics report, highlighting the importance of education in improving the well-being of both young and older people, and joined the NUS/Unison campaign against FE loans. ATL drew attention in the press to the intervention of the Equality and Human Rights Commission in questioning whether the abolition of the education maintenance allowance was discriminatory against ethnic minorities and those with disabilities, and therefore illegal under equalities legislation.

As part of the work on inequality and in response to resolution 48, *SEN*, detailed comment was made on the SEN Green Paper and the Children and Families Bill. ATL worked closely with the other teacher unions to highlight the importance of sustained funding for local services and facilities. ATL is represented on the Children’s Commissioner’s group on SEN-related exclusions and has provided member and research evidence to the DfE and the Select Committee on the impact of the proposed changes in SEN, particularly around funding. Speaking at professional seminars focusing on SEN reforms with audiences of over 100 participants from schools and local authorities has enabled ATL’s views to be shared with a wider audience.

ATL continued to monitor developments in school funding policy through membership of the DfE’s School Funding Implementation Group. Responses were submitted to consultations on formula reform, arguing against a move towards excessive simplicity and against the replacement of a sparsity factor by a school lump sum factor. In the event, those decisions caused significant difficulties for a number of local authorities, leading to the government’s decision to review a system even before it had been implemented.

A particular concern was the implementation of the pupil premium, reflecting resolution 8, *Pupil premium and free school meals*. ATL was represented on the steering group of a research project on the use by schools of the pupil premium.
The main focus of ATL’s education policy work has been on quality education, with the main strands being curriculum and assessment, accountability and teacher training.

This has been a big year for curriculum. Reflecting resolution 41, *Curriculum changes*, ATL responded to the draft primary programmes of study of the national curriculum, and met with civil servants and ministers to argue our case. A statement was prepared jointly with the NUT and a range of academics and authors, setting out our concerns. ATL also responded to the consultation on the proposed disapplication of the ICT programmes of study. ATL was active in opposition to the new English Baccalaureate Certificate (EBacc) in line with resolution 42, *Secondary curriculum*, by means of a response to the consultation on EBacc, and putting ATL’s views forward at national conferences and in a range of articles and blogs. As a result of the opposition, the Secretary of State withdrew his proposal for an EBacc. ATL also responded to the consultation on A-level reform.

ATL continued to oppose excessive testing, in line with resolutions 44, *Pupil assessment* and 45, *Preparation for public exams*, working jointly with the NUT and NAHT to oppose the new Year 1 phonics check, as well as working with the Standards and Testing Agency on their guidance for teachers and moderators on the new writing assessment. Members were surveyed about excessive preparation for exams, and the response to the proposed EBacc pointed out the impact on teachers and pupils of excessive pressure. Pressure of work prevented the investigation of the effects of targets on pupils, as requested by resolution 46, *Targets*.

An ongoing project looks at the new Ofsted inspection framework. Members who have undergone inspection since January 2012 have been invited to complete a survey and to share their experiences (resolution 25, *Lesson observation*). ATL consistently called upon government to reform Ofsted in line with ATL’s policy, and reiterated this in evidence to the Select Committee. Concerns have been raised about Ofsted’s trigger process and in particular the problems of using inspection judgements as a basis for forced conversion to academy status (resolution 29, *Ofsted*). Executive Committee members have continued to put pressure on Ofsted to withdraw Parent View (resolution 28, *Parent View*). Following pressure from ATL and others, Ofsted announced that there will now need to be 10 questionnaires completed instead of three before results are displayed publically on the website, and restated a commitment to ensure that Parent View results about which a school has concerns will be reviewed within 24 hours. Similar concerns were raised when the FE inspection framework introduced a comments system, including how such comments could be authenticated and validated.

The inspection project is considering the issue of lesson planning and other inspection-related workload, and we have raised the issue of excessive workload in our responses to consultation on curriculum, exams, testing and inspection (resolution 36, *Workload*).
ATL continued to question the government’s strategy for teacher training, following up on our 2011 submission to the select committee which challenged the impact of tuition fees and of the change in bursaries. The evidence presented then on the range of factors necessary to secure the best teaching workforce continues to be relevant (resolution 14, Teacher recruitment). Lobbying continued on the impact of bursaries on the take-up of PGCE places (resolution 16, PGCE bursaries) but changes in training routes during 2012 made it difficult to collect definitive evidence. These changes also made it impossible to consider reasons for wastage in ITT and ways to improve retention as suggested in resolution 17, Initial teacher training, although work was undertaken with UCET to try to establish the impact of the new School Direct training scheme on schools and HE institutes. ATL also responded to the consultation on the proposed changes to allow schools to more easily employ industry experts to work as instructors in schools.

ATL undertook a range of work on training and development of FE staff, which was another volatile policy area with significant quality implications. Evidence was given to the Lingfield Review panel on FE professionalism and to the consultation on the Revocation of the Further Education Teachers’ Continuing Professional Development and Registration (England) Regulations 2007 and the Further Education Teachers’ Qualifications (England) Regulations 2007, which followed. ATL also responded to the consultation on the FE Guild and became a member of the FE Guild steering group. ATL responded to the consultation on Chartered Status for FE providers.

Responding to resolution 27, Managing behaviour, guidance was provided on behaviour management for teachers through the popular publication, Managing Classroom Behaviour, and the training courses on managing behaviour.

A research report was produced on class sizes as requested by resolution 49, Class sizes, which points to a lack of clear evidence about the benefits of smaller classes, linked with the cost of introducing such an initiative, and reviews OECD findings that the money would be better spent on improving teacher quality through better initial training and CPD.

A further research report covered the use of computer games by young children as requested by resolution 10, Computer games. Legislation which the resolution refers to was put in place in July 2012; all games sold in the UK are now regulated under a system called the Pan European Game Information scheme, which makes it illegal to sell 12-rated video games to children under that age; 15 and 18 certificates were already legally enforceable. The proposer of the resolution continued to undertake media interviews throughout the year.

ATL Scotland
Pensions
In April 2012, formal negotiations began with the Scottish Government over a new Scottish Teachers’ Pension Scheme. ATL is represented on the Scottish Teachers’ Pension Scheme Negotiating Group. Whilst pension administration is devolved to the Scottish Government, via the Scottish Public Pension Agency, the UK government Treasury department is a dual signatory and must agree to any changes to the pension scheme. The Heads of Agreement for the TPS in England and Wales forms the starting basis for the negotiations with the Scottish Government. Those negotiations have been slow as the Scottish Government seeks to gain the consent of the UK government to potential amendments to the scheme as negotiated in England and Wales. Any changes must be within the ‘cost envelope’ and must not affect the behaviour of scheme members leading to a negative impact on the viability of the scheme.

Member recruitment and development
ATL’s Scotland branch continues to go from strength to strength with a 4.1% increase in standard membership in 2012. Student and NQ membership also increased in 2012, reflecting ATL Future activity and the successful ‘Preparing for probation’ seminars for final-year and postgraduate students which were once again facilitated by NQ members.

Membership in the post-16 sector continues to grow both in terms of lecturer and AMiE members. The second AMiE Scotland seminar took place in March 2013 where members discussed the impact of the Post-16 Education (Scotland) Bill.

Defending members
Members in Scotland have continued to be supported in the workplace. A new advice sheet entitled, Teaching in Scotland was produced following an increase in enquiries from members looking to move to Scotland. A complementary advice sheet provisionally entitled, Pay and Conditions of Service of Teachers in the Maintained Sector in Scotland will be finalised when the current pay and conditions negotiations are completed.

Pay, conditions and pensions
We continue to meet with senior civil servants and MSPs and in doing so have taken forward resolution 37, Impact of Scottish Negotiating Committee for Teacher agreement. Implementation of the resolution will be completed by the submission of evidence on the subject of supply teaching to the Education and Culture Committee of the Scottish Parliament by summer recess.

Education policy
ATL Scotland has submitted eight responses to consultations from Scottish Government and other agencies since ATL’s 2012 Annual Conference. In August 2012, the position statement entitled, Raising Attainment in Scottish Education, was launched and positively received. In November at the Annual
Lecture a further position statement entitled, *Beyond Donaldson et al: The Future Direction of Scotland’s Schools* was launched. This has been well received, being described by one leading Scottish education commentator as: “rather good...and open-minded,” which is high praise indeed from said individual! In March 2013, an ATL/AMiE position statement on the Post-16 Education (Scotland) Bill was produced.

**ATL Cymru**

ATL maintains its unique position as the reasonable voice of the entire education profession. We continue to be a critical friend of the Welsh government and have been broadly supportive of the Minister’s attempts to put literacy, numeracy and narrowing the gap at the heart of all educational endeavour. The director and officers meet key stakeholders on a regular basis. ATL is often cited in debates at the National Assembly and elsewhere. The director and members of the committee in Wales are regularly sought for television and radio interviews, and ATL dominates press coverage of education. We have built effective and professional working relationships with the General Teaching Council (Wales) and the inspectorate, and cooperate increasingly closely with other unions who share our core values. ATL Cymru continues to play a leading role in the Wales TUC.

**Member recruitment and development**

Despite reductions in the number of teachers in full-time employment, membership continues to grow, showing an increase of over six percent since last year. FE membership has shown a marked rise in membership, and support staff continue to join in increasing numbers.

**Education policy**

The Welsh government continues to consult on policies designed to improve education outcomes and raise standards in literacy and numeracy. While we have not always agreed with policies, and have ever graver concerns about the flawed banding system, we still engage positively with the government’s agenda.

In the past year responses were made to the following consultations: the FE/HE white paper, school governance, school term-time dates, home-based education, 14-19 qualifications review, and school standards and organisation.

**ATL Northern Ireland**

**Policy**

The environment in 2012-13 was coloured by £800 million in austerity cuts across the 2011-15 Assembly mandate. ATL adopted the ‘no sacred cows’ approach described in resolution 9, *Education cuts in Northern Ireland*, including at the Strategic Forum for Education, which is bedding in as a de facto policy sounding-board additional to the negotiating machinery. Priorities included area planning/school re-organisation, the budget and raising standards, with forthcoming policy discussion around the
accountability system. Talks on inspectorate reform remained stalled. The trade union side offered a coherent response to the draft Education Bill. ATL, UTU, NAHT and INTO undertook a two-day educational study visit to Scotland.

The announcements of the relatively good performance of Northern Ireland in TIMMS and PIRLS at Year 6 represented a game changer given the comprehensive, balanced intake at this level and the segregation that occurs a year later. In February 2013, a delegation from the OECD visited Northern Ireland in a consultancy role; its report will further internationalise the problem.

A busy policy year has seen consultation responses, including the 0-6 strategy, ‘Learning to Learn,’ and coping with the new assessment regime.

**Negotiation**

ATL has played a key role in the Northern Ireland Teachers’ Council. The creation of a system-wide redundancy trawl has been encouraging, including, for the first time, voluntary grammars, grant-maintained, integrated schools and Gaelscoláicta. Following industrial action on pensions there was progress on six inter linked procedures:

- school closures agreement
- efficiency discharge procedure
- refreshing the teaching workforce - a scheme aimed at allowing teacher release for teachers aged 55+ with a cadre of more than 200 new or recently qualified teachers recruited in their place
- two capability procedures for teachers and principals provides for an expert evaluator panel to assess progress within support programmes
- pensions - consideration of actuarial reduction buy out for teachers aged 65-68
- inspection reform, assessment reform and tackling an overwrought accountability system remain priorities.

**Representation**

ATL was well represented across the education landscape. In particular, Gordon White is a board member at the Western Education and Library Board; Theresa Devenney is chair of the ICTU Women’s committee; and Mark Langhammer has drafted an initial paper aimed at creating an ICTU/trade union and community campaign to tackle educational disadvantage.

**Member recruitment and development**

Membership numbers were up overall, especially in AMiE. There are now no schools with 34 or more members without rep. Branch CPD events have proven popular; the ATL/AMiE CPD offer has improved with a ‘Preparing for inspection’ course.

Overall, it has been a busy, successful year for ATL and AMiE in Northern Ireland.
Linking to trade union and policy communities
The general secretary continued to sit on the Executive Committee of the TUC and the board of Acas, and to chair the board of unionlearn. ATL was represented on the TUC General Council by Alice Robinson and Mary Bousted. Through the general secretary, ATL has become increasingly influential as a proponent of thoughtful and moderate policy positions. ATL was prominent in opposing the motion at Congress in September 2012 calling for consideration of a general strike, and in the subsequent discussions.

ATL again played a full part in the Public Sector Liaison Group of the TUC and the TUC’s Education Unions’ Group although these met less frequently than in 2011-12.

The deputy general secretary continued to serve on the European Trade Union Committee for Education (ETUCE). A four-strong ATL delegation led by the president attended the ETUCE Congress, held in Budapest in November 2012. Its theme was education in an age of austerity, summarised in an excellent address by the director of ETUCE, Martin Rømer.

The Executive Committee received regular reports on links between senior staff and political parties and policy groups across the UK. Meetings continued between the general secretary and the Secretary of State as well as other ministers, although some relationships were strained at times. 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.

Awards 2012-13

Order of merit
Phil Jacques, Dorset
Peter Walker, Norfolk

Certificates of honour
David Ambler, Birmingham
Robert Bentley, Stoke on Trent
Jennifer Caola, Avon
Stuart Herdson, Bradford
Hazel Pearce, Leeds
Gillian Stainthorpe, Bury
Morag Stead, Northumberland
Ruth Townrow, Leeds

Service award
Colin Owen, Bury

ATL Executive Committee 2011-13
Officers
President
Mr Hank Roberts, Copland Community School, Cecil Avenue, Wembley, Middlesex, HA9 7DX (from September 2012)
Mrs Alice Robinson, Our Lady’s Catholic College, Morecambe Road, Lancaster, Lancashire, LA1 4RX (until August 2012)

Senior vice-president
Mrs Alison Sherratt, Riddlesden St Mary’s CE Primary School & Nursery, Grange Road, Riddlesden, Keighley, West Yorkshire, BD20 5AB (from September 2012)
Mr Hank Roberts, Copland Community School, Cecil Avenue, Wembley, Middlesex, HA9 7DX (until August 2012)

Junior vice-president
Mr Mark Baker, Redwood Secondary School, Hudson’s Walk, Rochdale, OL11 5EF (from September 2012)
Mrs Alison Sherratt, Riddlesden St Mary’s CE Primary School & Nursery, Grange Road, Riddlesden, Keighley, West Yorkshire, BD20 5AB (until August 2012)

Immediate past-president
Mrs Alice Robinson, Our Lady’s Catholic College, Morecambe Road, Lancaster, Lancashire, LA1 4RX (from September 2012)
Mr Andy Brown, Ballymena, Co Antrim (until August 2012)

Honorary secretaries
Mrs Shelagh Hirst, West Yorkshire
Mr John Puckrin, Grange Primary School, Webb Street, London, SE1 4RP

Honorary treasurers
Mr Stephen Buck, Frederick Gough School, Grange Lane South, Scunthorpe, North Lincolnshire, DN16 3NG
Mrs Caroline Kolek, The Taunton Academy, Cheddon Road, Taunton, Somerset, TA2 7QP

AMiE president
Mr Bob Vesey, Ruislip

Members
Mr David Ambler, ATL Birmingham Office: Martineau Centre, 74 Balden Road, Harborne, Birmingham, B32 2EH (until August 2012) (Birmingham)

Mr Mark Baker, Redwood Secondary School, Hudson’s Walk, Rochdale, OL11 5EF (until August 2012) (Greater Manchester)
Dr Stephen Baker, Droitwich Spa High School & Sports College, Droitwich High School, Briar Mill, Droitwich, WR9 0AA
(Herefordshire, Worcestershire, Shropshire, Telford & Wrekin)

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

Mrs Allison Barnes, Larkmead School, Faringdon Road, Abingdon, Oxfordshire, OX14 1RE
(Oxfordshire)

Mr Jeff Bevan, Wallasey School, Birket Avenue, Moreton, Wirral, CH46 1RB
(until August 2012)
(Merseyside)

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

Miss Ann Boxall, Suffolk (until August 2012)
(Suffolk)

Mr Tom Bright, St Bede’s Grammar School, Highgate, Heaton, Bradford, West Yorkshire, BD9 4BQ (from November 2012)
(Bradford, Leeds)

Dr Alec Clark, Tai Education Centre, Grovefield Terrace, Penygraig, Rhondda, CF40 1HL
(Wales)

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

Mrs Sue Coates, St Gregory’s Roman Catholic Primary School, Harton House Road East, South Shields, Tyne & Wear, NE34 6DZ
(Sunderland, South Tyneside, Teesside & District, Durham)

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, East Sussex
(East Sussex, Brighton and Hove)

Ms Kathy Eagar, Beardwood Humanities College, Preston New Road, Blackburn, Lancashire, BB2 7AD
(Isle of Man, Lancashire, Blackburn, Blackpool)
Mr Graham Edwards, Inner London
(Greater London)

Mr Michael Everett, Suffolk (from November 2012)
(Suffolk)

Miss Zöe Fail, Norfolk (from September 2012)
(Norfolk)

Mr Tim Farmer, Seaford College, Lavington Park, Petworth, West Sussex, GU28 0NB (from February 2012)
(West Sussex)

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

Mr Ashraf Ghouse, Lordswood Girls’ School & Sixth Form Centre, Knightlow Road, Harborne, Birmingham, B17 8QB (from September 2012)
(Birmingham)

Mrs Beatrice Harvey, Staffordshire (From November 2012)
(Staffordshire, Stoke on Trent)

Mr Stuart Hart, The Fallibroome Academy, Priory Lane, Macclesfield, Cheshire, SK10 4AF (from June 2012 until August 2012)
(Cheshire, Warrington, Halton)

Mr Gordon Henderson, Abbey Grange Church of England Academy, Butcher Hill, Leeds, LS16 5EA (from November 2011 to September 2012)
(Bradford, Leeds)

Ms Tamsin Honeybourne, St Andrew’s Catholic School, Grange Road, Leatherhead, Surrey, KT22 7JP
(Surrey, Guernsey, Jersey)

Mrs Julie Huckstep, Hartsdown Technology College, George V Avenue, Margate, Kent, CT9 5RE
(Kent, Medway)

Mrs Jenny Inglis, Berkshire (until August 2012)
(Berkshire)

Mr Phil Jacques, Shaftesbury School, Salisbury Road, Shaftesbury, Dorset, SP7 8ER (until August 2012)
(Dorset, Poole, Bournemouth)
Mrs Stella Jales, Wiltshire College, Southbroom Road, Devizes, Wiltshire, SN10 5AB
(Wiltshire, Swindon)

Miss Avie Kaur, Warwickshire Local Authority, Wedgnock House, Wedgnock Lane, Warwick CV34 5AP (from September 2012)
(Coventry, Solihull, Warwickshire)

Mrs Phillipa Kearns, St Cross Roman Catholic Primary School, Upper Marsh Lane, Hoddesdon, Hertfordshire, EN11 8BN
(Hertfordshire)

Ms Clare Kellett, West Somerset Community College, Bircham Road, Alcombe, Minehead, Somerset, TA24 6AY
(Somerset)

Mr David Kinnen, President Kennedy School, Rookery Lane, Coventry, CV6 4GL
(Coventry, Solihull, Warwickshire) (until November 2011)

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

Mrs Hannah Knox, Oriel High School, Maiden Bower Lane, Maiden Bower, Crawley, RH10 7XW (until September 2011)
(West Sussex)

John Laidlaw, Cavendish High School, Warners End Road, Hemel Hemstead, Hertfordshire, HP1 3DW
(Bedfordshire, Luton)

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

Mr Barry Lingard, Smithills School, Smithills Dean Road, Bolton BL1 6JS
(from September 2012)
(Greater Manchester)

Mr Roger Lister, Bournemouth Poole & Dorset SCITT, Bournemouth Learning Centre, Ensbury Avenue, Bournemouth BH10 4HG (from September 2012)
(Dorset)

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

Mrs Rebecca Matthews, Middlesbrough College, Dock Street, Middlesbrough TS2 1AD (From November 2012)
(Sunderland, South Tyneside, Teesside & District, Durham)

Mrs Anne Millis, ATL NI Office, Unit C2, 16 West Bank Drive, Belfast, BT3 9LA  
(Northern Ireland) (from November 2011 to January 2013)

Mr Garry Monger, Lincolnshire  
(Lincolnshire)

Mr Parick O’Donoghue, Penistone Grammar School ALC, Huddersfield Road, Penistone, Sheffield S36 7BX (from September 2012)  
(Barnsley, Doncaster, Rotherham, Sheffield)

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

Mr John Pollock, ATL, Unit C2, 16 West Bank Drive, Belfast, BT3 9LA (from September 2012)  
(Northern Ireland)

Ms Debbie Polwarth, Kenton School, Drayton Road, Kenton, Newcastle upon Tyne, NE3 3RU  
(Gateshead, Newcastle, North Tyneside, Northumberland)

Mr Alan Porter, St Edward’s School, Cirencester Road, Cheltenham GL53 8EY (from September 2012)  
(Gloucestershire)

Mrs Helen Porter, St Gabriel’s School, Sandleford Priory, Newbury, Berks. RG20 9BD (from September 2012)  
(Berkshire)

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

Ms Carolyn Roberts, Ballyclare, Co Antrim (until August 2012)  
(Northern Ireland)

Mrs Jean Roberts, Old Oak Primary School, Mellitus Street, East Acton, London, W12 0AS  
(Greater London)

Mr Robert Rochford, Smithills School, Smithills Dean Road, Bolton BL1 6JS (from September 2012)  
(Greater Manchester)
Mrs Veronica Rodriguez, Marlwood School, Vattingstone Lane, Alveston, BS35 3LA
(Avon)

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

Mr Peter Shreeve, Solent Middle School, Barings Road, Cowes, Isle of Wight, PO31 8DS
(Hampshire, Isle of Wight)

Mr Stephen Sidgwick, Lindeth College, The Oaks, Lindeth, Bowness-on-Windermere, Cumbria, LA23 3NH
(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)

Ms Niamh Sweeney, Parkside Federation Academies, Parkside, Cambridge, Cambridgeshire, CB1 1EH
(Cambridgeshire)

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 (until August 2012)
(Gloucestershire)

Mrs Helen Thompson, Stoke Park Junior School, Underwood Road, Bishopstoke, Eastleigh, Hampshire, SO50 6GR / Sparsholt CE Primary School, Sparsholt, Winchester, Hampshire, SO21 2NR (from February 2011)
(Hampshire, Isle of Wight)

Mr Jovan Trkulja, Lady Margaret School, Parsons Green, London, SW6 4UN
(Greater London)
Mr Stephen Waldron, St Thomas Boteler CE High School, Grammar School Road, Warrington, WA4 1JL (until October 2011) (Cheshire)

Mr Adam van Asch, Guilsborough School, West Haddon Road, Guilsborough, NN6 8QE (from November 2011) (Northamptonshire)

Mr Peter Walker, Norfolk (until August 2012) (Norfolk)

Mrs Brenda Walters, Wolverhampton (Dudley, Sandwell, Walsall, Wolverhampton)

Mrs Joyce Walters, Coombeshead College, Coombeshead Road, Newton Abbot, Devon, TQ12 1PT (until December 2012) (Cornwall, Devon, Scilly Isles)

Mr Brian Ward, South Yorkshire (until August 2012) (Barnsley, Doncaster, Rotherham, Sheffield)

Mrs Angela Wells, Wigan Sure Start Team, 7 Worsley Terraces, Gateway House, Standishgate, Wigan, WN1 1AE (until August 2012) (Greater Manchester)

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

Mrs Liz Williams, Staffordshire (until August 2012) (Staffordshire, Stoke on Trent)

**AMiE representatives**
Mrs Jackie Harvey, Reed First School, Jacksons Lane, Reed, Royston, SG8 8AB (until December 2012)
Miss Julia Neal, Torquay Grammar School for Girls, 30 Shiphay Lane, Torquay, South Devon, TQ2 7DY
Mr Mick Wood, Leicester College, Freemen’s Park Campus, Aylestone Road, Leicester, LE2 7LW

**Committee chairs, coordinators and lead members 2011-13**

**Executive Committee**
Hank Roberts (from September 2012)
Alice Robinson (until August 2012)

**Policy Council**
Alice Robinson (from September 2012)
Andy Brown (until August 2012)

**Tracking**
Alice Robinson (from September 2012)
Andy Brown (until August 2012)

**Awards Committee** (became a standalone committee from September 2012)
Allison Barnes

**Branch Relations**
Cathy Tattersfield

**Defence**
Jovan Trkulja (from September 2012)
David Ambler (until August 2012)

**Equalities Advisory**
Julia Neal (from September 2012)
Mark Baker (until August 2012)

**General Purposes**
Hank Roberts (from September 2012)
Alice Robinson (until August 2012)

**Member Communications, Benefits and Training**
Julie Huckstep (from September 2012)
Ann Boxall (until August 2012)

**Rules and Procedures**
Alison Sherratt (from September 2012)
Hank Roberts (until August 2012)

**Other committees**

**Action**
Alison Sherratt (from September 2012)
Hank Roberts (until August 2012)

**Disciplinary**
N/A

**Hearings**
An officer

**Other groups reporting to the Executive Committee**

**ATL Future**
Paul Campbell (from September 2012)
Vicky Josiah (until August 2012)

**Further Education Sectors Advisory Group**
Niamh Sweeney (from September 2012)
Stephen Sidgwick (until August 2012)

**Independent and Private Sectors Advisory Group**
Malcolm St John-Smith

**Support Staff Members’ Advisory Group**
Debbie Polwarth (from September 2012)
Jenny Inglis (until August 2012)

**TUC Activity Group** (virtual)
Ralph Surman

**Coordinators**

**Equalities**
Julia Neal (from September 2012)
Mark Baker (until August 2012)

**International**
Caroline Kolek (from September 2012)
Alison Sherratt (until August 2012)

**TUC**
Ralph Surman

**Lead members**

**Admissions and school organisation**
John Puckrin (until August 2012)

**Admissions**
John Puckrin (from September 2012)

**Appraisal**
Kim Knappett (until August 2012)

**Performance management**
Kim Knappett (from September 2012)

**Behaviour**
Clare Kellett (from September 2012)
Cathy Tattersfield (until August 2012)

**Safeguarding**
Alec Clark (from September 2012)
Curriculum (primary)
Zöe Fail (from September 2012)
John Paul (until August 2012)

Curriculum (secondary)
Veronica Rodriguez

Early years
Sue Coates (from September 2012)
Angela Wells (until August 2012)

Evaluation and inspection
Ralph Surman

Extended schools, including Every Child Matters
tbc

FE pay and conditions
Stephen Sidgwick (until August 2012)

Funding
Stephen Baker (from September 2012)
John Puckrin (until August 2012)

Health and safety
Kim Knappett

Independent sector
Malcolm St John-Smith (until August 2012)

Leadership
tbc

Pensions
Jovan Trkulja

Pupil assessment
Brenda Walters (until August 2012)

Student qualifications
Jovan Trkulja (from September 2012)

School pay and conditions
Ralph Surman

Sixth form college pay and conditions
Simon Holland (until August 2012)
Special educational needs
Cathy Tattersfield

Support staff
Jenny Inglis (until August 2012)

Training, initial and continuing
Ralph Surman

AMiE council and committees

AMiE council
Bob Vesey

AMiE education committee
John Dishman

AMiE employment & services committee
Alice Robinson

AMiE Wales committee
Steven Place

Representatives on external bodies 2012-13

14-19 Alliance
Mr R Vesey

AQA Council
Mr J Trkulja (from 1 April 2013)
Mr J Readman (until 31 March 2013)

Curriculum and Assessment Quality Committee
Mr J Trkulja (from 1 April 2013)
Mr L Ridings (until 31 March 2013)

Anti-Academies Alliance Steering Committee
Mr H Roberts
Mrs A Sherratt

British Council
Fulbright UK/US Teacher Exchange Committee
Mrs C Kolek

Central Council for Physical Recreation
Mr K Cluett

Drug Education Forum
Ms N Sweeney
Education Funding Agency
Mr M Wright

Further Education Guild

Further Education Stakeholder Advisory Group
Mr M Wright

Further Education Reputation Strategy Group

Institute for Learning Advisory Council all Party Parliamentary Group for FE
Mr R Vesey

Further Education Safety & Health Forum
Mr D Green

Global Campaign for Education
UK Coalition
Ms C Griffith

Institute for Learning
Advisory Council
Mr M Freedman
Mr R Vesey

League for the Exchange of Commonwealth Teachers
Mrs C Kolek

LSIS FE Workforce Stakeholder Group
Mr S Crane
Mr N Crowther

National College for School Leadership
Mrs A Robinson

National Joint Forum for Further Education
Ms P Rodmell
Ms N Sweeney
Technical adviser: Mr S Crane
Technical adviser: Mr M Freedman

National Joint Negotiating Committee
Mr S Place
Ms H Mason

National Literacy Association
Mrs S Hirst
Ms A Ryan

National Pensioners’ Convention
Executive Committee/National Council
Mr L Ridings
Mr J Lowe

OCR Qualifications Committee
Mr T Ford
MR R Peach
Mr R Watkin

OCR Appeals Qualifications and Regulations Committee
Mr T Ford

OCR Yorkshire and North East of England Regional Stakeholder Consultation Forum
Mr J Readman
Mr R Peach

OCR East Anglian Regional Consultative Forum
Mr T Ford

Ofsted
Mr R Vesey

Public Service Pensioners’ Council
Mr K Farrar

Sixth Form Colleges’ National Joint Committee
Committee for Teaching Staff
Mr S Holland
Mr M Freedman
Technical adviser: Mr S Crane

Skills Funding Agency
Mr M Wright

SKOPE
Mr N Crowther
Mr M Langhammer

Standing Committee for the Education and Training of Teachers
Ms J Neal
Mr R Surman

Sustain
Mr J Puckrin
Teacher Support Network
Teacher Support Advisory Panel
Mr J Paul

Teachers’ Superannuation Working Party
Ms S Beckley
Mr U Gbajabiamila
Mr J Trkulja

Trust Fund
Trustees
Ms F Barclay
Mr S Buck
Mrs C Kolek
Mr J Paul

TUC Delegation 2013
Mr M Baker
Dr M Bousted
Ms K Eagar
Mrs S Hirst
Mrs J Huckstep
Miss A Kaur
Mr J Laidlaw
Ms J Neal
Mr J Puckrin
Mr H Roberts
Mrs A Robinson
Mrs A Sherratt
Mr R Surman
Ms N Sweeney

TUC General Council 2012-13
Dr M Bousted
Mrs A Robinson

TUC Executive Committee
Dr M Bousted

TUC Women's Committee 2012-13
Dr M Bousted
Mrs A Robinson

TUC Black Workers’ Conference 2013
Mr G Agbi
Mr C Atta-Darkwah
Ms M Auguiste-Ernest
Ms A Kaur
Mr C Lubbe
Mr T Mashapure
Ms W Wyporska

**TUC Disability Conference 2013**
Mr B Fitzgerald
Mrs K Knappett
Mrs H Porter
Mrs A Robinson
Ms S Wilkin
Ms W Wyporska

**TUC LGBT Conference 2013**
Mr P Cox
Ms J Neal
Mr N Preston
Mr K Webb
Mr M Wilkinson
Ms W Wyporska

**TUC Women’s Conference 2013**
Mrs S Hirst
Mrs J Huckstep
Ms A Kaur
Mrs K Knappett
Mrs A Robinson
Ms W Wyporska

**TUC Young Members’ Conference 2013**
Ms A Hayden
Mr R Thompson
Reserve: Ms C Mobberley

**TUC Young Members’ Forum**
Mr R Gajria

**TUC Regional Councils**

**Midlands Regional TUC**
Mr K Wheatley

**Disabled Workers’ Committee**
Mr K Wheatley

**North West Regional TUC**
Ms M Holden

**Northern Regional TUC**
Southern and Eastern Regional TUC  
Mrs A Barnes  
Ms L Davies

South West Regional TUC  
Ms C Kellett  
Ms J Neal

Executive Committee  
Ms J Neal

Women’s Committee  
Ms R Curley

LGBT Committee  
Ms J Neal

Yorkshire and Humberside Regional TUC  
Mr S Buck  
Ms A Nash

Unions 21  
Mr P Pendle  
Mr D Whittle

Universities Council for the Education of Teachers  
Mr R Surman

University of Bradford Court  
Mr S Herdson

University of East Anglia  
Mr A McCandlish

University of Essex Court  
Mr P Linnecar

University of Hull Court  
Mr C Cranmer  
Ms C Richman

University of Nottingham Court  
Mr J Billington

University of Surrey Court  
Ms T Honeybourne

University of Sussex Court  
Mrs J Baker
Isle of Man

Isle of Man Trades’ Council
Mr A Shipley

Isle of Man Public Sector Pension Authority
Mr A Shipley

Northern Ireland

Northern Ireland Teachers’ Council
Mr C Kinney
Mr M Langhammer
Mr J Pollock

Teachers’ Negotiating Committee
Mr M Langhammer
Mr J Pollock

Joint Working Party
Mr M Langhammer

General Teaching Council
Ms S Douglas
Mr J Pollock
Mrs R Rainey

Teachers’ Superannuation Consultative Committee (Pensions)
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

NIC - Irish Congress of Trade Unions
Mr M Langhammer

Irish Congress of Trade Unions Education Group
Mr A Donaghy
Mr J Pollock

**Irish Congress of Trade Unions Disability Committee**
Mr R Adams

**Irish Congress of Trade Unions Womens Committee**
Ms T Devenney
Mrs A Millis

**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

**Scotland**

**Scottish Teachers’ Superannuation Scheme**
Management Advisory Group
Mr M Higgins
Mr K Robson

**Wales**

**Association of Directors of Education**
Dr P Dixon

**Education Partnership**
Dr P Dixon

**GTC Wales**
Mr D Healey

**Joint Standing Committee for Wales**
Mr D Healey
Ms L Pearce
Mr K Pendergast
Mr D Varity

**Standing Conference for Education in Wales (JTU)**
Dr P Dixon

**TUC Wales General Council**
Dr P Dixon
ATL subscriptions
Renewal rates for existing members
The Executive Committee set the following annual subscription rates for 2013:

Standard rate
0.6 of a timetable or more, or a two-term contract
Direct debit single payment £179.00
Cheque/credit or debit card £192.00

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 £95.00
Cheque/credit or debit card £99.00

Standard rate
Less than 0.3 of a timetable
Direct debit single payment £51.00
Cheque/credit or debit card £54.00

Standard support and affiliated members working 21 hours or more
All payment methods £111.00

Standard support and affiliated members working less than 21 hours
All payment methods £78.00

Standard support and affiliated members working less than 10.5 hours
All payment methods £54.00

Newly qualified second years
Direct debit single payment £85.00
Cheque/credit or debit card £90.00
Retired members (non-teaching)
Direct debit single payment £32.00
Cheque/credit or debit card £32.00

Associate members (non-teaching)
Direct debit single payment £32.00
Cheque/credit or debit card £32.00

Standard AMiE
(working three to five days a week average)
Direct debit single payment £200.00
Cheque/credit or debit card £216.00

Standard AMiE
(working less than three days but more than 1.5 days)
Direct debit single payment £122.00
Cheque/credit or debit card £126.00

Standard AMiE
(working less than 1.5 days)
Direct debit single payment £76.00
Cheque/credit or debit card £78.00

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 31/12/2013.

Standard rate
0.6 of a timetable or more, or a two-term contract
Direct debit single payment £89.50
Cheque/credit or debit card £96.00

Standard rate
Less than 0.6
(includes short-term contracts – one term full-time, or two terms part-time)
Direct debit single payment £47.50
Cheque/credit or debit card £49.50

Standard support and affiliated members working 21 hours or more
All payment methods £111.00

Standard support and affiliated members working less than 21 hours
All payment methods £78.00

Standard support and affiliated members working less than 10.5 hours
All payment methods **£54.00**

**Student members FREE**
Newly qualified members
* First year (for those qualifying in 2013) **FREE**
Newly qualified members
* Second year (for those qualifying in 2012)
Direct debit single payment **£85.00**
Cheque/credit or debit card **£90.00**

**Standard AMiE**
(working three to five days a week average)
Direct debit single payment **£100.00**
Cheque/credit or debit card **£108.00**

**Standard AMiE**
(working less than three days but more than 1.5 days)
Direct debit single payment **£61.00**
Cheque/credit or debit card **£63.00**